

# AGREEMENT REACHED

## IT'S TIME TO VOTE

After months of negotiations between your TWU negotiating team and Grace, **we have now reached an in-principle agreement with the Company.** The access period has now officially started and next **Monday, 13 February 2023** you will be given an opportunity to vote on your new agreement.

KEY WINS	WHAT IT MEANS FOR YOU
<b>31 October 2024</b> expiry date	This means you will stay in our industry fight next year.
<b>Clarity on the Skills Path Scheme</b>	Amendments to this clause will ensure consultation on the Scheme and any changes made to it moving forward.
<b>Meal Allowance</b>	Increases to your meal allowance to \$19.50 on each occasion.
<b>Call Out Allowance</b>	Inclusion of a new call out allowance of \$50 on each occasion you are rostered to be on call as well, as increased rates when an employee attends a call out.
<b>First Aid Allowance</b>	The allowance will not increase in accordance with the Award.
<b>Staved of attacks on your hours of work</b>	The TWU has fought off attacks on your hours off work retaining the current arrangements with no increase to the span of hours.
<b>Inclusion of a labour hire clause</b>	This clause limits the occasions where Grace can utilise labour hire and protects your job security.
<b>Wage Increases</b>	<ul style="list-style-type: none"> <li>• 4% increase to be paid as back pay from 1 Nov 2021.</li> <li>• Classification restructure from 1 November 2022 will ensure your rates of pay increase substantially to between 15 and 18% above the relevant award rate.</li> <li>• 1 Nov 2023 increase – 3.5% with a CPI safety net where should CPI be 4% or above on 1 November 2023, your increase will then be 4%</li> </ul>

### NEXT STEPS

- On Friday, you will receive an email from Grace with a link to vote. On Monday voting will open at 10:00 am (AEDT) and close at 11:00 am (AEDT). **Please follow the link to ensure you cast your vote and have your voice heard.**
- Please contact your Local TWU Delegate or Organiser for more information.
- If you're not a member, **[scan the QR code or click here to join now.](#)**

