



## **Toll Group EBA Communications Plan Toolbox Talk Messages – 29 June 2023**

We held our fourth meeting with the TWU on 22 and 23 June. We discussed our views on the union's log of claims and talked through some of our proposals.

The negotiations are going well and, in the meeting, last week, we narrowed down on the issues to try and move to a new Agreement. As you know the current Agreement expires on 30 June.

### **Discussion points**

Our discussion focused on the following areas:

- Job security
- Improved measures to increase diversity
- Additional parental leave provisions
- Mental health and wellbeing
- Industry reforms
- A 'buddy' allowance
- TWU superannuation briefings
- Additional sick leave, disaster leave and leave for delegates to work on industry campaigns
- Payroll improvements.

We have agreed to participate in another meeting on 11 and 12 July to try to come to a new agreement.

We'll keep talking to you while we negotiate. At the end of the day, we want an agreement that works for all of us.

### **Toll took the opportunity to reiterate our key points:**

- Toll is looking to reach an agreement that includes:
  - A fair wage deal
  - Maintaining our great working conditions
  - Real job security protections
  - Real measures to improve our diversity and inclusion
- Toll employees are the most well-paid transport workers in the country, and we expect to keep it that way. Toll is proposing:
  - A 3.45% wage increase to be paid from the date a new Agreement is reached
  - An additional 3% wage increase from 1 July 2024
  - An additional 3% wage increase from 1 July 2025.
- Toll is focused on growing our Australian business, in a competitive industry, by continuing to service our customers through a productive and flexible workforce.
- We will maintain our 60/40 ratio between permanent employees and outside hire to protect our permanent workforce while allowing for some flexibility to maintain our competitive position in a tough operating environment.
- Logistics is a tough industry. Toll is committed to driving reform and will continue to set the benchmark for safety standards.



### Next Steps

Date	What	Who
Thursday 29 June 2023	TWU Queensland State Delegates Meeting	TWU QLD Delegates
Friday 29 June 2023	TWU Victoria, Northern Territory, South Australia and Western Australia State Delegates Meeting	TWU VIC/TAS, SA,NT and WA Delegates
Monday 3 July 2023	TWU NSW State Delegates Meeting	TWU NSW Delegates
11/12 July 2023	Session 5 HoA Negotiations	Toll Negotiation Team and National Bargaining Committee representatives
13 July 2023	'Local Issue' Day	National Bargaining Committee representatives and selected Toll representatives

### End message

- The new agreement will ensure our teams' pay and conditions remain at the top of the industry, allowing us to attract new talent and retain our fantastic workforce.
- The new agreement will also allow us to retain and continue to grow our customer base, by delivering outstanding service and solutions.
- We will continue to update you as the negotiations progress, if you have any questions, please reach out to your site leader or go to <https://www.tollgroup.com/eba> for more information.