

# GET READY TO VOTE YES



Congratulations to thousands of TWU union members across FedEx who have stood united to deliver a major lift to pay and conditions over the coming years. You've also ensured that FedEx withdrew all claims that would have undermined your existing conditions.

Your member-led TWU committee reached an in-principal agreement which will be put out to a national vote from the 16 to the 20 of September.



## BARGAINING WINS

- ✓ **Wages:** +5% Year 1 and +4.25% Year 2. This would mean +\$11,500 (before tax) for a worker earning \$80k annually over two years.
- ✓ **Superannuation:** 14% superannuation by end of agreement (additional +0.5% in Year 1 +0.5% in 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.

Detailed list on page 2

## HOW TO VOTE

The vote will be carried out electronically between the 16th-20th of September.

Each member will receive a link via email and text with instructions to vote through an online link

**We recommend you vote Yes to approve this union-strong agreement.**

## NEXT STEPS

**2-6 SEPT**

Joint info sessions



**9-13 SEPT**

Access period



**16-20 SEPT**

Vote opens

- Your EA will be registered in the FWC before taking full effect.
- Wages, backpay and super following successful Yes Vote.
- Your union delegates will then start to enforce your agreement and protect job security (including by implementing new Transport Reform laws that members fought for and won).

**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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**READ ON FOR A DETAILED LIST OF YOUR WINS**

## NO STEPS BACKWARDS

No diminished existing conditions.

## ROAD TO 2026/ TRANSPORT REFORM

- Expiry date 30 June 2026 to align with other companies
- MOU for a 'A Safe, Fair and Sustainable Transport Industry/Co-operative Engagement'.

## WAGES

- Wage increase of 5%, backdated to 1 July 2024.
- Wage increase of 4.25% to apply from 1 July 2025.

## SUPERANNUATION

- Superannuation increase of 0.5%, resulting in 13.5% super from 1 July 2024.
- Superannuation increase of 0.5%, resulting in 14.0% super from 1 July 2025.
- Paid 30-minute TWUSuper Inductions to occur twice (2) per year.

## PARENTAL LEAVE

Staggered increase to Parental Leave (including adoptions) from current provision of four (4) weeks for primary carers and one (1) week for secondary carers to:

**Year 1** – Eight (8) weeks for primary and two (2) weeks for secondary carers.

**Year 2** – Twelve (12) weeks for primary and four (4) weeks for secondary carers.

## JOB SECURITY

- Casual employees to have priority for shifts over Labour Hire and Outside Hire.
- FedEx to consult with TWU regarding number and discuss impact of DSC contractors during the National Delegates Meeting.
- Rights for part-timers to convert to full-time if over six months their additional hours bring them up to an average of 38 on a regular and systematic basis.

## UNION RIGHTS AND RECOGNITION

- TWU included in title of agreement.
- TWU Inductions to occur on second (2nd) day of employment in SA, WA, NT, Qld and Tasmania (carve out for existing arrangements in NSW and Victoria).
- Inductions to include owner drivers/DSC contractors.

## DELEGATE RIGHTS

- Additional bargaining representative for VIC/TAS (Tasmanian delegate).
- National Delegates Meeting increased from one (1) day per year to two (2) consecutive days per year. Agreed will not be limited to standing agenda items.
- Two (2) additional days of delegate leave (outside NSW) to facilitate study for delegates to obtain Certificate IV HSR accreditation.
- Existing delegates rights to be protected and improved in conjunction with amendments required by changes to RTD/FWA

## FAMILY AND DOMESTIC VIOLENCE LEAVE

Family and Domestic Violence Leave increased from five (5) to fifteen (15) days per annum.

## CULTURAL AND RELIGIOUS LEAVE

Right to swap Annual Leave, RDOs and shifts for cultural and religious reasons.

## EARLYCARE

EarlyCare terms to state that employees can see an independent doctor and that appointments can be within working hours where not practicable for them to occur outside of working hours.

## STEERING HEALTHY MINDS

Mental Health clause that will see up to 3% of the FedEx operational team (composed as far as possible by an equal mix of Transport Workers, managers and supervisors) provided with training by Steering Health Minds.

## BLUECARD

BlueCard renewal training included (up to 250 per year including initial training).

## INDEMNITY

Indemnity provision for up to \$20,000 per year subject to the reasonable opinion of the company that the Transport Worker has not engaged in misconduct. Further provision for Transport Worker to recuperate cost if Transport Worker exonerated of misconduct.

## ANTI-DISCRIMINATION

Anti-discrimination clause to protect Transport Workers from Discrimination.

## CAREER PROGRESSION

Career progression clause that provides for development opportunities including but not limited to license upgrades, leadership programs and prioritising of internal progression.