



TRANSPORT WORKERS' UNION OF NSW

TWU

NEWS

ISSUE 93 • AUTUMN 2019



SAFE RATES!

IT STARTS WITH US

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STOP THE RIP OFF

I'm an owner driver, one of thousands across the state. I've been a delegate and member of the TWU for many years. It's great to be working with State Secretary, Richard Olsen to ensure that all TWU members can stand proud and united where they work in the fight for a safer and fairer transport industry.

THE ROLE YOU PLAY in improving conditions for your workmates is very important. So many of our members go above and beyond in the fight against greedy operators and bad bosses. The work we'll do together today and tomorrow will help make our union even stronger.

We must stand united and show that wage theft, job insecurity, casualisation, and fatalities are no longer acceptable. We need governments to provide good policy that supports transport workers right across this industry, and their families.

I get phone calls every week from people all over the country saying: "Tony, just leave this alone, I'm comfortable with what I have got". Unfortunately, when you look at the numbers, there are still people being ripped off.

It's a sustainable industry that we need to be promoting. Unfortunately, some in the transport industry, because of a lack of knowledge, or because they are just happy to have a job, are happy to just take on and let sleeping dogs lie.

That is not a sustainable industry.

We have academics supporting us and showing us the numbers that will actually make sure that you are able to recover your costs. This means you can go to work, and come home safe, and have your rest.



This is what we are about, having an industry that is safer and fairer, and one that we would be proud to have our kids and grandkids get into.

At the moment this is far from where we are at. We need to move forward, and we need to do so united. That's why we need every one of you to stand up and be heard.

We deserve this in our industry. Transport Workers are deserving of a strong voice.

It's our opportunity to show what a safe and fair industry looks like, a transport industry we can be proud of, an industry that is protected by safe rates. We need this to happen.

Tony Matthews
TWU President

TWU ANNUAL FINANCIAL REPORT

In accordance with our obligations pursuant to the Fair Work (Registered Organisations) Act 2009 (Cth) and the Industrial Relations Act 1996 (NSW), the TWU has commissioned independently audited annual financial reports. The TWU now provides all members with these reports by way of free download from our website at the following link:

www.twunsw.org.au/twu-financial-reports-2018/

Members who wish to receive a hard copy of either report should contact us by phone, post, or email and a copy will be provided to you by mail. Copies of the report are also available for collection at the reception of your local TWU office.

Phone: (02) 9912 0700
Email: info@twunsw.org.au

Post: PO Box 54
Mount Druitt
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READY FOR THE CHALLENGE

OVER 530 PEOPLE HAVE DIED ON OUR ROADS AS A RESULT OF A HEAVY VEHICLE ACCIDENT SINCE THE FEDERAL WATCH DOG WAS DISASSEMBLED AND MASSACRED BY THE FEDERAL GOVERNMENT. THIS IS A NATIONAL SHAME.



WE DID WHAT WE NEEDED TO DO.

Our Safe Rates Convoy in March made a mess out of the City of Sydney and the Sydney Harbour Bridge because we needed to make the point, our industry is still in crisis. The NSW TWU is ensuring that the Federal and State Governments know that they need to act, and act urgently over this huge mess we find ourselves in.

Over 530 people have died on our roads as a result of a heavy vehicle accident since the federal watch dog was disassembled and massacred by the Federal Government. This is a national shame and those that should be sharing the responsibility for the lives of our members, are blatantly ignoring the problem.

We want safer roads for our members, and all users of the roads. We believe in the need for enforcement of the shared responsibility for road safety. Drivers must not to be pushed by their bosses to climb into trucks that are not fit for the road. We want to see that heavy vehicles get maintained, we want to see that drivers are not under unnecessary pressure to get the job done.

We need a safer and fairer industry across all our sectors, in the aviation sector where over 90% of the workforce is now part-time or casual with the majority of workers only guaranteed 20-25 hours per week; in cash in transit where drivers are fighting for a safer workplace in light of recent armed holdups; in the courier sector where the need for job security and the correct rate of pay is paramount.

The TWU is daily confronting the issues alongside our delegates and members. The risks that members endure every day on our roads, in our airports and generally across the industry is a matter of great importance.



There is new leadership in the union. I welcome Tony Matthews as our President and together we will work

towards influencing the establishment of a safer and fairer transport industry across NSW and Australia. It's important to everyone, and in particular important to our kids who are wanting their mums and dads to come home safely at the end of their shift. That's what we are about.

The Union has moved to our new premises at Minchinbury where we look forward to providing a benefit to all current and future members across NSW. Our building is placed in an area of new growth with the new second Sydney airport opening almost just down the road. From here we can easily reach out to all yards across the state, from the waterfront to the inland. We have a huge area at Minchinbury including a new and larger training area. I look forward to seeing a consistent flow of delegates and members and HSRs being trained up to deliver what members need.

We are ready to take up the challenge for the next decade and beyond.

*Richard Olsen,
State Secretary*

MEMBERSHIP STRENGTH IN AVIATION

THE TWU is looking out for Cabin Services Australia crew and catering staff. Official Teilo Tulafono supported members transferring from Q Catering to Dnata, helping members navigate their way through the deal on superannuation which ensures no one misses out with a change of employer.

Our fight at Sydney Airport is strong backed up by a strong membership. Teilo is talking with members about the rights and conditions available to them in their enterprise agreement. 44 members at Cabin Services Australia have submitted letters seeking conversion from casual employment to permanent part-time employment.

More people beneath the wing are looking to join the TWU, and be part of what we stand for, a safer and fairer workplace for all with respect, job security and a strong collective voice that stops the race to the bottom in the aviation industry.



Cabin Services Australia crew take part in the Convoy for Safe Rates

MAKING SYDNEY AIRPORT CORPORATION RESPONSIBLE



TWU MEMBERS at Sydney Airport are taking on the Sydney Airport Corporation (SAC) to make the point that corporations, who have a great deal of power at the top of the aviation supply chain, must ensure decent standards and conditions for those who work at Airports.

We know that the Sydney Airport Corporation has one aim, to make as much profit from every square inch of the Airport. With the support of TWU Officials, Ho Lau, Troy Rogers, and Teilo Tulafono, TWU Members are seeking regular hours, permanent secure jobs, respect from their employers and training. They want a safe workplace and want to be represented by democratically elected (TWU trained) Health & Safety Representatives. Workers at Sydney Airport who travel to work by train pay an Airport Station Access Fee of on top of their normal train fare. **Members want this scrapped - find out more here: <http://bit.ly/2X2qiDw>** No other group of workers in NSW have to pay an additional fee just to catch the train to work.

