

BARGAINING UPDATE: HUGE PROGRESS



In the latest round of bargaining your member-led team has secured significant wins from Menzies. Congrats to all members for your pressure on the company which has led us to this huge progress on your key claims.

Menzies also submitted its counter pay proposal which we've told the company must be improved. Discussions are continuing over the next week and we'll keep members updated.

KEY WINS

- ✓ **Expiry 31 Dec 2026** to stay in the industry fight
- ✓ Those with **super** above legislative requirements to retain it
- ✓ **Full time workers to be rostered a 38-hour week**
 - 7.5-10 hours a day unless by agreement
 - Full-time workers in Syd/Melb who are rostered shifts with a higher min than 7.5hr will continue
- ✓ **Part-time hours increase**
 - Ramp:
 - Adelaide – 24 hours
 - Darwin – 20 hours
 - Cairns/Brisbane/Melbourne AAS - 26hrs
 - Sydney, Melbourne International - 24hrs
 - Cargo:
 - All ports: 26 hours
- ✓ **Darwin:** split shifts to be paid at 180%, Saturday penalties at 140% and Sunday 180%
- ✓ Commitment to work with the TWU to protect conditions for any Menzies work at **Western Sydney International** and other future sites
- ✓ Commitment from Menzies to pursue **industry reform** with the TWU - so we can work at bringing up the rest of the industry and protect your job security
- ✓ **Shift extension** on the day to attract OT rates
- ✓ Sydney, Melbourne to retain **workers' compensation** provisions
- ✓ Consistent **consultation** and **dispute resolution** across states
- ✓ **Part-time to Full-time conversion** after 1710 hours over 47 weeks.
- ✓ **Personal leave** pathway to 15 days based on years of service and SYD/MEL legacy entitlements maintained
- ✓ **Higher duties conversion:**
 - Genuine vacancy – 3 months
 - All other higher duties – 5 months
- ✓ Each state to retain **redundancy provisions**
- ✓ **Payroll corrections** – manual readjustment payments will be made
- ✓ **Reimbursement process** for work-related expenses
- ✓ **Roster to be released within 2 weeks**
- ✓ **Natural disaster leave** of up to 3 days for **Cairns & Darwin**
- ✓ **Family & Domestic Violence Leave** increased to 20 days
- ✓ 8 weeks of paid **Parental Leave** for primary caregivers
- ✓ Increased delegates leave to **10 days** and introduction of **campaign delegates' leave**
- ✓ Establishment of local and national **Workplace Consultative Committees to keep company to account**
- ✓ **Labour hire to convert** to permanent at 6 months
- ✓ **Meal break** to not occur in first or last hour of your shift
- ✓ **Change of shift** protections
- ✓ **Mental Health Awareness Training**

STILL IN DISCUSSION

- Queensland retaining **personal leave** protections
- **Overtime triggers** for part-time and full-time workers
- Menzies submitted its **counter pay proposal** which we are still in discussions on
- **Classifications**

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

www.twu.com.au/join



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