

TRANSPORT WORKERS' UNION OF NSW

# TWU NEWS

ISSUE 90 • AUTUMN 2018

**THIS**  
is how  
**WE WIN!**



**STILL GOING STRONG: 130 YEARS OF UNION**





## CONTENTS

Start a conversation	2
Taking a stand	3
Sydney Sub-branch News	4
Building Power	5
Still Going Strong: 130 Years of Union	6-7
Check out our new app	8
Members helping a mate	8
Berejiklian Government Silencing Drivers' Voices	9
Winning the "fight for fair" in the waste industry	10-11
Welcome aboard	12
The fight @ Aerocare goes on	12
Looking out for Q Catering members	12
Iron Mountain putting jobs and data in danger	13
Saying no to Busways Dodgy EA	14
Strength in numbers	14
Stepping up the fight at Red Bus	15
Sydney BCOM welcomes CDC Delegate Vijaypal	15
WORKPLACE POSTER What have unions won for me?	16-17
Bluecard: making your job safer	18
Fighting for a better deal at StarTrack in NSW and the ACT	19
Wage Theft at Direct Couriers	20
A win for rates for Tip Truck Owners	20
MSC working for you	21
The Power of Safety	22
Cash in Transit Road Crew Seeking answers on safety	22
South Coast & Southern Sub-branch News	25
Newcastle & Northern Sub-branch News	26
ACT Sub-branch News	27
NATIONAL UPDATE: Stepping up in the gig economy	28
BRIAN'S CORNER: The 1888 Club	29
Remembering Ted Green	29
You said it on Facebook	30
Kids' corner	31

## CONTACTS

### Editorial:

Colin Henderson 02 9912 0703  
colin.henderson@twunsw.org.au

### Advertising:

Rebecca Hopkins 02 9912 0700  
Rebecca.Hopkins@twunsw.org.au  
31 Cowper St, Parramatta 2150  
Print Post Approved 100008176

# START A CONVERSATION

**A**cross the Australian union movement there is a rich history where union members stood up for better workplaces. The Transport Workers' Union has always been a part of this movement, and in our 130th year we are still enabling transport workers to demand and win good jobs, respect at work, safe conditions and the opportunity to better support their families.

What if none of that existed? What would happen if tomorrow you got to work and found that managers had changed their tune, because there was no union power to hold them to account?

Our member-led, member-driven model means that we have members in many yards ready to activate, and collective strength for the fights ahead. We want to go further still, so we have a plan in place to provide transport workers with a stronger voice into the future. Our aim is to have a union density of 70% across the transport industry by 2035.

We can achieve this, but we need your help to make it happen. Ask yourself, is your own yard strong enough to represent your issues to management without fear of reprisal? What more can you do



to ensure management can't rip up your workplace rights? How can you strengthen your yard by encouraging new members into the fold?

It is established news that union membership is dropping in this country, due in no small part to the union-busting policies of each Liberal Government since John Howard first came into power. But that doesn't mean we can't work to stop that trend going even further.

This is a shared responsibility. Are you holding the conversations in your yards with non-members? Are you talking to the yard next door? We need all our members to be

having this conversation with non-union colleagues who enjoy the benefits TWU members have won. If you're unsure of how to start those conversations, reach out to your delegate or official for some pointers. In the centrefold of this journal we have a list of some of the victories unions have won so far, which could help in these conversations.

Our strength is in numbers, and united TWU yards ensure that together, we can win each fight we face. You, our members, are the best advocates we will ever have. Help us spread the word.

*Charles*

## 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-2017/](http://www.twunsw.org.au/twu-financial-reports-2017/)**

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 649  
Parramatta, NSW 2124

# TAKING A STAND



**O**ur members are telling me they have had enough. Enough of the pressure of being asked to work harder for less pay. Enough of feeling attacked from every angle. Enough of employers and governments compromising safety and job security. Enough of Canberra pushing for the reduction of tax on corporations. (I have my doubts that that particular measure will make things any better for members or their families.)

