



We have reached the point in negotiations where we have got as far as we can and it is now up to the workforce to vote based on the final document.

How to Vote?



This is entirely up to you as an individual as to how you vote!
If you are happy with the changes then please vote accordingly!

It is important that you do cast your vote!!

Yes we as the Union have some concerns with the document and this has been no secret, we are however prepared to take these concerns to the Fair Work Commission and have the umpire decide.

What does a vote YES mean?

It would mean that the document along with submissions from the Company and the Union would be submitted to the Fair Work Commission to apply the Better Off Overall Test (BOOT). If the Commission is satisfied that the agreement is better than the award then the agreement will be approved and become your legal agreement.

If the Commission is not satisfied and does not approve the agreement as it did in 2016 then we all come back to the table with a better understanding of any concerns raised by the Commission to address. It is often said that the Union has some control over the BOOT but this is not the case as it is an entirely independent process by the Commission

At this time the Company is also given an opportunity to supply the Commission with undertakings to try to address any of those concerns, again if the Commission is satisfied with these undertakings then it can also approve the agreement from this point.

What does a vote NO mean?

It means that we all go back to the table again and try to address the reasons why it was voted down by the workforce.

WHEN CAN I VOTE?

Voting is **open** from 7:30am Tuesday the 17th December 2019

and

closes 3pm Wednesday the 18th December 2019

EVERYONES VOTE COUNTS !



An Official will be on site from 10am Tuesday and Wednesday and will be in the training room if you wish to hold discussions with us prior to your vote