

MASSIVE WIN

IN-PRINCIPLE AGREEMENT REACHED

Your member-led team has reached an in-principle agreement with SAPL after TWU members unanimously voted to pursue industrial action. Your refusal to back down in the fight for a fair offer has led to major improvements in wages, job security and conditions.

Congratulations to the members for standing as one. This result was possible because of the unity and strength delegates and members have shown.

KEY WINS

- ✓ **Salary increases —**
 - July 1 2024: 5% increase
 - July 1 2025: 6% increase
 - July 1 2026: 6% increase
 - July 1 2027: 3% increase or CPI (whichever is greater)
- ✓ **Sign on payment of 3% —**
 - As soon as practicable following the FWC agreement approval
- ✓ **Observer Service Matching —**
 - Electronic Mission Coordinators + Observer year of service percentage increments to match pilots from 1 Jan 2025 and each eligible CTL anniversary after that up to Year 10 service.
- ✓ **Location Allowances —**
 - Darwin:
 - \$2,000 flat increase on 1 July each year until 2026
 - In 2027, either a 3% increase or CPI (depending which is greater)
 - Broome:
 - July 1 2024: 4% increase
 - July 1 2025: 12% increase
 - July 1 2026: 12% increase
 - July 1 2027: 3% increase or CPI (whichever is greater)

NEXT STEPS

- ▶ Member endorsement meetings as final drafting between the TWU and SAPL occurs in the background.
- ▶ If voted up by the majority of employees, the Agreement will go to the Fair Work Commission for approval.
- ▶ If you are happy with the EA outcome, join the TWU today to endorse the deal.

The vast improvements on SAPL's original offer shows the power of taking action. We would not be here if not for all of you standing together.