

AGREEMENT ENDORSED

90% VOTED YES



BevChain members have now overwhelmingly voted in favour of your new EA. Your new agreement will deliver improved job security, pay increases and improved conditions. Congratulations to members and delegates for standing as one. This result was possible because of your unity and strength.

KEY WINS IN THIS AGREEMENT

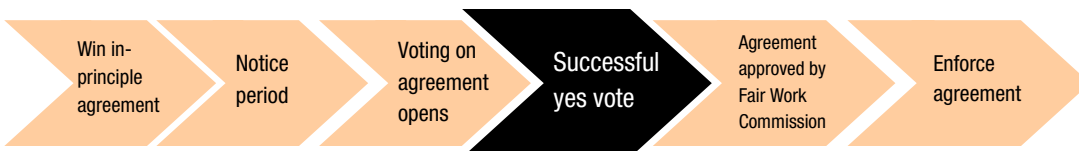
| | NEA Increases | CUB Warehouse Employees to receive NEA increases plus the additional increases below: |
|--------------|---|---|
| 2023 | 4.5% (back dated) and \$299 e-voucher | 1.5% |
| 1 July 2024 | 3% (or CPI capped at 4%, whichever is higher) and \$299 e-voucher | 1.5% |
| 1 July 2025* | 3.5%* (or CPI capped at 4%, whichever is higher) | 2% |

*1% linked to completion of the productivity training course – more information to come

- ✓ NEA expiry 30 June 2026
- ✓ Award reform
- ✓ Labour hire conversion after six months
- ✓ New Starter's training and development
- ✓ 25 minutes for TWU yard meetings
- ✓ Family and domestic violence leave
- ✓ Incorporation of Greenfields EAs and the long-distance award MOU
- ✓ Local matters agreement (LMAs)
- ✓ VIC – meal allowance, RDOs
- ✓ NSW, SA – water bottle, cooler bags
- ✓ Outside hire ratios on a contract-by-contract or site-by-site basis.
- ✓ Keg/packaged manual handling current procedures review
- ✓ Campaign delegates leave
- ✓ Blue Card retraining after 5 years
- ✓ Cultural leave
- ✓ Mental health training for delegates and HSRs
- ✓ Women's advocate programme
- ✓ Stronger rights for yard meetings
- ✓ Redundancy – 'no less favourable'
- ✓ Journey Insurance – confirmation that employees are insured for their direct travel to and from work
- ✓ Access to BevChain's novated lease arrangements
- ✓ Strengthened auditing compliance clause

NEXT STEPS

- ▶ **APPROVAL:** The agreement has been filed for approval with the Fair Work Commission.
- ▶ **E-GIFT VOUCHER:** Your \$299 e-Gift voucher should have been send to your email address as per your payslip.
- ▶ **ENFORCING YOUR AGREEMENT:** Your NEA is only as good when enforced. In 2024, we will focus on enforcing your hard-won rights such as:
 - Outside hire ratios
 - Electing women advocates for the women's advocate programme
 - Getting delegates and HSRs booked in for the Steering Healthy Minds mental health training



JOIN THE TWU