



# TWU NSW

## YOUR 2% WAGE INCREASE IN 2020 STILL APPLIES

**Ceva must pay your 2% increase from April 2020 as per the existing agreement, even though bargaining for the next agreement is deferred.**

TWU delegates and Ceva have agreed to defer bargaining of the Enterprise Agreement for a maximum of 12 months due to the effect COVID-19 is having on our industry. The terms of the deferral are still being negotiated and the TWU has put a list of demands to Ceva to protect workers throughout the COVID-19 crisis.

The terms of the current Enterprise Agreement still apply.

### **CEVA HAS NO RIGHT TO DEFER A PAY INCREASE**

It is wrong of Ceva to pressure workers into deferring the 2% increase due in the first full pay period on or after 1 April 2020, as is written in the current Enterprise Agreement.

Clause 9 of the agreement states that neither the TWU nor Ceva will make any extra claims during the life of the agreement. As it stands, the 2% increase is mandated and should be paid. This is an "extra claim" by Ceva and is prohibited by the terms of Clause 9.

The TWU has asked Ceva for evidence of the downturn in business. **Ceva has refused to provide any evidence** claiming that it's commercial in confidence.

In the absence of any evidence provided by Ceva of a significant downturn it is unreasonable for Ceva to expect employees to forego the increase now due.

### **MEMBERS: HOLD CEVA TO ACCOUNT**

We know that Ceva is hosting toolbox meetings around the country seeking employee endorsement for the deferral of the 2% increase that is due this month. The TWU **has not** agreed to this.

We urge members to hold Ceva to account to honour the pay increase that is now due.

Let's not forget that there was no increase to wages in the first year of this agreement and the increases prescribed in the agreement were very modest. Members have made sufficient sacrifices to support Ceva and their current attempt to further erode your rates of pay is not justified.

All employees will be given the opportunity to tell Ceva **IT'S NOT ON** and you deserve the increase as agreed in the current enterprise agreement.

**THE TWU BACKS MEMBERS ALL THE WAY. SHOULD YOU HAVE ANY QUESTIONS  
OR CONCERNS, PLEASE SPEAK TO YOUR DELEGATE OR OFFICIAL.**

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