JETSTAR CABIN CREW NEGOTIATIONS

MEMBERS have held multiple meetings for the Team Jetstar Cabin Crew agreement, the company are not moving on anything. The company has rejected allowances and won't discuss dodgy roster changes. There is no consultation and this needs to change.

Our delegate negotiating team are serious about your working conditions and will maintain the fight but need the support from all cabin crew at Jetstar. Let your colleagues who are not part of the TWU know why they should be involved.

Coming Soon: Very important EA Negotiations will commence for Jetstar beneath the wing and QGS. We are ready and looking forward to the fight.

INTERLINE TOLD NO

WE ARE IN THE MIDDLE OF A WAR with bus company Interline who want to attack pay and conditions of the very people that make their business work. They produced a sub-standard Enterprise Agreement and pushed it out to their drivers for a vote. The great majority of workers voted down the agreement. Despite this we know that Interline will continue to fight us all way.

We need Interline to be aware that their drivers need a safer and fairer industry. Right now you can send a clear message to them that you deserve better than their offer by taking part in an upcoming protected action ballot.

I'm asking to that you talk to the members in the yard that are not yet a TWU member, now is the time for them to join so we can put pressure on the company to improve their offer.

Mick



Owner Drivers leading the way in the TWU Convoy for Safe Rates

SAFE RATES LIVES DEPEND ON IT

A sunny Sydney morning, Sunday 31 March, when the TWU Convoy for Safe Rates converged on the City.

200-plus trucks, vans, cars and buses arrived at Macquarie Street from three strategic starting points, our new union home in Minchinbury, Port Botany and Lane Cove. We were a force to be reckoned with!

And yes, we messed up the city and traffic on the Sydney Harbour Bridge. We made sure the message was loud and clear, we need urgent action.

The transport industry is in crisis. It's Australia's deadliest industry with the highest rates of financial stress and a higher risk of mental health issues.

Over 530 people have died on the roads since the dismantling of the tribunal by the (then) Turnbull government so some traffic chaos is a small price to pay.

We will not stop the fight for a safer and fairer industry for transport workers in every workplace for every day, every shift and every worker.





MINCHINBURY



PORT BOTANY



LANE COVE



TRAFFIC STOPPED!

PROTEST
HARBOUR BRIDGE
EXPECT DELAYS



WHY I **took part in the** CONVOY

Here's why some TWU members took part in the CONVOY FOR SAFE RATES



I want a fairer industry out there, it needs to be safe, fair for everybody involved. Not only do we need it for ourselves, we need it for our kids and everybody else that travels out there.

- KEVIN CRISP



Safe rates means doing our jobs safely and doing it without any stress. We are really trying to make a difference and improve our industry for the future.

- JASON LARFIELD

Safe Rates assists with every job having a cost. When those costs are unrecoverable you are in a position of dire straits. We have to fight for Safe Rates, put the pressure on governments and corporates to come back to the table with a rate that's sustainable.

- TONY MATTHEWS



Not all of the industry is paid well. Some bosses don't have the money to pay their drivers right or maintain their vehicles. Government needs to provide good legislation for a better industry.

- JOHN WALTIS

The big end of town needs to pay the right money to ensure everyone gets home safe.

- PAUL FRASER



The industry needs to be an even playing field with a fair and reasonable income coming into households. We have the opportunity to make the industry safer. We can't be going through the number of deaths we do each year. The Government needs to get behind the industry for all drivers safety.

- STEVE NEWTON

SAFE RATES: IT STARTS WITH US

OUR INDUSTRY IS IN CRISIS.

Hundreds of people are dying on our roads and hundreds of transport companies are going bust every year. Just last month, 28 people were killed in truck crashes, including ten truck drivers.

While the slaughter on our roads persists, wealthy companies are continuing to financially squeeze the industry. Companies are forced to undercut each other to win work. That means cutting safety corners in order to survive. Transport workers are feeling this pressure the most, doing it hard every day for ever decreasing pay and conditions.

The answer is simple: wealthy companies properly fund their transport supply chains meaning transport operators and drivers can work safely and fairly and standards are lifted for all.

It would mean big bosses prioritise safety and fairness over their own profits, which we know they don't like to do.

It's up to us to make it happen.

When we band together across yards, across industry sectors, across states, we create one powerful force of transport workers.

If transport stopped, there'd be an outcry across the country. That is far more powerful than the greed of CEOs. We need to take united action to show the big bosses we mean business.

We need to use that power to demand the same pay and conditions for the same job, paid for by the big end of town.

The fight for Safe Rates is accelerating.



Hundreds of transport workers and their supporters blocked the roads in national convoys, including the iconic Sydney Harbour Bridge, as one united plea for a safer, fairer industry.

When workers joined together in united action, Woolworths and Coles were pressured to come on board. Both retailers signed ground-breaking road safety charters with the TWU.

The Australian Labor Party has heard from the TWU and have committed to a Safe Rates legislative platform and is bringing industry bodies together to ensure its success.

**IMAGINE WHAT WE COULD ACHIEVE
IF WE ALL JOINED THE FIGHT.**



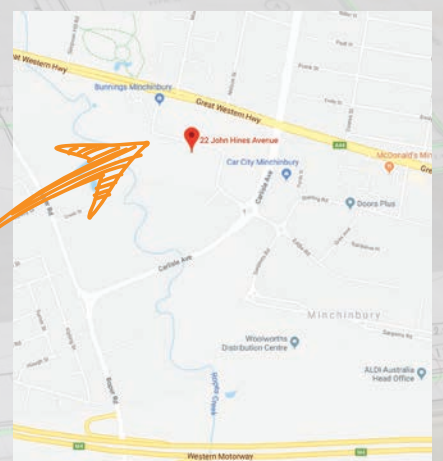
MINCHINBURY – THE NEW HOME

IN AUGUST 2018, THE 130TH YEAR OF THE TRANSPORT WORKERS UNION OF NSW, STATE SECRETARY RICHARD OLSEN BROKE THE SOIL ON THE SITE OF OUR NEW NSW BRANCH HEADQUARTERS AT 22 JOHN HINES AVENUE IN MINCHINBURY.



IN MARCH OF 2019, THE UNION MOVED INTO IT'S NEW HOME.

It's been quite a journey!



COME FOR THE NSW BRANCH



Our building is placed in an area of new growth with the new second Sydney airport opening almost just down the road. From here we can easily reach out to all yards across the state, from the waterfront to the inland.

The new building has been built from scratch, designed for-purpose. It has upgraded training facilities and is designed to work with the way the TWU is growing, with room for further expansion.