The Transport Workers' Union is taking a stand at all levels, from yards to parliaments, speaking up on behalf of members and ensuring that they will never walk alone. When it comes to agreements, industrial relations issues, or building strength in yards, we are there. And you, our members, are achieving great things and helping us to be stronger and united.

## “ OUR MEMBERS ARE ACHIEVING GREAT THINGS AND HELPING US TO BE STRONGER AND UNITED.”

We are driven by members in what we do and we know that with your support we will continue to grow our membership. Members can lead in recruiting, organising and mobilising. Your involvement can be in your yard as a delegate or activist member.

Industry Sector Committees across a range of transport areas including ports, aviation, owner drivers, oil and gas, buses and waste underpin our strength. Delegates are working together to ensure we can negotiate for members across a whole industry rather than with individual employers.

The support from members on the Waste Industry Sector Committee has meant the

TWU won protections for pay, conditions and jobs on behalf of members in contractor companies servicing Councils' residential waste collection needs.

The fight was taken on and won on the Central Coast last year, and this year Randwick and Penrith City Councils have seen what member strength looks like. This is an ongoing fight and we hope that other councils are paying attention. The TWU will continue to fight for fairness in the waste transport industry.

We have a vision that we are working towards — we want to see a membership of the TWU across 70% of the transport industry by 2035. The plan begins with our aim to

have a trained committee within each sector by 2020. We will continue to fire up delegates with ongoing training, enabling them to deliver for the rank and file members in their yards.

Our plan holds the top of the supply chain to account through our strength and good policy, ensuring the transport industry is safe and is providing transport workers with decent jobs.

We are working to ensure high standards for members in everything we do, including standardising rights across industries. It means ending the race to the bottom, which is causing pain among transport workers and their families, deaths on our roads and safety and security risks at our airports.

Vision 2035 will provide for working families and ensure fairness in our industry. By standing strong and united, we can achieve it.

*Richard*



## A GREAT START TO A BIG YEAR



**W**e're only in the first part of the year but have already had many great wins. It's a good sign for the rest of the year, and shows the strength and dedication of all our members.

As we go to print, we've organized rallies to continue the fight against wage theft. Firstly at our airport, protesting Aerocare and other companies, and secondly on our roads, protesting ALDI. It's the two year anniversary of the Federal Government abolishing the road safety watchdog, and while we have safe rates agreements from Coles and Woolworths, ALDI still refuses to come to the table and take responsibility for their role in the supply chain.

We will continue these fights for as long as it takes, so that every driver, every subbie, and every airport worker can take home a fair wage without a cent being stolen, and also be assured of their safety on the job.

### THE FIGHT AT STARTRACK CONTINUES

It's been more than three months of negotiation at StarTrack, and still we just keep hitting a brick wall. Our demands for the rights and conditions of StarTrack workers are falling on intentionally deaf ears, and the company has proven they just don't care. They're refusing to listen, so we've been left with no choice but to pull out the big guns. As this issue of the journal goes to print, a protected action ballot is being held – despite StarTrack doing all in their

power to try stifle this democratic process. A yes vote will give members an opportunity to really show StarTrack that they are willing to fight for what is right and important to them.

### KEEPING QANTAS ACCOUNTABLE

It's a never-ending battle with Qantas. Now, in the middle of an EA, they've sold the catering business to dnata, subject to the appropriate channels at the Australian Competition and Consumer Commission (ACCC). There's a great opportunity here for us to make sure catering workers that go to dnata have a great EA to transfer over with them. We'll fight to make sure our members' conditions and terms will be protected and adhered to.

### BIG WIN AT ACFS

Through fruitful negotiations we've been able to secure a national agreement that will make workers across the country happy. We've won parity for ACFS workers across Australia, including crib breaks for all and the right to choose either an RDO or \$1000 extra per year.

