

# BIG WINS IN BARGAINING



With growing pressure from union members around the country, your TWU bargaining committee has secured further gains in your EA negotiations.

## BARGAINING WINS

- ✓ **Wages**  
FedEx has increased its offer to +5% (Year 1) and +4.25% (Year 2).
- ✓ **Early Care Protections**  
No loss of earnings, medical appts during work time if necessary and choice of doctor for injured workers.
- ✓ **Parental Leave**  
8 weeks primary carer, 2 weeks secondary (Year 1). 12 weeks primary carer, 4 weeks secondary carer (Year 2).
- ✓ **DSC Contractors**  
Ongoing monitoring of the use of DSC's (including union inductions) and the impact on employees.
- ✓ **Indemnity Provision**  
Capped at 10 (excluding misconduct).
- ✓ **Stronger Voice at Work**  
Increased annual consultative meetings, improved induction rights.

This is on top of previous wins from a growing number of members joining the TWU, completing pledges for action and off the back of strong industrial action in 2021. They include:

- Increased superannuation to 14% (+0.5% Y1 & +0.5% Y2)
- 15 days domestic violence leave
- New cultural religious leave provisions
- Paid mental health first aid training
- Paid BlueCard safety training
- TWU super inductions
- Anti-discrimination clause
- Part-time to full-time conversion rights
- Upskilling pathway
- Commitment to supporting industry reform for all transport workers.

## NEGOTIATIONS ARE NOT OVER YET

Important issues which must still be addressed include:

### WAGES

The increased wage offer will go some way to closing the gap between FedEx's rates and that of other major companies but more will need to be done to ease cost of living pressures.

### DISPUTES

FedEx is trying to make it harder to raise disputes by requiring an 'in writing' notification

### OTHER CLAUSES

A number of clauses must be carefully drafted and reviewed by your team.

## WHAT'S NEXT?

- ▶ ***We must keep up the pressure***
- ▶ Attend your next yard meeting
- ▶ Tell your workmates to join the union

**TOGETHER, WE ARE STRONGER.**  
**JOIN NOW FOR A BETTER FUTURE.**

[www.twu.com.au/join](http://www.twu.com.au/join)



**JOIN THE TWU**

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