

STARTRACK REJECTS YOUR CLAIMS & ATTACKS YOUR CONDITIONS

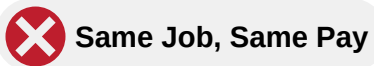


In our fourth round of bargaining on 7-8 November, StarTrack management rejected **32 out of 35 claims** that would have improved your pay, conditions, and job security. They're making moves that could undermine everything we've fought for. **Now is the time to stand strong and fight back!**

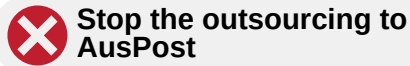
STARTRACK COMES AFTER YOUR RIGHTS AND CONDITIONS

JOB SECURITY

StarTrack is pushing for weaker dispute resolution and wants to scrap the protections we fought for in 2021. They're trying to force us out of the 2026 fight to lift standards. This is not in line with the company's commitment. They've also rejected the below key claims:



Same Job, Same Pay



Stop the outsourcing to AusPost



Restrict the use of Outside Hire

DELIVERY TARGETS & PAY CONTRACTORS LESS

- StarTrack wants to introduce delivery targets.
- StarTrack wants a 2-tier system for contractors, labour hire and outside workers on less pay, which impacts your job security.

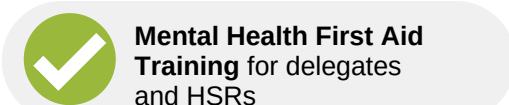
PAY & ALLOWANCES:

- StarTrack's pay offer is **4%, 4%, 4% over 3 years with zero increases to superannuation**. This offer does not meet our claim, is a failure to honour the 2021 commitment, and takes us out of the 2026 industry fight.
- The TWU claim is **8.5% over 2 years**, underpinned by CPI and **15% superannuation**.
- Without stronger job security protections, this offer would leave you **worse off**—with no protections on outsourcing, no caps on outside hire, and overtime at risk.

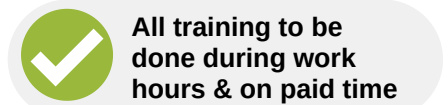
WHAT WE'VE WON SO FAR:



Back Pay to 1 September 2024



Mental Health First Aid Training for delegates and HSRs



All training to be done during work hours & on paid time

WHAT YOU CAN DO

1. Stay Informed
Keep up to date with bargaining progress

2. Stand with Your Union
Support the bargaining team and encourage your workmates to get involved and join the TWU.

3. Be Prepared to Stand Up
If StarTrack isn't serious about fair bargaining, we must explore all available options.

4. Join the TWU
We need to apply maximum pressure on StarTrack to drop the cuts and negotiate in good faith.

NEXT MEETING

**27-28
NOV**

Members endorse claims

Member-led bargaining

Member report back meetings

Fight to win in-principle EA

Agreement approved by FWC



TOGETHER, WE ARE STRONGER.

JOIN NOW FOR A BETTER FUTURE.

www.twu.com.au/join

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