We knew we had a tough fight ahead of us but we overcame, in no small part due to the great work of Scott McIntyre and the delegates, who kept everyone united and committed to fighting the good fight.

*Mick*



# BUILDING POWER

I want to begin by congratulating all members for their hard work and dedication in 2017. It can be easy to get lost in the day-to-day work we all do, but when you look back we had some fantastic results over the course of the year.

In particular I want to pay tribute to the NSW members of the Linfox national negotiating committee, who helped ensure that we turned Linfox around from their original negotiating position of cutting wages, terms and conditions, eventually agreeing to a deal that gives full-time employees the first crack at overtime, moves super to 14.5% by mid-2019, provides stronger union power-building rights, provides legal indemnity for drivers, ensures stronger casual conversion rights and includes better paid parental and domestic violence leave, among many other achievements.

The Enterprise Agreement was overwhelmingly endorsed by members across the country just before Christmas which was an outstanding result and I congratulate all Linfox delegates and members on their victory.



IN 2017 WE  
HAD SOME  
FANTASTIC  
RESULTS

## LINFOX DELEGATES

Thanks to the Linfox national negotiating committee from NSW - John Waltis, Kevin Beswick, Robert Hood, Roger Heinrich, Peter Rietkerk and Eric Pickering



## STRONG POLITICAL PRESENCE: IT HELPS US WIN

It can be easy to criticise politicians and political parties – and there are countless occasions where both of them deserve it. However, a couple of recent wins in the waste industry prove exactly why the TWU needs to be politically active at all levels.

As outlined in this journal, TWU NSW members had a big win at Penrith City Council. While the vast majority of this was due to the campaigning of our members, and in particular TWU delegates Graham Robertson and Simon Lofty, it was of great help to have a Labor Mayor and seven Labor Councillors on side. Because the Labor Party is committed to workers' rights and protecting their interests wherever possible, we were able to gain support to firstly amend the tender to protect the jobs, wages and entitlements of our members, and then to fight off a disgraceful attempt by Liberal Party Councillors to overturn the motion

– which would have meant our members would not have had their jobs protected, and could have pay slashed by over \$8 an hour.

Because of the TWU's presence in the Labor Party, the last State ALP Conference unanimously passed a motion ensuring a future NSW Labor Government will legislate to protect jobs, wages and entitlements of waste workers whenever a contract changes hands. This would stop the constant attack on our members' jobs and conditions each time a tender comes up. NSW ALP Leader Luke Foley confirmed Labor's commitment to this policy at our 2017 Delegates' Conference.

And in the Federal sphere, before it was torn down, the then-independent tribunal was looking at the issues facing waste workers across the country. Federal Labor has committed to restoring an independent tribunal with the power to change the

entire transport industry for the good of all workers.

None of this should be taken as some kind of sop to the Labor Party – there are plenty of times that I disagree with them or can get frustrated by them – however when it comes to the main thing I care about, being the protection and betterment of workers, they are the only party that is capable of standing up and fighting. We sometimes have to remind them (and occasionally make them) fight for us – after all, they are our elected representatives.

It pays to be a force in the political game, as it is a very powerful way of getting things done on behalf of our members.

ANYONE INTERESTED IN BECOMING  
MORE POLITICALLY INVOLVED SHOULD  
CONTACT OUR MSC ON 1800 729 909.

*Nick*



# STILL GOING STRONG

**T**his year our great union celebrates its 130th anniversary. Ours is a rich history steeped in fearless challenges and hard-won victories, securing for transport workers the fundamental right to a decent wage and a way of life that is the envy of workers the world over.

The Transport Workers' Union of NSW was born in 1888, though at this time it was known as the Sydney Trolley and Draymen's Union. In 1925, members of various transport unions - such as the Trolley and Draymen's Union, the Motor Transport and Chauffeurs' Association and the Federated Carters and Drivers' Industrial Union, to name a few, planned to create a new union that could represent every transport worker with the immense strength that comes from solidarity.