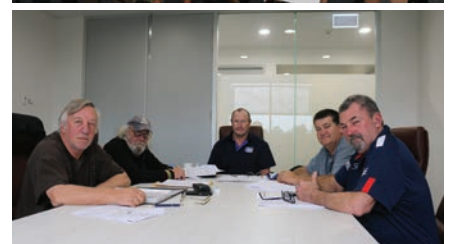
The Minchinbury site provides for more parking for members, on-site.

Minchinbury's closeness to the Light Horse Interchange provides easy access from all directions on major high-speed transport routes. It's a few minutes from the M4 off-ramp, and has easy access to both the M5 and M7. It is also easily accessible by public transport.

ALREADY AT WORK!



We've already had plenty of firsts! Launching the Convoy for Safe Rates, new HSRs learning in our new training room and many member industry committees joining together to discuss the future in a safer and fairer industry.



WE ARE READY FOR THE NEXT CHAPTER OF THE NSW BRANCH.

CRITICAL GAP COSTING LIVES



RICHARD OLSEN, Mick Pieri, delegates and officials visited Canberra to meet with truck drivers, families of truck crash victims, transport companies & associations, politicians and major retailers to talk about the need for legislative framework as a response to the crisis in trucking.

They met at a TWU Safe Rates summit in Canberra calling for tough regulation to put in place a system to investigate risks to safety in trucking that result when truck drivers and transport companies are put under financial pressure.

THE TWU HAS A MACQUARIE UNIVERSITY STUDY WHICH CRITICISES A "CRITICAL GAP" IN REGULATION AND SHOWS THAT:

- **OVER 80%** of truck drivers work more than 50 hours a week; 10% work over 80 hours
- **ONE IN SIX** drivers who own their own trucks do not believe they can refuse an unsafe load
- **ALMOST ONE IN FIVE** owner drivers said they would not report being pressured to falsify a work diary; 42% of owner drivers said the reason drivers do not report safety breaches was because of a fear of losing their jobs

L-R - Tony Matthews (TWU NSW President), Jason Larfield (TWU NSW Vice President), Rob Rasmussen (TWU Official), Mick Pieri (TWU NSW Assistant State Secretary), John Waltis (TWU Delegate), Richard Olsen (TWU NSW State Secretary), Michael Kaine (TWU National Secretary), Margaret Harvey (TWU Delegate)

“ Truck crashes must be investigated as workplace incidents and the role of wealthy companies which contract transport operators must be closely examined.

**- Richard Olsen
TWU State Secretary**

Too many drivers are pushed to work long hours and skip their mandatory rest breaks. The resulting fatigue plays a major role in causing risks to safety on the road.

Fatigue is a factor in 20 per cent of all heavy vehicle fatal crashes and 9 per cent of all heavy vehicle casualty crashes, according to the NSW Government.

Senator Glenn Sterle and TWU NSW President Tony Matthews



Senator Glenn Sterle and TWU NSW Vice President Jason Larfield

ON YOUR SIDE

SACKINGS @ ARMAGUARD LEAD TO LEGAL WIN!

ARMAGUARD sacked three of our members, two delegates and an HSR, in their Unanderra Depot.

All three members were terminated within a month of each other, wait till you hear why!

MEMBER ONE, WITH 19 YEARS OF SERVICE TO ARMAGUARD WAS TERMINATED BECAUSE THE TRUCK HE WAS AN OFFSIDER IN, BROKE DOWN. MEMBERS HAD REPORTED THE ISSUES WITH A BROKEN FUEL GAUGE TO MANAGEMENT FOR QUITE SOME TIME BEFORE THE INCIDENT.

MEMBER TWO WITH 33 YEARS OF SERVICE WAS TERMINATED BECAUSE, AMONGST OTHER THINGS, HE DID NOT ANSWER A COMPANY CALL ON HIS PERSONAL PHONE DURING WORKING HOURS.

MEMBER THREE, HAVING WORKED AT ARMAGUARD FOR 21 YEARS WAS FIRED BECAUSE HE WAS WEARING BLACK LEATHER SHOES, SPECIFICALLY ASSISTING MEDICAL ISSUES HE WAS DEALING WITH. WE NOTE THE EA SAYS MEMBERS MUST WEAR BLACK LEATHER SHOES.

The TWU Legal team prepared an unfair dismissal case against Armaguard and filed with the Fair Work Commission. Following the preparation by our legal team, one day before the hearing, the matters were resolved. Armaguard brought a confidential settlement to the table, all three members are now back at work.

THE TWU LEGAL TEAM WILL ALWAYS FIGHT FOR JUSTICE FOR ALL MEMBERS AS WE WORK TOWARDS A SAFER AND FAIRER TRANSPORT INDUSTRY.



For many transport companies, getting rid of a worker appears the easy way out to save a dollar or two. The TWU Legal Team will always fight for justice for all members as we work towards a safer and fairer transport industry.

The Legal Team in NSW is also contributing to the overall strategy of the Branch, developing policy and submissions and engaging directly in the bargaining and campaign process to assist all our members.

FAIRWORK TOLD STARTRACK NO

The TWU Legal team stood by Michael Taylor, a 65 year old employee of StarTrack who had worked for the company for 17 years.

He was sacked by StarTrack managers and we ensured that Michael got all the support he needed for his day in court.

In reviewing Michael's sacking, the Commission decided that Michael had a case against the harsh nature of his sacking. Despite that Michael was unable to return to his former role.

Startrack wanted to punish Michael further and sought to have costs awarded in the court case simply because Michael chose to exercise his rights under the law.

The Fair Work Commission has told StarTrack, "NO", and have dismissed StarTrack's application. This means Michael got a fair go despite StarTrack's attempt to punish him further.

NEED HELP?

IF YOU ARE FACING AN UNFAIR DISMISSAL OR OTHER PROBLEMS IN YOUR WORK PLACE CALL OUR MEMBERS SERVICE CENTRE ON 1800 729 909.



TWU NSW BRANCH

THE TWU MEMBERS' SERVICE CENTRE WORKING FOR YOU

The **Members' Service Centre** is here for you, ready to answer any questions you have about your rights whether it relates to your entitlements or even HR issues. The MSC team can assist with representation when you have a grievance, disciplinary matter or a pay dispute.

Whether you have a question about your sick leave or you have been unfairly dismissed, the MSC team will assist you with your enquiry.

Our MSC team have worked across the transport industry and bring that experience to industrial matters like conciliations in unfair dismissals and underpayments.

Over the first quarter of 2019 the MSC team has;

Represented
21 MEMBERS
who have been stood
down or have been
unfairly dismissed.

Four of those
members have been
REINSTATED
back into their jobs and
some cases are still
ongoing.

