

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
31 October 2024 expiry date	This means you will stay in our industry fight next year.
Clarity on the Skills Path Scheme	Amendments to this clause will ensure consultation on the Scheme and any changes made to it moving forward.
Meal Allowance	Increases to your meal allowance to \$19.50 on each occasion.
Call Out Allowance	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.
First Aid Allowance	The allowance will not increase in accordance with the Award.
Staved of attacks on your hours of work	The TWU has fought off attacks on your hours off work retaining the current arrangements with no increase to the span of hours.
Inclusion of a labour hire clause	This clause limits the occasions where Grace can utilise labour hire and protects your job security.
Wage Increases	<ul style="list-style-type: none"> • 4% increase to be paid as back pay from 1 Nov 2021. • Classification restructure from 1 November 2022 will ensure your rates of pay increase substantially to between 15 and 18% above the relevant award rate. • 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%

NEXT STEPS

- On Friday, you will receive an email from Grace with a link to vote. On Monday voting will open at 7:00 am (AWST) and close at 8:00 am (AWST). **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.](#)**

