

MATERIAL HANDLING INDUSTRY COMPARATIVE TABLE

- **Please Note:** this table has been produced to help TMHA employees understand where they sit in comparison to other employees who work for the main competitors of TMHA (i.e. Linde and Crown).
- It is also important to note my use of the word '**guaranteed**'. When I use this word it means being paid without conditions attached (i.e. not being subjected changing managerial KPI's or performance reviews - in other words anything that can "move the goal posts").
- The EBA you seen for Linde and Crown pertain to their **NSW employees**. Unlike TMHA (who have a national agreement) Linde and Crown negotiate on a state-by-state basis.
- The Linde and Crown EBA's are Union agreements that were negotiated by the **Australian Manufacturing Workers Union** ('AMWU') on behalf of its membership at these companies. (Note: Crown rates are as of November 2015, increases for 2016 are under negotiation)

EBA/AGREEMENT NAME	TMHA EBA 2012 (CURRENT EBA)	TMHA EBA 2016 (PROPOSED EBA)	CROWN EQUIPMENT EBA 2015 rates	LINDE MATERIAL HANDLING EBA 2016
WAGE RATES	LEVEL 4: \$24.00 LEVEL 3: \$26.50 LEVEL 2: \$29.00 LEVEL 1: \$32.00	LEVEL 4: \$25.96 LEVEL 3: \$28.65 LEVEL 2: \$31.36 LEVEL 1: \$34.59	C12 Stores: \$28.74 C10 Grade 4: \$29.21 C10 Grade3: \$31.27 C10 Grade 2: \$32.11 C10 Grade 1: \$32.92	LEVEL 1: \$27.8547 LEVEL 2: \$33.2974 LEVEL 3: \$34.2344 LEVEL 4: \$35.0814 LEVEL 5: \$36.3009 LEVEL 6: \$38.5217
DURATION	4 years	4 years	3 years	3 years

EBA/AGREEMENT NAME	TMHA EBA 2012 (CURRENT EBA)	TMHA EBA 2016 (PROPOSED EBA)	CROWN EQUIPMENT EBA 2015	LINDE MATERIAL HANDLING EBA 2016
AWARD INCORPORATION	Only several clauses	Only an apprentice clause (clause 15)	Entire Award	Entire Award
COVERAGE	Only Technicians and other workshop employees	Only Technicians and other workshop employees	All classifications contained within the Award	All classifications contained within the Award
ANNUAL WAGES INCREASES	Un-guaranteed 3%	Un-guaranteed 2%	Guaranteed 3%	Guaranteed 3%-3.5%-3%
TRANSPARENT CAREER PROGRESSION	NO	NO	YES	YES
PRIVATE VAN USAGE	NO	NO	YES	YES
STAND-BY/CALL-OUT ALLOWANCE	NO	YES (\$135 p/w)	YES (as per the Award)	YES (\$231.34 p/w - increased annually)
ROSTERED DAY OFF (RDO)	NO	NO	YES (choice of an RDO or \$3500 added to base annual salary)	NO

EBA/AGREEMENT NAME	TMHA EBA 2012 (CURRENT EBA)	TMHA EBA 2016 (PROPOSED EBA)	CROWN EQUIPMENT EBA 2015	LINDE MATERIAL HANDLING EBA 2016
FIXED SITE ALLOWANCE	NO	NO	YES (\$84.96 p/w - increased annually)	YES (\$123.33 p/w – increased annually)
DIRT MONEY	NO	NO	YES (as per the Award)	YES (2.9% of wage)
INCOME PROTECTION INSURANCE	NO	NO	YES	YES
SECURITY OF EMPLOYEE ENTITLEMENTS	NO	NO	YES	YES
ADDITIONAL PUBLIC HOLIDAY (NSW)	YES	NO	YES	YES
LIVING AWAY FROM HOME ALLOWANCE	NO	NO	NO	YES (\$88.13 per/day - increased annually)
GUARANTEED BONUSES	NO	NO	Long Service Leave bonus	Annual Service Allowance (0.65% annually)