

MANUFACTURING, FOOD, BEVERAGE AND ASSOCIATED INDUSTRIES RATES & CONDITIONS COMPARISON

CURRENT AS OF 12/02/2025

COMPANY	SITE(S)	ALL-PURPOSE HOURLY RATE	ELECTRICAL ALLOWANCE	TOOL ALLOWANCE	TOTAL SALARY	OVER TIME	INCOME PROTECTION
LAMINEX	DARDANUP SHIFT 4 ON/4 OFF 42hrs/week	C7 \$54.40 ^P	NO	NO	C7 \$158,919	YES	NO
		C8 \$52.05 ^P			C8 \$152,053		
LAMINEX	DARDANUP M-F DAYS ONLY 42hrs/week (RDO'S)	C7 \$54.40 ^P	NO	NO	C7 \$124,474	YES	NO
		C8 \$52.05 ^P			C8 \$119,097		
LACTALIS HARVEY FRESH	HARVEY SHIFT 4 ON/4 OFF 42hrs/week	L3 \$54.02 ^P	\$2,080/pa	\$1,040/pa	L3 \$173,401	YES	NO
		L2 \$51.48 ^P			L2 \$165,302		
WESPINE	DARDANUP SHIFT M-F 45hrs/week	L7 \$55.34 ^F	\$1,300/pa	\$1,040/pa	L7 \$129,498	YES	NO
		L5 \$52.56 ^F			L5 \$122,759		

P = Penalty Rates
F = Flat Rates

If you would like to benefit from a Union EBA, you can by joining the ETU and bargaining for an enterprise agreement.

The ETU enable members to negotiate collectively, pooling their resources and bargaining power to negotiate better wages, benefits, and working conditions than they might achieve individually.

Throughout history, unions have played a crucial role in advancing workers' rights and improving working conditions, leaving a legacy of achievements that continue to benefit workers today.

Overall, joining the ETU and bargaining for an enterprise agreement will empower members to secure fair treatment, better wages, and improved working conditions, while also fostering solidarity and collective action in the workplace.

NEED MORE INFO?

**UNION MEMBERS CAN
CALL THEIR ORGANISERS
TO FIND OUT MORE.**

**ADD THEIR CONTACTS
TO YOUR PHONE!**

WORK TOGETHER, WIN TOGETHER!



POWERING THE FUTURE

SIMON BREZOVNIK
South West & Kwinana Organiser



ARE YOU A MEMBER?



**IF NOT, SCAN THIS QR CODE
TO JOIN THE ETU NOW!**

YOUR UNION OFFICIALS

ANDY GIDDENS

Assistant State Secretary

M: 0457 236 555

E: andy@etuwa.com.au

BRANT SOFTLEY

North West

M: 0492 484 495

E: brant@etuwa.com.au

IAN GILL

Electrical C.I Lead Organiser

M: 0403 601 996

E: ian@etuwa.com.au

KEVIN O'DONNELL

North West & Perth Metro

M: 0487 700 077

E: kevin@etuwa.com.au

ROB DE GRAAF

Lifts & Apprentices

M: 0475 575 551

E: rob@etuwa.com.au

RORY CUMINS

Dry Fire, Commercial & Lifts

M: 0488 653 911

E: rory@etuwa.com.au

SIMON BREZOVNIK

South West & Kwinana

M: 0418 638 718

E: simon@etuwa.com.au

STEVEN GRAHAM

Shipbuilding & Renewables

M: 0438 792 865

E: steve@etuwa.com.au