80 PERCENT of
unfair dismissal cases
are settled prior to
conciliation and some
received more than
their actual entitlement.

MSC has recovered a total of over \$ 160,00.00 for our members so far this year.

\$80,000
paid to a member
for their workers
compensation claim

\$48,512
has been recovered
for members in unfair
dismissal claims

\$27,714
has been recovered for
members in back wage
claims

No issue is too big or small for the MSC Team and we are dedicated to delivering quality service and advice to each and every member across the transport industry.

YOU CAN HELP

You can help us too when your circumstances change, call the Members' Service Centre on 1800 729 909 with any new details that relate to your membership of the TWU.

- ✓ Change of credit / debit card or bank account details
- ✓ Address changes
- ✓ Phone Number Changes
- ✓ Change of job or workplace

WHATEVER THE PROBLEM, OUR MEMBERS' SERVICE CENTRE IS THERE FROM 8:00AM EACH WEEKDAY TO HELP ANSWER YOUR QUESTIONS ON 1800 729 909.

ARE YOU AN HSR OR DEPUTY HSR?

CHOOSE THE TWU FOR YOUR HSR TRAINING!

- 1** The Transport Workers' Union of NSW is a SafeWork NSW and Comcare approved training provider (ATP) for the purposes of Health and Safety Representative (HSR) training.
- 2** Our trainer is industry qualified to deliver all HSR courses, having more than 10 years of experience with safety.
- 3** The TWU is a worker focused organisation, which takes pride in delivering quality training. Our focus is to train effective HSRs with an end result of creating safer workplaces.
- 4** All HSR training packages have been approved by SafeWork NSW and Comcare Authority.
- 5** The TWU NSW is the only union running safety training from beginning to end in-house. This means we train our officials, delegates, members, HSRs and DHSRs at the TWU with a TWU trainer.
- 6** The TWU training rates are very competitive. The cost of the 5 day HSR training course is only \$900, GST inclusive.
- 7** The TWU will also deliver a one-day HSR refresher course, offered to all HSRs and Deputy HSRs once 12 months has lapsed from the time of their initial course.

YOUR RIGHTS AS A HSR

TRAINING

You have a right to attend the 5 day HSR training course with an ATP once a request has been made to your employer or person conducting a business or undertaking (PCBU)*.

PAYMENT

Your employer / PCBU must pay you for the whole 5 day duration of the course as a regular day worked and must pay the ATP for the course costs.

CONSULTATION

You also have a right to request your ATP in consultation with your employer / PCBU.

TWU HELP

TWU officials can help you with this process.

COURSE AIMS

This course will provide information and skills that will assist HSRs to carry out their role and functions under the WHS legislation including:

- An understanding of the Work Health and Safety (WHS) legislation
- An understanding of how it applies to their role as elected Health and Safety Representatives (HSRs) and deputy HSRs
- The knowledge and skills necessary to use their additional powers under the WHS legislation to issue Provisional Improvement Notices and direct that unsafe work cease
- How the WHS legislation will influence health and safety outcomes in their workplace

* Person conducting a business or undertaking

For more information about HSR training or to enquire about our courses go to our website or call us today on 1800 729 909.

SAFE RATES: IT STARTS WITH US



CONVOY FOR SAFE RATES MARCH 2019



Authorised by Richard Olsen, State Secretary, Transport Workers' Union of NSW, 1800 729 909

COURIERS - A BROKEN INDUSTRY

THE TRANSPORT WORKERS' UNION is urging courier drivers to get together to piece together a broken industry. Over the past 10 years the industry has gone from bad to worse. Drivers are saying that the minimum rates are below living standards.

"A casual employee now earns more overall income than a contract carrier that has to dip into their own pocket to pay for their van, fuel and maintenance."

Some drivers are claiming that they earn less than \$10 an hour after paying out their costs. It is time for the industry to be heard and raise the base!

A GREAT WIN FOR CAR CARRIERS!

After a great win last year to lift the rates the Transport Workers' Union and its members have embarked on yet another fight to lift the rates again. It shouldn't have to be a fight, but it is every time.



As of January 2019 all rates should have been lifted by 2% with a view to negotiate the agreement as a whole.

The TWU and its elected Delegates are meeting regularly with the AIGroup to find a workable position moving forward. We look forward to having great participation by all members in the near future.



AS OF JANUARY 2019 ALL RATES SHOULD HAVE BEEN LIFTED BY 2% WITH A VIEW TO NEGOTIATE THE AGREEMENT AS A WHOLE.

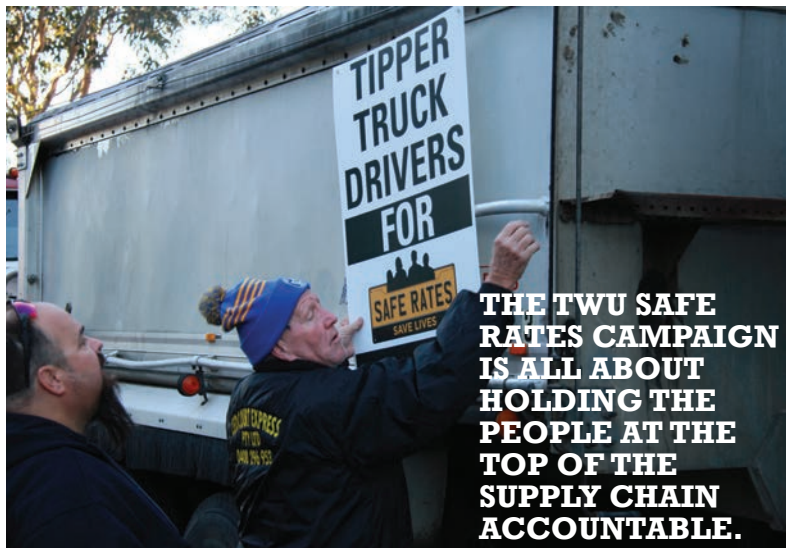
TIP TRUCK DRIVERS - CHECK YOUR RATES!

THE TRANSPORT INDUSTRY – Excavated Material Contract Determination has seen an increase of the rates by 3.22% as at February 2019. Check your RCTIs to make sure you are getting the correct rate!

The TWU Safe Rates campaign is all about holding the people at the top of the supply chain accountable for the rates and conditions of workers working at their site.

The Transport Workers' Union is taking up the fight by tackling the NSW State Government on major infrastructure projects. The Sydney Metro Rail Project is allowing its workers to go broke while working on the project. It is time for this to stop!

If any drivers are experiencing late payments, no toll recovery or underpayments please contact the TWU to make a report on 1800 729 909.