The result was the Amalgamated Road Transport Workers Union, which became federally registered in 1928, before becoming officially known as the Transport Workers' Union in 1938.

By the 1960s, the TWU was securing significant wage increases for drivers as the Conciliation and Arbitration Commission recognised the fluid nature of drivers' work and the increased skill required of drivers.

By the 1970s, owner-drivers were joining the TWU in large numbers as they began to realise we were the only serious industrial force that could stand up to the transport conglomerates. Giants like Brambles, Mayne Nickless and TNT dominated the industry.

When John Howard came into government in 1996, the TWU was forced to confront a number of challenges aimed clearly at destabilising the union movement. Regardless, our union continued to grow during the period of the Howard government.

We were instrumental in the fight that killed Howard's shameful WorkChoices legislation. Now, we must work together to fight a renewed Liberal Government, one which shelved safe rates policy and has demonstrated time and time again that it does not care about transport workers.

**1888:** On July 24 a meeting is held in the Maritime Hall, Sussex Street, Sydney to form the Sydney Trolley and Draymen's Union. Andy Kelly was elected President and Moses Wheeler Secretary. By August, 225 members had joined the new union.

**The 1901 parade** was 'the first eight-hours demonstration in New South Wales under the aegis of the Australian Commonwealth', and 'the unionists turned out in numbers never before excelled in the State', both marching and accompanied by a stream of drays bearing large union banners.

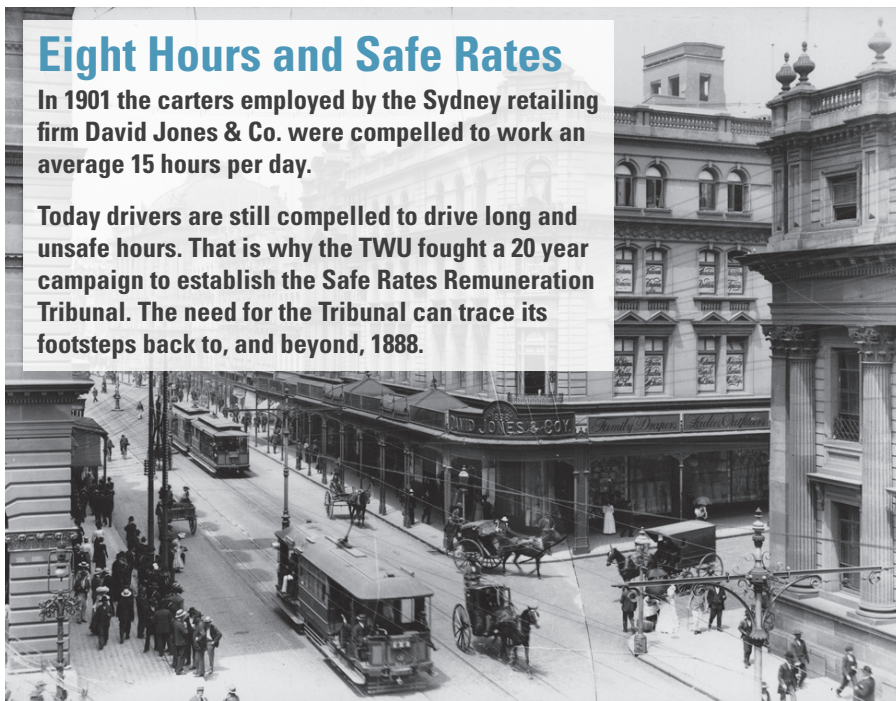
'The handsome banners of the unions, the many-coloured badges worn by the men who marched so briskly through the streets, and the gaily caparisoned horses presented an ever changing picture which pleased even the artistic taste.'



