

Dear Local Mayor & Stakeholders,

Please find below on behalf of our Northern District Secretary, Jim Wilson:

Dear Valued Stakeholders,

As you may be aware, the Australian Workers Union (AWU), the Australian Manufacturing Workers Union (AMWU), and the Electrical Trades Union (ETU) met with Wilmar Sugar and Renewables (Wilmar) on Thursday, 13th June 2024, at 1:30 PM to discuss the Enterprise Agreement.

Our members, delegates, and organisers reported that Wilmar intended to present a counter-proposal to the Unions. Based on this, we agreed to an unusual forum via Microsoft Teams, recognising the potential significant impact these negotiations have on cane farmers and the broader community.

The purpose of this email is to address misinformation circulating in local news outlets, particularly claims that the Union's position has reverted to a 22.00% wage increase. To clarify, during the recent Fair Work Commission (FWC) conference before Deputy President Boyce, we consulted our members, who instructed us to present a final offer of an 18.00% wage increase to Wilmar, with the aim of ceasing industrial action and minimising disruption to the upcoming crushing season. The breakdown of this offer was:

AWU One-off Offer:

Year 1: 10.00%

Year 2: 4.00%

Year 3: 4.00%

TOTAL: 18.00%

Two Log Items: Seasonal Conversion & All-Year round rate

In front of Deputy President Boyce, Wilmar swiftly, without thinking, rejected this offer and opted to put their substandard proposal to a vote, which resulted in a two-week delay to negotiations and a significant rejection of 84.7%. This marks an increase in employee dissatisfaction from the initial 80.5% rejection.

During our meeting on the 13th of June, we reiterated our one-time offer of an 18.00% increase and that we were serious about that, and further emphasised that our position has now reverted to the original 22.00% increase, detailed as follows:

AWU Current Offer:

Year 1: 12.00%

Year 2: 6.00%

Year 3: 4.00%

TOTAL: 22.00%

Two Log Items: Seasonal Conversion & All-Year round rate

Despite the overwhelming rejection of their proposal, Wilmar's response was unproductive. They did not engage in meaningful negotiation, citing unawareness of our position despite it

being clearly communicated during the FWC conference, displayed on site noticeboards and headlined in the media.

The conversation with Wilmar was robust, unproductive, and, to put it simply, did not respect the *Fair Work Act 2009* (Cth) good faith bargaining provisions. Their stance is one of holding out as long as possible. However, we remain committed to meeting with Wilmar again to, with any luck, reach an agreement that will prevent further disruption to the crushing season. The decision ultimately lies with Wilmar.

As much as we do not want to impact any of the people you represent, Wilmar's actions leave our members with no choice. Industrial action is the only tool currently available to our members to apply pressure on Wilmar that seems willing to jeopardise the livelihoods of communities, farmers, and its own workers over a theoretical 3.75% when the offer was 18.00%, now 7.75%, due to their ignorance and the further harm they have caused to our members.

We understand some of you have sought to suspend industrial action due to its financial impact on your constituents, and we really do respect your right to do so, as we would do the same. On behalf of our members, we apologise for the difficulties this situation may have caused you and your constituents.

We hope to bring you positive news soon and look forward to achieving a mutually accepted agreement with Wilmar that will provide a liveable outcome for our members and prosperity for their communities. Unfortunately, given the current management at Wilmar, this remains a challenging goal.

Kind regards,
Jim Wilson
Northern District Secretary
AWU QLD & NT

Kind regards,

Travis Phillips
Northern District Organiser
Queensland & NT
M: 0417006469 | 1800 298 753
Townsville



Important Notice: This email message does not constitute formal correspondence from the AWU and is for advance information purposes only. Any correspondence will be posted to you under the signature of the Branch Secretary. All formal correspondence with the AWU must be addressed in writing to -
Stacey Schinnerl

Secretary, Queensland AWU
GPO Box 88
BRISBANE QLD 4001

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not

disseminate, distribute or copy this e-mail. Please notify the sender immediately by email if you have received this email by mistake and delete this email from your system. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited. Warning: Although the union has taken reasonable precautions to ensure no viruses are present in this email, the union cannot accept responsibility for any loss or damage arising from the use of this email or attachments.