THE TWU SAFE RATES CAMPAIGN IS ALL ABOUT HOLDING THE PEOPLE AT THE TOP OF THE SUPPLY CHAIN ACCOUNTABLE.

THE COURIER INDUSTRY IS BROKEN

Have your rates
gone up in the
last 10 years?



Drivers are not earning enough to maintain living standards

Join with the Transport Workers' Union.

Without you we cannot change the situation and stop the exploitation.

It is time for the industry to be heard and raise the base!

Join the movement that is working towards a fair industry for all.

**TO IMPROVE YOUR JOB
AND YOUR INCOME -
CALL THE TWU ON
1800 729 909**

With you on the journey

Gallagher have been supporting the Transport Workers Union for over 20 years. We work with your industry to identify the risks you face, and help to find the right insurance solution that suits your specific needs.

Talk to us about cover for:

- personal sickness and accident
- commercial motor
- transit insurance
- transport liability
- articulated vehicles
- journey cover and more.

Talk to us today to discuss your insurance needs

Drew Ferns: 02 4226 8723 • drew.fern@ajg.com.au

Blake Hopper: 02 4226 8727 • blake.hopper@ajg.com.au



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THE TWU YOUR BUS UNION

ON JULY 1 2018, the NSW Transport Minister handed the responsibility for Region Six bus services in Sydney to the private bus operator Transit Systems. Region 6 covers the inner west and southern suburbs into the city, including Tempe, Leichhardt, Burwood, and Kingsgrove, one of the busiest bus regions in NSW.

January 9, 2019, the Fair Work Commission handed down a decision that confirmed that only the TWU can represent every bus driver in Region six. We have seen delegates voted in and are ready to deliver the power you need in your yard.

The RTBU is looking to muddy the waters, already having failed to understand how the private bus industry operates, they are now trying to change their 100-year-old rules to play catch up and try to represent members in the private sector.

Given the NSW TWU experience in dealing with private bus operators the TWU will be protecting the interests of both the Union and our members, vigorously opposing the court application by the Australian Rail, Tram and Bus Union. Historically the TWU has been and will continue as the sole private bus industry union representative.



Paul Truscott,
Kingsgrove Depot
Delegate

Marta Folkard,
Leichhardt Depot
Delegate

YOUR FEEDBACK SOUGHT- CDC TRIALLING SAFETY SCREENS



CDC is running a trial in NSW of Perspex safety screens. The screens are designed to protect the driver's seat area from attacks by members of the public.

CDC are trying the screen out in various shifts including the Nightride Bus Yard at CDC Foundry Road.

We'd like to know what you think about the screens as well. Please talk with your delegate or TWU Official.

C☕FFEE WITH A COP



TWU Members with Chief Inspector Phillip Brooks, from NSW Police Traffic and Highway Patrol Command

TWU MEMBERS had a good chat with the NSW Police at Coffee with a Cop at the CDC NSW yard at Foundry Road.

Bus Driver safety is everyone's responsibility- drivers are integral to the business for every bus company and important to all our communities.

The TWU is continuing the pressure on the NSW Transport Minister and the NSW Government to:

- ✓ Ensure tougher penalties are in

place for people that attack bus drivers

- ✓ Introduce industry training to enable drivers to better deal with dangerous situations such as these
- ✓ Direct resources to the NSW Police Transport Command so it can more adequately cover known trouble spots in the transport network.

The TWU is seeking a safer and fairer transport industry for all members.

CONVOY FOR SAFE RATES

The TWU is seeking a safer and fairer transport industry for all members. Many thanks to Bus Drivers that took part in the Convoy for Safe Rates in March.



THE HIDDEN SHAME OF THE BUS INDUSTRY IN NSW

The results of the TWU Bus Drivers Survey are in. Bus Drivers have once again shown the harsh reality of the job they do.

THE UNION on behalf of bus drivers will take the results publicly to the Minister for Transport.

We will be asking the Minister the question, how was your day at work today? Did someone spit on you? Did someone punch you? Did someone in your workplace attack you with a machete? Do you fear for your safety?

The reality is that a big majority of bus drivers are facing verbal abuse every day, and two thirds have felt physically threatened in the past year (for some it's a lot more often). Drivers are experiencing harassment, assault and racial vilification from frustrated passengers.

THE GOVERNMENT, THE COMPANIES AND THE TRAVELLING PUBLIC SHOULD ALL BE CONCERNED ABOUT THESE STARK FINDINGS.

Drivers agree on some serious safety problems which include unachievable timetables and badly resourced routes. Drivers are facing an obscene level of pressure which means safety is left at the back of the bus.

Drivers are not getting adequate breaks from driving and almost all of those surveyed think this is putting them and their passengers at risk. Drivers are increasingly facing health issues because they are not getting breaks for simple needs like going to the toilet.

There are still buses on the road across New South Wales that aren't being properly maintained.

Drivers are directly linking all this to Government tendering leading to pressures on companies to meet unreasonable expectations.



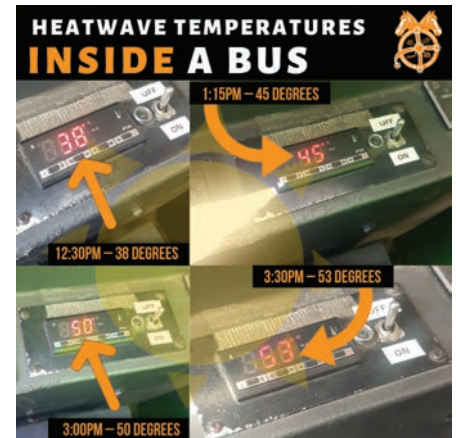
The Government, the companies and the travelling public should all be concerned about these stark findings.

There's a reason we turn up to work: we want to support our families and our own future.

Every day across NSW bus drivers are supporting other families when they take people to work and kids to school, or even when they're the plan b so we can step out to the pub for a beer or two.

The boss of Transport in NSW, Andrew Constance MP, has been too busy playing with his driverless trains all the while ignoring the hidden shame of how drivers are up against violence, health and safety issues, abuse and more.

This is the same Transport Minister who sees a future for buses in this State, with



no drivers, no unions.

We will use the survey to ask questions of the companies. It's not right that HR departments and Company Managers minimise or ignore these issues.

SOME OF THE KEY FINDINGS FROM THE SURVEY INCLUDE:

81% of drivers experience daily verbal abuse .	45% of drivers are having to drive 5 hours or more between breaks.	96% of drivers have reported that driving without adequate breaks puts them and their passengers at risk .
42% of drivers are reporting medical issues because of inadequate break periods, driving for five hours or more.	74% of drivers believe that NSW government tendering has left the bus industry in a worse state and compromises passenger safety.	25% of drivers have been disciplined for running late to timetables they believe are not possible to meet.
74% of drivers believe a lack of buses or drivers servicing routes places pressure on drivers to drive unsafely.	74% of drivers face regular abuse when enforcing Opal card rules and 29% of drivers report having been disciplined or spoken to in relation to passengers not following Opal card rules.	Maintenance: the most notable defect reported by 79% of drivers was issues with air-conditioning.