## Eight Hours and Safe Rates

**In 1901 the carters employed by the Sydney retailing firm David Jones & Co. were compelled to work an average 15 hours per day.**

**Today drivers are still compelled to drive long and unsafe hours. That is why the TWU fought a 20 year campaign to establish the Safe Rates Remuneration Tribunal. The need for the Tribunal can trace its footsteps back to, and beyond, 1888.**





# 130 YEARS OF UNION



**PROTESTING AGAINST HOWARD'S  
WORKCHOICES TWU MEMBERS  
BLOCKED THE M4 IN 2005**



We must continue to work together to fight every politician, every party, every company and every boss that wants to take on the rights of transport workers for their own ideology or profit. As we celebrate our 130th anniversary, we pay tribute to those who have led us to this point, and vow to continue their fight.

Finally, we thank you for getting us here. A union is only as strong as its members, and our members are undoubtedly the strongest in the country. Here's to another 130 years with you.



# CHECK OUT OUR NEW APP

## GET CONNECTED TO THE STRENGTH OF THE TWU WITH OUR BRAND NEW TWU NSW MEMBERS' SMARTPHONE APP

**M**ade for TWU NSW members, the Transport Workers' Union NSW App has been tailored to enhance communication between members and their onsite delegates and connect members to your union. The app shows you current TWU news, events, offers and sponsors while providing a secure, members-only channel for information. The TWU Communications App will allow members to receive real time push notifications directly to their smart device and access members only information.

### HERE IS HOW TO CONNECT WITH THE TWU THROUGH OUR APP.

**STEP 1.** Head to the app store or Google Play Store and search for "TWU NSW" and install the app



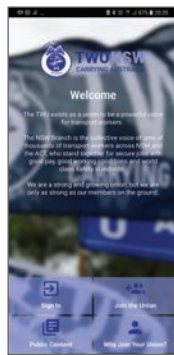
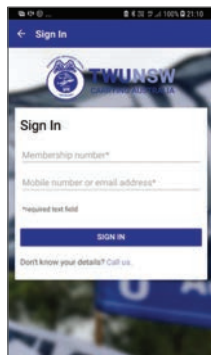
**STEP 2.** Find your membership number, it's your LOGIN code.

Your LOGIN code is your membership number. — eg H1234567. If you cannot find your membership number, the login code is available on the mailing address sheet that came with your copy of this edition of TWU News, or contact the TWU Members' Service Centre on 1800 729 909.

**STEP 3.** Log in to the app using your membership LOGIN.

A code will be sent to the valid email or mobile phone number you provide. Please note: if your email or mobile number is not updated in the system you will not be able to login. Please contact us on 1800 729 909 and update your details. Once you have placed the code in the app it will let you have access.

**STEP 4.** Accept push notifications and keep connected to TWU events, news and exclusive offers ONLY available to TWU members



## MEMBERS HELPING A MATE

**T**here are around 29 members in the Toll Chemicals Yard at Arndell Park. Delegate Wayne Alexander has a fair amount of pride right now because the yard rallied around one of their own in a time of crisis.

A driver on the site was diagnosed with cancer and in the process of treatment used all of his entitlements needing to remain off work for a further six weeks.

Wayne says that when they became aware of the issues he had, a meeting was organised with Management and the local Toll Team Leader to look at options on how the members could help him out. Graham Blok the NSW and ACT Chaplain for Toll also

EVERYONE GOT INVOLVED, EMPLOYERS AND MANAGERS "CHUCKED IN WHAT THEY COULD". SOME EVEN PUT \$500 INTO THE HAT PASSED AROUND. ALL UP THE WORKERS IN THE YARD AND MANAGERS RAISED \$4700 TO HELP A MATE.

provided support.

Management were more than helpful and organised for Wayne to explain the circumstances to all in the yard at a toolbox meeting. Everyone got involved, employers and managers "chucked in what they could". Some even put \$500 into the hat passed

around. All up the workers in the yard and managers raised \$4700 to help a mate.

Wayne says that this was one of those circumstances that occasionally appears where everyone digs a little deeper to support someone in need, "we are hoping to see him back at work".



