

YOUR AGREEMENT HAS BEEN APPROVED



Your new Enterprise Agreement has now been approved in the Fair Work Commission. Thanks to your collective strength, we locked in significant pay increases, improved conditions and fought off all attacks on existing terms and conditions.

Skyrocketing cost of living mean that a pay rise and cost of living allowance is a great win.

You should now have received your pay increase and cost of living allowance, and your backpay will be paid on 9 Feb.

UNION-WON PAY INCREASE

✓ **4.75%**

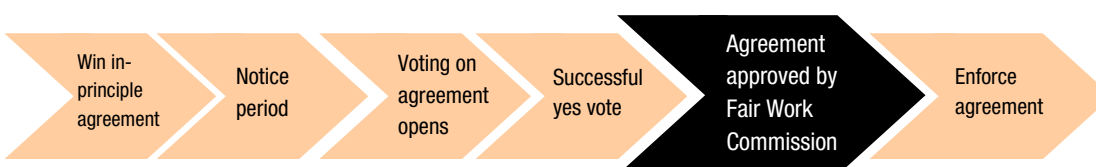
+\$500 COST OF LIVING ALLOWANCE

AFTER 6.1% CPI PAY INCREASE IN 2022

KEY WINS IN THIS AGREEMENT:

- ✓ **Commitment to** transport reform
- ✓ **Wages increase** that include protections against the cost of living:
 - PAID** • 2023- 4.75% + \$500 cost of living allowance
 - 2024- 3%/CPI, whichever's greater, 4% cap
 - 2025- 3%/CPI, whichever's greater, 4% cap
- ✓ **Outside hire** site by site ratios
 - 70% directly engaged employees and owner drivers by 2025
- ✓ **Casual conversions**
 - 2023- eligible after 5 months, converted at 6
 - 2024 onwards- eligible and converted at 4 months, subject to new labour hire agreements being entered into
- ✓ **Job security provisions** for line haul
- ✓ **Improved TWU inductions** for labour hire and permanent workers
- ✓ **Delegates' leave** - 2 nationally for 3 months
- ✓ **New starters** training/development scheme
- ✓ **Cultural and religious leave**
- ✓ **Parental leave** - remains the same. No amendment without notification; future amendments must ensure no employee is worse off
- ✓ **Family and domestic violence leave** - increased to 13 days
- ✓ **TWUSuper** inductions

NOW IT'S TIME TO ENFORCE OUR WINS.



JOIN THE TWU