

# 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.**