# BEREJIKLIAN GOVERNMENT SILENCING DRIVERS' VOICES

Once again, Gladys Berejiklian's NSW Government and the NSW Roads and Freight Minister Melinda Pavey are working to silence the voice of truck drivers in the conversation about truck-related deaths on NSW roads.

Hearings in the NSW Government's Inquiry into Heavy Vehicle Safety and Use of Technology to Improve Road Safety began on Monday, 9 April, but TWU NSW has been denied the opportunity to be heard.

Sadly, when it comes to the conduct of the Berejiklian Government and the Roads Minister on this issue, this does not come as a shock.

We are the largest representative body of truck drivers in Australia, and we are the voice of truck drivers in NSW. In our submission to the Inquiry, we outlined the devastating impact of supply chain pressure on drivers, and the explicit link between rates of pay for drivers and road safety outcomes. This link has been shown in academic research, coroner's reports and inquiries, conveyed by drivers in countless testimonies and found to be the case by courts and tribunals time, and time, and time again.

Simply put, there will be no decrease in truck-related deaths until these problems are addressed. We have continually tried to make the Minister acknowledge this, but time, and time, and time again, she has buried her head in the sand.

IN OUR SUBMISSION TO THE INQUIRY, WE OUTLINED THE DEVASTATING IMPACT OF SUPPLY CHAIN PRESSURE ON DRIVERS, AND THE EXPLICIT LINK BETWEEN RATES OF PAY FOR DRIVERS AND ROAD SAFETY OUTCOMES.

ON APRIL 18, TWO YEARS ON FROM THE DESTRUCTION OF THE RSRT MEMBERS HELD A SIT IN RALLY ON OXFORD ST TO SEND A MESSAGE ON SAFE RATES



"The technology is now so advanced, a driver can be driving and get an electric shock if they look away from the windscreen for more than two seconds."

- NSW Roads Minister Melinda Pavey, ABC Radio News, 17 Jan 2018

TWU NSW @TWUNSW

In only 24 hours, five people in NSW have been killed in three truck-related crashes. Rather than address the extreme and unfair working conditions that are causing truck deaths, NSW Roads Minister @melindapaveyMP has seriously suggested "electrocuting drivers behind the wheel".

1:03 PM - Jan 17, 2018

351 566 people are talking about this

## SHOCKING NEWS

This is the same Minister who in January, immediately after the horrific deaths of five people in the space of only 24 hours, continued to publicly eschew this conversation in favour of technological band-aid solutions. Speaking to the ABC,

the Minister said, "[T]he technology now is so advanced, a driver can be driving and get an electric shock if they look away from the windscreen for more than two seconds."

We shone a light on the Minister's embarrassing comments and her hopeless position on addressing truck-related deaths, and now we have been excluded from the conversation altogether. What a surprise.

"Unfortunately, Premier Gladys Berejiklian and the Roads Minister's decision to exclude us from the Inquiry is not particularly shocking, but it is deeply shameful," says Richard Olsen. "As the voice of truck drivers in NSW, it is vitally important that we are a part of this conversation. This shouldn't be about spite or politics — it should be about doing what actually needs to be done to end the deaths on our roads.

"We hold grave concerns that without a true and strong voice for truck drivers present in this Inquiry, there will be no real solution in its outcomes — just another useless band-aid over a deepening wound. Just as it has always been with this Government, time, and time, and time again."

"It is time for the NSW Government to listen. There is a state of emergency on NSW roads."



# WINNING THE "FIGHT FOR FAIR"

Members working for the waste transport industry in NSW are often the target of bosses who want to use drivers pay for their own profit.



**T**WU delegates in the NSW Waste Sector Committee are regularly meeting to ensure that when a waste yard needs help, it will be supported by all NSW waste transport workers. As part of the future strategy in the industry, we are working towards the goal of being able to negotiate on behalf of the whole industry sector rather than with just individual employers.

Under the current system, councils put the contract for garbage collection out to tender every seven to ten years, which causes huge uncertainty for drivers over pay and job security.

