

# IT'S TIME TO HAVE YOUR SAY



Now is the time to give your honest feedback on the deal—your voice is crucial, and we will take your input directly back to the company.

We have received a draft EA and will be coming out to sites to hear from you. This is your opportunity to shape the final agreement, so make sure your voice is heard.

## CLAIMS AGREED TO:

- ✓ Expiry 30 June 2026 to join the industry fight
- ✓ Max 6 consecutive shifts in a roster period
- ✓ Full timers to be rostered max 10 hour shifts
- ✓ Part-timers to be offered to increase part-time hours if they have been working above their contracted minimum regularly for 6 months
- ✓ Increase in personal leave from 10 days to 12 days
- ✓ Cost of car parking to be covered by the Company from commencement of employment
- ✓ Improved union delegates rights and introduction of delegates leave
- ✓ Improved union meetings provisions to allow for more frequent meetings
- ✓ Improvements to the classification structure
- ✓ Improved higher duties conversion to allow for conversion after 3 months
- ✓ Pathway to full time conversion at 6 months
- ✓ Redundancy cap increased from 16 weeks to 22 weeks
- ✓ Company to reimburse up to \$200 each year to cover uniform requirements like safety shoes
- ✓ Improved Rostering Committee provisions
- ✓ Introduction of union inductions for new and existing employees and labour hire

## CLAIMS NOT AGREED TO

- ✗ Established minimum guaranteed hours for part-timers
- ✗ Rostered 2 consecutive day break in a roster period
- ✗ Increased roster period from 14 days to 28 days
- ✗ Improved consultation provisions
- ✗ Improved dispute resolution provisions
- ✗ Pay increases to reflect industry pay rates
- ✗ Increased superannuation
- ✗ Paid meal breaks
- ✗ Minimum staffing requirements
- ✗ Commitment to industry partnership

**CONTINUE READING FOR RATES COMPARISON**

### COMPANY WAGE OFFER AND NEW CLASSIFICATION STRUCTURE

LEVEL	FUNCTIONS
R0	Training
R1	Baggage Make-up, Fleet Presentation & Cleaning
R2	Licensed Operators of Tugs, Belt Loaders, Water & Waste Units, Stairs and In-hold Loading & Unloading, Headset Operations
R3	Licensed Operators of Container Loaders, Push Back Tractors
R4	Leading Hand, Tow Driver, Baggage Room Supervisor, Fleet Presentation Supervisor
R5	Ramp Facilitators, Trainers
R6	Duty Managers

### RATES COMPARISON

LEVEL	CURRENT RATES	OCEANIA OFFER	TWU PROPOSAL
R0	\$25.40	\$25.70	\$25.80
R1	\$25.50	\$25.80	\$26.30
R2	\$26.00	\$26.30	\$27.40
R3	\$26.80	\$27.40	\$28.90
R4	\$28.80	\$29.00	\$30.09
R5	\$29.00	\$29.90	\$31.00
R6	\$31.00	\$32.00	\$32.00

### WHAT HAPPENS NEXT?

- ▶ We will provide further bargaining updates as soon as we have them.
- ▶ Time is running out to have your say on the future of your industry. If you haven't completed the aviation industry survey yet, go to [twuau.com/Aviation-Survey](http://twuau.com/Aviation-Survey) or [click here](#).

**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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THE  
TWU**

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