AMIEU QWANT Branch -Teys Beenleigh
EBA Update 7/5/26

The AMIEU participated in EBA talks last Tuesday. The Teys Employer Bargaining Representative responded to the AMIEU's claims.

As expected, on the big-ticket items, those of most importance to workers, Teys has made very little positive movement.

The AMIEU has managed to get some small but meaningful wins such as an increase to public holiday penalty rates and the removal of junior rates to name a few. We're also working through many of the BOOT concerns that need addressing to make the EBA compliant. This remains important work for the Union to do for our members at Teys.

AMIEU Claims settled or agreed –

- Remove Junior Rates.
- Stand down minimum payment of (4) hours if not advised – reinstated.
- Afternoon shift definition aligns with Award – BOOT issue resolved.
- A change from day work to shift work must now be by agreement.
- The new clause for making a worker take Excessive Annual Leave (not in current EBA) has now got appropriate limitations.
- Repayment of amounts owed to Teys requires your written agreement.

AMIEU Claims still in progress –

- **Proper guardrails in place for an introduction of 12-hour shift arrangements** – Currently Teys can add a 12-hour roster without proper WHS guardrails.

AMIEU Claims the Company wants to address outside the EBA –

- **Bonus eligibility/payment** – Teys won't commit to this in the EBA which means they intend to continue it as discretionary payment (not an entitlement), meaning they can just chose not to pay it but they have committed to setting clear criteria communicated & equity on how it is applied & formulated (but you'll have to take Teys' word for it).
- **Annual Christmas Shutdown** – Teys agreed to implement and communicate a process for taking leave or working during the Christmas period (again, not an entitlement unless it's a term of the EBA and again, you'll have to take Teys' word for it).

AMIEU Claims Teys has rejected –

- **NO - To wages and allowances increases** – Teys has indicated they will not pay 5% (or CPI whichever is greater). Teys wants to pay only the CPI (National) Index annually. Effectively, this is not a wage increase.
  We continue to press for 5%, that's only 0.3% above the CPI Brisbane rate (4.7%) you are to be paid in June, that is of course unless you agree to Teys new EBA before then, in which case you'll get the lower National CPI - 4.6%.

- **NO – to the CPI safety net –** Teys wants Annual wage rates indexed by CPI to end at the nominal life – Your current EBA continues to pay CPI increases at a minimum, on an ongoing basis each year.
  We say the CPI safety net needs to continue (as it does in your current EBA)!

- **NO - Saturday and Public Holiday Overtime increase –** Teys wants to maintain the rate of 150% for the first 5-hours (we got them down from 6-hours on pub-hols).
  Our claim remains to move to 200% after the first 2-hours.

- **NO – Afternoon Shift loading of 15%.** Teys wants afternoon shift to remain as low as 7.5% for some classifications.
  Our claim remains to move to a 15% Afternoon Shift loading for all classifications.

- **NO - Extra 2-hours on a 40-hour week to be loaded at 25% –** Teys has rejected this claim, normally such hours would be OT and paid at an extra 50%. This is just a further discount Teys expects workers to wear. Reducing your earning capacity.
  We continue to press this claim.

- **NO – Paid Rest Breaks. Some sites get all their breaks paid, were just asking for rest breaks to be paid and think this is a fair compromise.**

- **NO – To genuine worker involvement on agreed workloads –** No fair day's work - for a fair day's pay.
  A genuine worker elected Joint Consultative Committee should be established to set fair and reasonable workloads to prevent worker burnout and help prevent workplace injuries.

- **NO – To reasonable rights to communication from AMIEU workplace Delegates. Delegates rights are workers rights, limiting communication to workers by the Union gives the boss an unfair advantage and we think Teys, if they have nothing to hide, should let workplace delegates communicate with you!**

It'll be up to you to vote on Teys proposal soon. Teys is unlikely to agree to any meaningful positive change before testing your resolve by going to a vote.

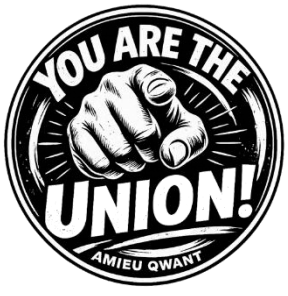
WHY SHOULD YOU VOTE NO?

Because you deserve <u>ALL</u> the very reasonable claims the AMIEU is seeking for <u>YOU!</u>

If you accept Teys' offer as it stands today: **You would be agreeing to a decrease to base wages!** That's right! From 1 June 2026, under your current EBA, you must be paid a 4.7% increase, and the CPI (Brisbane) safety net continues annually.

Teys' offer: Is a 4.6% (National CPI), and the CPI safety net ends in 3-years.

GIVING UP THE CPI SAFETY NET WOULD BE A HUGE LOSS. YOU KNOW TEYS CAN'T BE TRUSTED TO PASS ON REAL WAGE INCREASES!

REMEMBER - 

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