

BARGAINING UPDATE: FURTHER PROGRESS



We have made further progress with Menzies agreeing to more of your claims - including an improved pay offer. Discussions with the company are continuing and we'll keep you informed.

MENZIES LATEST PAY OFFER

- ▶ **1 Jan 2024:** 5% (3% already back paid. A further 2% will also be back paid)
- ▶ **1 Jan 25:** 5% (to be back paid) ▶ **1 Jan 26:** 4%

KEY WINS

NEW WINS

- ✔ **NIL10:** Where a 10hr break between shifts is not had, *the second shift will be paid at 200%*.
- ✔ **Reimbursement** for work-related expenses
- ✔ **Coverage of Queensland cargo** in the next national EA
- ✔ **Allowances:** Only laundry and coffin rolled in
- ✔ **Expiry 31 Dec 2026** to stay in the industry fight
- ✔ Those with **super** above legislative requirements to retain it
- ✔ **Part-time to Full-time conversion** after 1710 hours over 47 weeks.
- ✔ **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
- ✔ **Personal leave** pathway to 15 days based on years of service and SYD/MEL legacy entitlements maintained
- ✔ **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
- ✔ **Higher duties conversion:**
 - Genuine vacancy – 3 months
 - All other higher duties – 5 months
- ✔ Each state to retain **redundancy provisions**
- ✔ **Darwin:** split shifts to be paid at 180%, Saturday penalties at 140% and Sunday 180%
- ✔ **Payroll corrections** – manual readjustment payments will be made
- ✔ Commitment to work with the TWU to protect conditions for any Menzies work at **Western Sydney International** and other future sites
- ✔ **Reimbursement process** for work-related expenses
- ✔ 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
- ✔ **Roster to be released within 2 weeks**
- ✔ **Shift extension** on the day to attract OT rates
- ✔ **Natural disaster leave** of up to 3 days for **Cairns & Darwin**
- ✔ Sydney, Melbourne to retain **workers' compensation** provisions
- ✔ **Family & Domestic Violence Leave** increased to 20 days
- ✔ Consistent **consultation** and **dispute resolution** across states
- ✔ 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**

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