Responding to the tender, companies will try to undercut each other by bringing down garbos' wages. Garbos have no say in the matter and can end up in the position of having to reapply for their own jobs.

There are no protections for years of earned entitlements, no protections for annual or long service leave and in recent



**TWU Waste Sector Committee**

cases, the garbos faced pay cuts of up to \$300 a week.

TWU members on the Central Coast won their fight last year, and over a month ago Randwick Council also confirmed to the TWU that the job security and conditions of

their waste workers will be protected when their waste contract is put out for tender.

In February, TWU members at Penrith City sought and won the support of Labor and Independent councilors, who voted for protection clauses for job security, pay



# "IR" IN THE WASTE INDUSTRY



## THAT'S HOW WE WIN

Faced with losing \$300 a week, TWU members and their families stood up to Council and held protests to push our campaign for a fair go.



Members and their families led by TWU delegates Graham Robertson and Simon Lofty attended the Council meeting



and entitlements in the tender. Of course, the Liberal councillors opposed the protections.

These councillors refused to meet or talk with drivers, so drivers took the message direct to the Council Chambers, dumping garbage on the doorstep to tell them that their idea was rubbish.

Due to pressure applied by TWU members, these Liberal Councillors failed in their attempt to put the rescission motion in place. Members and their families led by TWU delegates Graham Robertson and Simon Lofty attended the Council meeting and watched the motion voted down. Jobs, pay and entitlements are finally safe again.

We hope that other councils are paying attention. We have won every fight so far, and we will win every fight to come.

## Garbos win at Council



Nepean News 15 March 2018



At an extraordinary meeting Councillors debated the rescission motion that would have seen waste management workers' pay cut by up to \$300 a week if it passed.

According to the Transport Worker Union, if the rescission motion was passed workers would have also lost all allocated long service leave, sick leave and annual leave.

Richard Olsen, State Secretary of the TWU said workers weren't looking for an increase in pay but fighting to keep the pay they deserve.

"It is important to note that Garbos are not looking for more pay, they are simply looking for the chance to keep doing the same job they do now for the same pay they get now, not less," Mr Olsen said.

Councillor Greg Davies said by voting down the motion Penrith Council has put everyone vying for any contracts on an equal playing field.

"It means a level playing field for anyone who wants to put in for the contract because it means people won't be able to use wages as a leverage. No one will be using Penrith Council as an excuse to reduce wages," Cr Davies said.



# WELCOME ON BOARD

**C**abin crew members now have a dedicated official, with Ho Lau appointed to work right across the aviation industry for cabin crew members in NSW. There are different industrial relations needs between cabin crew and those who work beneath the wings, and Ho has a great history of working through enterprise agreements.

As cabin crew, you have the right to fair conditions and decent jobs, no matter which airline you work for. The cabin crew campaign is a vital and integral part of the broader Safe & Secure Skies campaign – aiming for better jobs right across aviation. While it is important the cabin crew organise across airlines, it is also vital that all aviation workers stand together for a better industry.



TWU Official Ho Lau with Cabin Crew Delegates

## THE FIGHT @ AEROCARE GOES ON



**T**he fight for Aerocare workers continues. While workers are struggling on slave wages and spending long days at work to support their families, Aerocare is continuing to push for split shifts. Split shifts mean that in many cases workers have no choice but to remain at the airport for 12 hours while only getting paid for six. Additionally, in order to fit in rest between

shifts, many workers often sleep in their cars or in squalid conditions below the terminal.

We continue to lobby the company to protect members against wage theft.

The TWU is asking airlines who use Aerocare's services to consider their level of responsibility for these working conditions. The aviation industry is highly profitable,

and there is absolutely no reason for staff to be forced into poverty wages and third world conditions.

Over all, working conditions and deliberate understaffing at Aerocare are impacting safety and security at airports. Records from Sydney International Airport show that 132 injuries were reported over a one year period, among a staff of just 324.

