

BUSINESS UPDATE



Wednesday, 4 September 2024

Earlier today, we advised unions and employees that we are putting a new enterprise agreement offer to a ballot.

The three-year EA includes wage increases totalling **16%** and an upfront **\$2,500** bonus.

The first two wage rises, totalling 12%, would be paid by Christmas this year.

The offer also includes a **\$25** a week allowance for tradespeople using an electrical licence and **35** permanent job offers for existing seasonal or fixed-term employees.

The 1,300 Wilmar employees who are covered by the EA have the opportunity to vote on the company's offer next week (12 and 13 September).

Our offer reflects advice offered by Fair Work Commissioner Bernie Riordan in a non-binding recommendation last month.

We are offering the average annual wage increase of **5.3%** that Commissioner Riordan recommended to both Tully and Wilmar.

The incremental, three-year wage increases in our offer are also the same as those Commissioner Riordan recommended to both workforces.

We know everyone wants to see a resolution to this dispute, and our offer is a genuine attempt to bring it to a close. We hope it is supported by unions.

If this offer is rejected, the company has few options other than to apply to the Fair Work Commission for an **intractable bargaining determination** under the Fair Work Act.

This would start a process of submissions, hearings and deliberations that could run into

next year, delaying the resolution of an EA and the payment of wage increases.

First, the Commission must be satisfied that bargaining is truly intractable. This may take some weeks. **Once the Commission makes an intractable bargaining declaration, no protected industrial action is allowed.**

The next step is a hearing where a Full Bench of the Commission will consider submissions and make an **intractable bargaining workplace determination** on terms that remain in dispute. This determination is binding.

The process could take some months.

Best regards

IAN DAVIES

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