



## FIGHTING TO PROTECT OUR JOBS AND OVERTIME

Our fight has never been just about pay, it is about job security and protecting our future with industry-wide claims such as protection against outside hire taking our overtime, superannuation, common expiry date of 30 June 2023 and one national agreement.

### WHAT STARTRACK SAID IN NEGOTIATIONS

StarTrack said in negotiations that maybe it needs to 'dumb down' its offer for the average worker to understand.

### WORKERS ARE SMART ENOUGH TO KNOW THAT:

- A **wage increase is worthless** when our overtime and hours can be reduced or we can be replaced by outside hire;
- Our industry claims give us **greater strength in future negotiations** and will stop StarTrack holding us to ransom over backpay; and
- You've all contributed to StarTrack's strong profit levels over the last 18 months, while risking your lives in the middle of a pandemic and **you deserve a pay increase that is backdated** to reward you for your hard work

### WHAT STARTRACK WON'T TELL YOU

**#1**

'Agreeing to a **30 June 2023 expiry date** means **workers can have an industry-wide fight with other major companies** like Toll, Linfox and FedEx. A 3-year agreement means we can hold backpay to ransom in the next round of negotiations.'

**#2**

'Our workers are earning more overtime than in previous years, so to save money we can **change start times** and **starve workers of overtime** as soon as the EA is voted up.'

**#3**

'We don't want to limit our use of outside hire and agency casuals, otherwise how will we save \$\$\$ by **reducing overtime hours permanent workers currently have**'

#4

'We don't want workers having more collective power and strength through **one national agreement.**'

#5

'Our pay offers and superannuation increases have consistently been significantly lower than our competitors in previous negotiations and are still lower than CPI (at 3.8%), **we can't let our workers catch up to our competitors on pay and super** or achieve real wage growth.'

#6

'The backpay or bonus carrot trick always works. It's very effective in **deflecting discussions from the real issues** like job security, superannuation, worker vs outside hire ratio and collective strength.'

#7

'We want to keep conditions like special leave and warning letter removals in policies and not in the EA, so that workers can't put it in dispute and we can change them whenever we want. **We don't want to consult when we change policies** and we don't care what happens to worker's entitlements if StarTrack is privatised or sold.'

StarTrack can't hide behind the **facts.** Workers like you have seen this play out in your own yard. That's why StarTrack members across the country have overwhelmingly voted to endorse filing for Protected Action Ballot.

## TIME TO UNITE

Now more than ever, workers must unite with TWU members and call out StarTrack's offer for what it is – a pay bribe below CPI and with no increase in Super, with less job security and less protections for the future. What good is an increase when they can take away your overtime and change your hours?

### WHAT STARTRACK WORKERS NEED TO DO:

- If you haven't yet, now is the time to **join the TWU!**
- **Stand side by side with your delegates and workmates** and fight to protect job security.
- If in doubt, **trust your TWU delegates** - they have a vested interest in what you get.
- If you are a member, update your details using this QR code



**or click on this link <https://bit.ly/2TqxNs3>**

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agreement

**TOGETHER, WE ARE STRONGER.**

**JOIN NOW FOR A BETTER FUTURE.**

[www.twu.com.au/join](http://www.twu.com.au/join)

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