

Enterprise Bargaining Agreement 2021

Better Together

21 June 2021

Important update on the Enterprise Bargaining Agreement

Key Points:

- Toll is currently negotiating a new EBA (Heads of Agreement) with the Transport Workers Union.
- In mid-May, the TWU served a log of claims on Toll.
- The log of claims was very detailed and listed 30 pages of claims.
- Toll has discussed these claims with the union and provided a response.
- Toll has made it very clear to the negotiation team that this offer reflects the need for Toll to remain sustainable as a business in a very competitive environment.
- The agreement is all about retaining existing provisions in relation to full utilisation – safety and most importantly – job security.

Toll's Response to the Log of Claims

- In our response Toll accepted many of the claims sought by the Union which reflect the current content in the Heads of Agreement- we are not seeking to make substantial change to the Heads of Agreement.
- We have offered Transport Workers covered by this Agreement a 1.5% increase to wages and allowances effective from 1 July 2021 and a further 1.75% increase to wages and allowances payable from 1 July 2022.
- Additionally, we have offered that Transport Workers be paid a one-off lump sum of \$750 gross, inclusive of superannuation.
- Toll has given its commitment to continue its efforts around mental health support and implement a mental health plan for its workers.

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- Toll has agreed that delegates' leave will be paid and calculated on average earnings for the three-month period prior to the leave being taken.
- Toll has made this offer with the understanding that part time employees will not be engaged for the purpose of reducing overtime hours available to permanent full time employees.
- Any periods of stand down will be paid on average earnings for the three month period prior to the stand down.
- It is proposed the new agreement will provide for new conditions relating to fixed term contracts, placing guard rails around existing processes, so that these contracts will only be used for a genuine purpose, for a minimum period of 3 months and a maximum period of 2 years. Under the proposal, a fixed term contract may only be renewed once.
- The offer preserves current superannuation payments, which form the highwater mark in the industry (currently set at 14.75%)

In addition to the above, Toll has also proposed to implement:

- a rate Business to Consumer/E-Commerce work, equivalent to the Award rate plus 10%, and superannuation in accordance with the Superannuation Guarantee Administration Act. This rate is aimed at allowing Toll to grow its presence in the B2C/E-commerce market. This rate will be limited to Transport Workers performing B2C/E-commerce work as defined.
- Toll has proposed new part time arrangements, allowing for part time employees to elect to work additional hours at ordinary pay. Part time employees who regularly work for 38 ordinary hours each week, may, after a period of 6 months elect to convert to becoming full time employees. Toll has made this offer with the understanding that part time employees will not be engaged for the purpose of reducing overtime hours available to permanent full time employees.

What's next?

Toll will meet with the TWU again at the end of June.

We will continue to provide you with updates on our progress with the negotiations.

TOLL

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In the meantime, please speak to to your line managers or email gca@tollgroup.com