AIRPORTS PUT ON NOTICE



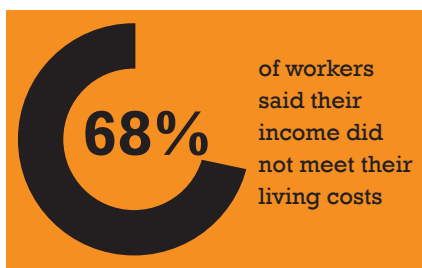
Airport Crew join the fight against the race to the bottom

MEMBERS ARE GEARING UP to demand airports act to end the race to the bottom in aviation. They have the profits, they have the power and they have the ability to ensure fairness and safety in their supply chains. We're standing together to hold them to account.

Australia's top 4 airports are in the top 6 in the world for highest profit margins. They made a profit of over \$2 billion in 2016-17. In the same year, airport workers were sleeping below baggage carousels between shifts to make ends meet.

Despite the thriving aviation economy, standards across the industry are in dangerous and rapid decline. Over 90% of the workforce is now part-time or casual with the majority of workers only guaranteed 20-25 hours per week.

In a TWU survey, 68% of workers said their income did not meet their living

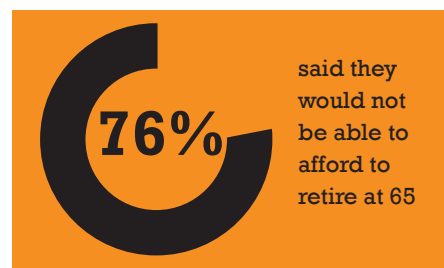


costs. 76% said they would not be able to afford to retire at 65.

With high staff turnover, lack of training and a pressured workforce, the safety of passengers is also seriously undermined.

While this exploitative race to the bottom occurs in the aviation industry and to the travelling public, airport owners sit back and continue to make record profits.

That's why workers are pulling together across sectors to fight for fair and safe standards for all aviation workers.



Sector committees in each state have convened and are now ready to lay a claim on the airports demanding they take responsibility for the conditions of aviation workers.

We're calling for secure, permanent jobs, with regular hours and maximum opportunity for full-time work. We're calling for safe jobs, with proper health and safety training and practices. We're calling for all aviation workers who do the same job to receive the same pay and conditions.

Join the fight to hold airports to account.



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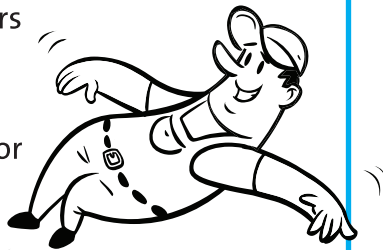
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CONVOY FOR SAFE RATES

A group of TWU members and officials took part in the Convoy for Safe Rates on March 31.

Across the southern regions in NSW the TWU is working with members for a safer and fairer industry. Thanks to all members who took part in and supported the convoy!



UNIONTOWN VICTORY

IN UNIONTOWN, management at the Port Kembla Coal Terminal (PKCT) decided to take on 50 workers and cut down their agreement. The one flaw in their plan, in Uniontown, you take on one you take on all, the whole union movement.

The TWU along with other Unions have been supporting PKCT workers locked out by their employer. The picket line has been visited by local, State and Federal Members of Parliament as well as ACTU Secretary Sally McManus, the Hon Brendan O'Connor MP and Seafarers International Union of Canada (SIU) President Jim Given.

On March 26, a local truck driver died after sustaining a serious injury on the PKCT site. Since then, safety breaches have been identified by SafeWork NSW and work health and safety officers from local unions.



Following this tragic death the TWU joined with the South Coast Labour Council and voted to stop transport operations into or out of the PKCT site.

Members of the TWU needed to be satisfied that the PKCT site and the site's operations were being conducted in such a way that ensured the ongoing safety of transport workers.

In a story that is all too common across NSW, workers believed that PKCT South32 management was not bargaining in good faith, but rather



seeking to delay genuine negotiations until the agreement expired in order to pressure them into accepting a sub-standard deal.

To their credit, and with the support of the TWU, the Port Kembla Coal Terminal workers won their fight for a fair deal and were let back in on their site after a number of management lockouts.



A negotiating committee has been set up and the lines have been drawn. Members of the TWU are able to have their voice heard in negotiations for the Boral Construction Materials Enterprise Agreement. The committee is working hard to build on industry leading terms and conditions which means secure, fair rates of pay and job security for members.

THE FIGHT NEVER STOPS

The Sub-branch never stops working with members to ensure the best pay and conditions across yards in our region.

We have recently completed negotiations for the Wollongong City Council Contract Carriers Agreement and are about to commence negotiations with Cement Australia, Bidfood and Cleanaway.

Rob

If you have an issue or want to get involved contact your Sub-branch on: 4229 1753 or email wollongong@twunsw.org.au

ORICA'S DODGY EA

A LOSS OF OVER \$400 PER WEEK in pay and a reduction of hard fought for conditions was placed on the table by ORICA for 96 TWU Members.

These women and men operate across 13 mine sites in the Hunter region and to their credit, their unity and strength showed, despite the fact that many don't have contact with each other. ORICA had ceased bargaining and threatened to rescind the current agreement should our members not comply with the ORICA terms. The company was determined to slash wages and conditions by ridiculously unreasonable amounts.

Our members, led by Scot Leighton and the TWU bargaining committee members; T. Hare, D. Andrews, G. Blewitt, J. March and S. Craw, deserve congratulations, they have been in tough negotiations since June 2018.



Lead delegate, Scot Leighton said, "It just goes to show that when the pressure is on us all, if we have trust, loyalty and unity between each other when it counts most, we can overcome the odds and win back respect & fairness in the work place."

Members sent a clear message to ORICA, by unanimously voting 100 percent against a "dodgy draft E.A",

then voting in favor, of an application for Protected Action orders.

After a standoff and intense negotiations, we are now finally heading in the right direction. As Newcastle Sub-branch Secretary, I'm very proud of all our delegate's who often produce great outcomes under very difficult circumstances. Congratulations to you all!

