STARTRACK MUST DO BETTER

StarTrack's recent statement claimed many "facts" in response to our previous bargaining update flyer. While we disagree with many of their claims, we want to highlight what they **didn't** mention.

WHAT STARTRACK DOESN'T WANT TO SAY:

❌ **COMMITMENT TO 2021 BARGAINING PROMISE**
StarTrack failed to confirm they would honour the commitment made to resolve bargaining in 2021, where they promised:

1. **Backpay** to 1 September 2024 and a **wage increase** on 1 September 2025; and
2. **An expiry date of 11 November 2026,** making sure that StarTrack are part of the industry fight in 2026 with other major transport companies, just as we were in 2021.

❌ **MINIMUM SUPERANNUATION GUARANTEE (12%)**
By 1 July 2025, StarTrack employees will be on the minimum rate for Superannuation, when most transport workers in the major companies are on (or very close to) 15% super, putting StarTrack workers at the bottom of the industry on super.

❌ **WAGE GAP**
AusPost passed on an additional 6.1% wage increase to over 28,000 Australia Post Employees in 2022 and 2023, which was above the agreed EA. This came off the back of StarTrack workers' fight in 2021, and yet, StarTrack will want to keep contractors, outside hire, and labour hire on lower rates.

❌ **OUTSOURCING TO AUSPOST**
StarTrack is continuing to outsource work to Australia Post, without any of the Job Security protections in your agreement. This is a direct risk to your jobs and overtime by using a cheaper workforce.

❌ **2-TIER WORKFORCE**
StarTrack wantS to remove Same Job, Same Pay requirements for Outside Hire and Labour Hire Workers which have existed in your agreements for years, directly attacking your Job Security against cheaper workforces.

❌ **JOB SECURITY UNDER ATTACK**
StarTrack wants to **widen the pay gap** between contractors and employees by not passing on full wage increases to contractors, creating a cheaper labor force, and not paying contractors what they deserve.

CONTINUE READING

CONTINUED

WHAT STARTRACK DOESN'T WANT TO SAY:

❌ **UNPROTECTED LEAVE ENTITLEMENTS**
StarTrack's "more generous leave entitlements" for parents and victims of domestic violence, are contained in policies that sit outside of your agreement that can be reduced to the minimums at any time, without any protections for workers.

❌ **CUTTING OUT AWARD PROTECTION**
By cutting out the protection of the Award from your Agreement (which has **always** been a protection in your previous agreements), any improvements in the Award during the life of the agreement would not be required to be passed on by StarTrack. **This means over the life of the Agreement you could be worse off on some conditions.**

❌ **WATERED DOWN DISPUTE RESOLUTION**
StarTrack are attacking your access to fair and fast dispute resolution by attacking major wins you achieved in 2021 around the dispute procedure and status quo (which is how we ensured a say in the in-cab camera dispute).

❌ **STARTRACK'S PLAN TO SLASH CONDITIONS**
StarTrack has a 21-point claim (and growing) to slash conditions and attack Job Security, significantly higher than any other major transport company during bargains last year.

WHAT YOU CAN DO

▶ We encourage you to **talk to your TWU Delegates and Organisers** about StarTrack's attacks on your Job Security and conditions, and to **press your managers** on the above concerns, as they cannot hide from facts.

At the end of the day, how can you trust StarTrack when they are openly attacking workers' conditions, want conditions in policies to control workers and won't commit to the promises they made to us previously?

▶ **If you're not yet a TWU member, now's the time to join.** The more united we are, the stronger we are together. We need as many members as possible to achieve our claims and to stop StarTrack's attacks on your terms and conditions.

Don't delay, join today. Make sure you and your workmates are part of the TWU to be able to fight for your future:
twu.com.au/join

TOGETHER, WE ARE STRONGER.
JOIN NOW FOR A BETTER FUTURE.
www.twu.com.au/join

JOIN THE TWU