

# ARGAINING UPDAT



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: 3% (3% already back paid. A further 2% will also be back paid)
- **1 Jan 25**: 2% (backpay) 1 Jan 26: 2%

#### 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
- 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 o
    - 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

### TOGETHER, WE ARE STRONGER.

JOIN NOW FOR A BETTER FUTURE.

www.twu.com.au/join