TWU PAYS TRIBUTE TO RETIRING LONG TERM TNT MEMBER



Mick Forbes congratulates Chris Thomas

The Newcastle Branch has wished farewell to Chris Thomas, a long term member of the TWU. Chris joined our Newcastle Sub-branch in 1985, but was a member of the ACT Sub-branch for several years before. He transferred from Comet ACT, to Comet Newcastle in 1985. Chris held various positions at Comet and TNT, including Yard Delegate. Chris knows the value of being organised in the workplace, and being part of "the good fight". On behalf of the TWU Newcastle Sub-branch and its members, I wish to thank & congratulate you Chris, for your efforts and support. Congratulations to you and Christine on your retirement. (and don't worry, we won't tell anyone that you fudged the date on your birth certificate 😊)

CONVOY FOR SAFE RATES

NEWCASTLE DELEGATES, members, and operators from across section of the transport industry know how important it is for those with the economic power, to be held to account. They headed off in trucks, vans and buses to join the Sydney Convoy for Safe Rates on March 31.

We know that the industry is well overdue for the re-introduction for an industry watch dog, and a white hot spotlight must be shone on the issue of road safety. Good operators struggle to compete with those who feel pressured to "cut corners" or face going broke, whilst at the same time the major clients and retailers make record profits. It can't continue. Thanks to everyone for showing your support.



Mick

If you have an issue or want to get involved contact your Sub-branch on: 4969 3900 or newcastle@twunsw.org.au

AGREEMENT REACHED WITH ACTION BUSES

FINALLY, AFTER TWO YEARS OF NEGOTIATIONS threats of industrial action and many meetings a new Enterprise Agreement is ready to be voted on by the members at ACTION. Through the hard work of the delegates and the strength of the members, the new Agreement provides for decent pay rises without any trade-offs. The Agreement contains an enhanced delegates' rights clause, enshrines the right of members to veto unsafe shifts and sees Special Needs Transport members receive a larger 'contact' allowance.

On behalf of the members at ACTION I want to thank Paul Clare, Rick Cockburn, Millinda Giannasca, Peter Hannaford, Paul McPherson, Peter Michalopoulos, Peter Oreskovic and Denis Zorzi for all their hard work.



Canberra Times

COURIERS STEEL CLAD

TWU MEMBER COURIERS have declared war with the bureaucracy running roads in the ACT. Delegates from the majors Toll, TNT and StarTrack are set to meet with ACT Minister Chris Steel later in the month to deliver a petition with over one hundred signatures from members and business that declares 'until the government intervenes and fixes the mess; business in the CBD will not be serviced'.

TWU Delegate and Committee member John Chick reports "currently roads and loading zones in and around the heart of Canberra's CBD are unsafe and present a hazard to couriers trying to carry out their work."

'We are calling on Minister Steel to act now and fix the problem before it's too late and a member is injured. Until steps are taken to fix loading zones in the



NOT GIVING UP:
TWU delegate John Chick

City and Braddon, business will not be serviced," John Chick said.

"Day-to-day couriers are forced to park in unsafe situations to deliver to business, and have declared that enough is enough; measures have to be implemented that are similar other cities to ensure drivers can go about their day to day business in a safe manner."

The TWU Courier Committee has compiled a dossier of evidence to present to Minister Steel showing the dangers Couriers face in trying to do their work everyday.

The Couriers Committee will report back to members after meeting with Minister Steel. If you want to have a say, contact the TWU Canberra Office 6280 9353.

Klaus

If you have an issue or want to get involved contact your Sub-branch on: 6280 9353 or email info@act.twu.com.au

TWU SHAPING CHANGE

Things are happening. Our nation is clamouring for change and our union is right up there at the forefront outlining what that change should look like. Our battle fits in perfectly with what workers and the broader union movement want: for the rules to our broken system to be changed.

We made our voices heard on what change we want for road transport during the recent trucking convoys across the country. We want an end to the low cost contracts demanded by retailers, manufacturers, oil companies and others at the top of the supply chain which are literally killing us. Drivers are being pushed to drive dodgy trucks, with bald tyres and faulty brakes, for long hours without break. Over 500 people have lost their lives in truck crashes since the Federal government tore down a road safety watchdog three years ago. Of these deaths, 115 were truck drivers. So many families and communities have been left devastated because of this.

Too many transport companies are also going out of business because of the financial squeeze. Figures show 1,045 transport operators have become insolvent in the last three years. Some of those companies include larger operators, such as Redstar with the loss of hundreds of jobs. Some were owner drivers and small fleet operators, devastating families and local economies.

The crisis in trucking needs a serious, federally binding legislative solution. The Labor Party in its December conference backed our Safe Rates plan to lift standards in road transport.

This plan will also address the vacuum of regulation in the on-demand economy which is seeing thousands of workers in Australia exploited every day. Rideshare drivers and food delivery riders are subject to low pay, little or no compensation when injured or sick and unfair sackings without warning



We need to ensure the transport industry is providing jobs decent, fair and safe jobs.

or the right to appeal. These are the main features of the so-called “new economy”, which is really nothing more than old-fashioned exploitation.

We are also shaping change when it comes to aviation. Each branch has set up airport committees with cabin crew, standing with ground handlers, aircraft cleaners and other airport workers, to implement a plan to hold those at the top of the supply chain in aviation to account. This will result in a claim on airports demanding:

- ✓ the **same pay for the same job**, regardless of which company engages workers
- ✓ **secure work** with permanent full-time jobs
- ✓ **safety and security** as a number one priority, rather than a focus on engaging work to be carried out for the lowest cost possible

Airports are highly profitable, with Sydney, Melbourne, Perth and Brisbane airports making over \$2 billion in

profit last year. To make this much profit while airport workers struggle on part-time hours and below award rates is despicable. Our claim will be an important part of holding those at the top in aviation to account and introducing fairness back into the aviation industry.

Change is coming but it is important that we step up our fight to get what we need to ensure the transport industry is providing jobs decent, fair and safe jobs. This means that we will be taking more direct action, holding more protests and convoys in the coming months to ensure our message is not only heard but acted upon.

It's the job of all TWU members to make sure the chance for real change in our industry is not wasted. Find out what is going on in your yard and when the next action is. Talk to your work colleagues and mates about also getting involved. Make sure you are part of the TWU push for change.

Michael

DAVE LUPTON, TWU VETERAN ON LEARNING TO FIGHT

TWU VETERAN DAVE LUPTON, Luppo as he is affectionately known, is of the many veterans who took part in the Safe Rates Convoy in March. He has an old saying, "I'd rather fight on my knees than fight to crawl". Luppo has been a member for over 40 years.

He definitely learned to fight as the delegate on the ground when Ansett Airlines shut down in 2001. Luppo tells of the fight for fair treatment of workers, the closure of Ansett was the biggest fight of his time as a delegate.

