

# STARTRACK TABLES CUTS TO CONDITIONS



Your delegate-led TWU national committee met with StarTrack management in Melbourne on 17-18th September to exchange log claims.

While your Committee tabled claims that **lift your overall terms and conditions** underpinned by fairness, **StarTrack tabled massive cuts that would see you worse off than the 2018 Enterprise Agreement.**

STARTRACK LOG OF CLAIMS	WHY YOU SHOULD BE CONCERNED
<p>▶ <b>Removal of references</b> to Awards and incorporating relevant conditions directly.</p>	<p>When an Award provision is increased, there is a risk that increases won't apply to you. Over time, your conditions fall behind.</p>
<p>▶ <b>Reduce the disputes process</b> to the model clause and limit its scope for disputes under the EA or the NES.</p>	<p>Having a strong disputes clause with status quo rights <b>means proper consultation happens.</b> StarTrack is increasingly introducing new technology such as AI and In-Cab cameras. <b>Under the StarTrack proposal, you would possibly lose the ability to dispute this.</b></p>
<p>▶ Freight handlers to work <b>6-hour shift without a meal break.</b></p>	<p>StarTrack wants freight handlers to work for <b>as long as is legally possible</b> before giving freighties a meal break. This Amazon style working conditions must stop.</p>

## WHAT DOES STARTRACK THINK ABOUT YOUR LOG OF CLAIMS?

StarTrack reserved its right not to table its position on most of the claims. But some of the **responses are concerning**, especially as the company seems to be backing away from key commitments made in order to finalise the 2021 deal, and when members took strike action to fight for job security.

TWU CLAIMS	STARTRACK RESPONSE
<p>▶ One national EA (including NSW/ACT) with 2026 expiry</p>	<p>▶ StarTrack wants the longest possible agreement despite previously committing to the 2026 expiry.</p>
<p>▶ <b>Job security</b></p> <ul style="list-style-type: none"> <li>• Outside hire ratio and auditing</li> <li>• Site Rates for Outside Hire, Labour Hire and Contractors</li> <li>• Casual workers – right to convert to permanent after 3 months (6 months for labour hire)</li> <li>• Redundancy provisions capped at 78 weeks</li> <li>• Address the 6.1% CPI gap between Contractors and employees</li> </ul>	<p>▶ StarTrack wants to continue paying Contractors, Outside Hire workers and Labour Hire workers <b>6.1% less than employees</b>, creating a 2-tier system – this is an attack on your job security and shows immense disrespect for Contractors.</p> <p><b>Remember:</b> Australia Post awarded the 6.1% CPI component increase to 28,000 Australia Post workers, despite not being required to.</p>
<p>▶ <b>Superannuation</b> – 15% by expiry date</p>	<p>❓ No formal position provided.</p>

**CONTINUE READING**

TWU CLAIMS	STARTRACK RESPONSE
<p>▶ <b>Power building rights</b></p> <ul style="list-style-type: none"> <li>• Delegates rights</li> <li>• Union inductions to include Outside Hire and Labour Hire workers</li> <li>• Campaign delegates leave</li> </ul>	<p>❓ No formal position provided.</p>
<p>▶ <b>Community leave:</b></p> <ul style="list-style-type: none"> <li>• Improved paid parental leave</li> <li>• Improved Family and Domestic Violence Leave</li> <li>• Cultural and religious leave</li> </ul>	<p>❓ No formal position provided.</p>
<p>▶ <b>Worker Safety</b></p> <ul style="list-style-type: none"> <li>• BlueCard training – renewal after 5-years</li> <li>• Mental health first aid training for delegates and HSRs</li> <li>• Comcare – improved processes</li> <li>• Women's Advocate</li> </ul>	<p>❓ No formal position provided.</p>
<p>▶ <b>Sustainable Transport Industry</b></p> <ul style="list-style-type: none"> <li>• Support TWU initiatives for a more viable and fair transport industry</li> <li>• New starters training and development scheme</li> </ul>	<p>❓ StarTrack sought only clarification of the claim but did not have a formal response.</p>
<p>▶ After 3 months of <b>higher duties</b> to have the right to convert to the higher grade.</p>	<p>❓ StarTrack sought only clarification of the claim but did not have a formal response.</p>
<p>▶ Improved consultation rights to when StarTrack is <b>considering</b> a major change</p>	<p>❓ Remove status quo and reduce disputation only to matters in the EA and the Award. (E.g, the use of AI technology would sit outside this scope)</p>
<p>▶ <b>Wages and allowances</b></p> <ul style="list-style-type: none"> <li>• 1 Sept 2024 = 5% (underpinned by CPI, whichever is greater)</li> <li>• 1 Sept 2025 = 3.5% (underpinned by CPI, whichever is greater)</li> </ul> <p><b>Total of 8.5% over 2 years + Super</b></p>	<p>❓ StarTrack didn't table a pay offer, only the words 'fair and reasonable increase'.</p> <p>They also did not commit to backpay to 1 September 2024, despite a <b>previous commitment</b>.</p>

## WHAT'S NEXT?

- ▶ Attend upcoming yard meetings to give your feedback and tell us what you think of StarTrack's proposals to cut your hard-fought conditions.
- ▶ Be ready to take the fight to management! Stand up against cuts to your conditions.
- ▶ The next bargaining meeting is happening on 17-18 October in Sydney.
- ▶ If you're not yet a TWU member, join today. There is strength in numbers.

### NEXT MEETING



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

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



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