"When I first joined the TWU at Ansett we were on strike probably every second week, for better conditions and things like wet weather gear. If you need something in your work environment you had to be prepared to make hard decisions. All we needed was decent wages and a proper working environment."

LUPPO SAYS, "JOINING THE TWU MEANT I WAS PROTECTED. I KNEW THAT WHEN I WAS AT WORK I HAD SOMEONE LOOKING AFTER AND PROTECTING ME".

Most of the people who worked for Ansett back then, had worked for 25 plus years, husbands and wives worked in the one place. Luppo said "The day that they announced the shutdown, there was nothing, everything was gone, management went to ground. Those of us working there were left asking the



Luppo waving off the last flight that ever flew for Ansett, an emotional morning.

question, what do we do?"

Luppo said, "There were lives lost, I still feel for the people involved, it was a good place to work, one of the best jobs." It was not just the impact on his colleagues that hit hard it was the impact on their families.

"The fact that they took money away from us, they took so much away from us, through no fault of our own, we were lucky we had a decent union behind us. The TWU meant we were able to run the long fight for our entitlements."

"People have the human right to good work, with good pay and conditions and the right to get home safely, that's what the safe rates fight is, definitely worth fighting for. It's about the families behind the transport industry worker."

Luppo ended his story with "Today, TWU members need to think about their family, their children or grandchildren. Those who are entering the workforce should not have to beg for anything."

WILLIAM GENNINGS LOVED HIS UNION



The TWU acknowledges the passing of one of our own, William Gennings a TWU member of 73 years and 11 months. William spent 31 years behind the wheel at the Shell yard at Rosehill. William was also an owner driver transporting gravel and turf for tennis courts for 25 years. William's wife, Heather Gennings was also TWU, working as an administration official at the Queensland branch. Heather tells us that her husband was a driver trainer and had an ongoing passion for ensuring that all drivers remained safe in their workplace.

He served his community as a Master Mason in both NSW and Queensland and he was a very proud member of the TWU. He kept all his badges as a proud reminder of a union that he loved. Our sympathies and thoughts go to William's family.

BECOME A MEMBER OF THE 1888 CLUB

The TWU Veterans Club has been renamed the 1888 Club to commemorate the first year the union began, and is the club for TWU members who are now retired from the transport industry. They bring many years of experience and expertise in fighting for workers' rights, and over the years the club has joined in on rallies and actions to show their ongoing support for the work of TWU members.

If you or someone you know is a retired TWU member and wants to join the 1888 Club, call our Members Service Centre for more information on 1800 729 909. **Come be a part of the fight as it continues into the future.**



You said it on Facebook:

31 March 2019:

Richard Olsen, NSW State Secretary leads the rally in Macquarie Street Sydney - the TWU Convoy for Safe Rates - Drivers need a safer and Fairer Industry



Will C. Almonte

Woot woot Go Guys! Safe Rates, Save Lives!
Go Richard Olsen! Go Tony Sheldon!



Aaron Ashton

I was there to show my support for the safe rates campaign and that I care about my fellow transport workers the general public and most of all my families safety on the roads. People can say what they want about unions and that's their opinion, but let me say this that if there was no unions the big boys at the top would have to answer to no one and put the onus all on the little man..



23 March 2019:

An AMP study found that trucking and logistics has some of the highest rates of financial stress of any industry - and it's only getting worse. We need legislation that makes the industry safer and more sustainable into the future, and this is why truckies and their supporters will be joining convoys around the country to call on the government to act NOW.



Gerard Liebig

Truckies need to stop carting for nothing and stand together for the right price.

19 March 2019:

A few weeks ago TWU members along with NSW State Secretary Richard Olsen, State President Tony Matthews, State Vice President Jason Larfield went to Canberra calling on members of parliament to work together to ensure a safer and fairer transport industry. Today we are back in Canberra at a National forum working with transport industry representatives looking at regulation that ensures the road transport industry is made fair and safe for both drivers and transport operators.



Lyn Kelly

Hope drivers have a sensible voice.



Find out what's happening around the yards, check out great photos and join the conversation with other members @ facebook.com/TWUNSW



What did the tree say to autumn? Leaf me alone.

Why do mother kangaroos hate rainy days? Because their kids have to play inside!

What did one autumn leaf say to another?

I'm falling for you



Why did the scarecrow win the Nobel Prize?

Because he was out-standing in his field.

If money really did grow on trees, what would be everyone's favorite season?

Autumn.

colour me in and enter!

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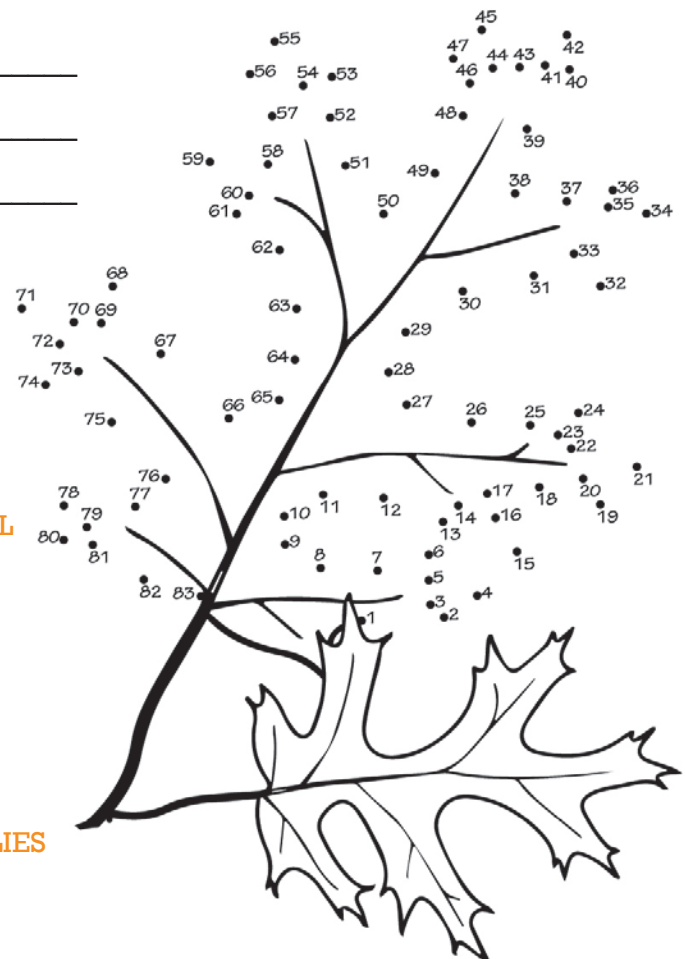
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