## LOOKING OUT FOR Q CATERING MEMBERS

**W**e are watching out for members at Q Catering, following the announcement that Qantas has sold the company to dnata. We are making sure that members' superannuation, pay and entitlements are carried across to the new owners.

The TWU is in the middle of negotiating an Enterprise Agreement with Qantas, so we would expect that at a minimum, the terms of that EA will transfer across when dnata take over.

Job security is an important issue for those in aviation, so we will also ask dnata to provide long-serving casuals an assurance of conversion rights to full-time roles.

# IRON MOUNTAIN PUTTING JOBS AND DATA IN DANGER



**U**S company Iron Mountain has proposed a change to its Australian transport model that is company unethical and unfair to every one of its workers. It also has the potential to put the private data of every Australian at risk.

Drivers at Iron Mountain are responsible for the safe and secure transportation, storage and destruction of private data and documents for a range of clients, including Australian Super, Westpac, the Department of Finance, and internet giant Google, which collects information like the search history, browsing history, and location history of almost every internet user.

This is a crucial service. Iron Mountain's clients – which also includes companies like Channel 7, Channel 9, Southern Star (Endemol), IBM and The Star Casino – pay a premium for their data and documents to be handled by drivers with a proven track record, established trustworthiness, and the highest level of training, skill and experience. Many drivers have worked with these clients for decades. They are the best of the best.

Iron Mountain recently announced plans to outsource the payment of drivers

IRON MOUNTAIN RECENTLY ANNOUNCED PLANS TO OUTSOURCE THE PAYMENT OF DRIVERS TO A COMPANY CALLED DIRECT COURIERS, REFUSING TO HONOUR ITS EXISTING CONTRACT WITH ITS CURRENT DRIVERS.



to a company called Direct Couriers. Iron Mountain is refusing to honour its existing contract with its current drivers (which doesn't expire until 2019), and drivers have been notified that the only way to keep their jobs is to move to Direct Couriers and accept a 35% pay cut.

Direct Couriers has provided no guarantee that current drivers, if they stay, will get to continue their longstanding and established relationships with the organisations that trust them, and that it won't send cheaper, unknown, untrained

drivers instead.

"We asked Iron Mountain to uphold its commitment to its professional and trusted drivers, and continue to engage them under the current Agreement," says Richard Olsen. "Iron Mountain has rejected these requests."

"It is clear that Iron Mountain does not intend to do business responsibly and ethically with its workers or its clients. This is a shamefully bad deal for our members, and a grave worry for every Australian when it comes to the handling of their confidential data and documents."



## SAYING NO TO BUSWAYS DODGY EA

**B**usways has decided to enter into premature negotiations across five yards in Sydney and on the Central Coast.

The TWU does want to negotiate on behalf of members, but getting the agreement right takes time and consideration. Instead, Busways wants negotiations over and done with as soon as possible. They are trying to rush the process, but we won't let them.

We're focusing on issues like increases to wages and superannuation, as well as the other issues that matter most to members.

The Agreement in place with Busways is not due to expire until 30 June 2018. We believe they may have gone early as they are trying to find ways to minimise union members' power. They have even provided union picnic day pay to non-members.

**MEMBERS DELIVERED A STRONG MESSAGE TO BUSWAYS MANAGEMENT WITH THEIR OVERWHELMING NO VOTE ON BUSWAYS DODGY EA.**

The lack of trust that drivers have in the Busways management is understandable. They want the union out of the picture and they want to try and create EAs across all yards that suit the company, rather than ensure all drivers are covered under an industry standard EA.

Busways management want to take pay and conditions away from drivers and their families. We won't let them.



# VOTE NO

## TELL BUSWAYS WHERE TO GO

**Busways doesn't care.**

They want to push ahead with an unfair Enterprise Agreement that will affect not just the amount of future income you can take home to your family, but also your family's financial security when you retire.

- Busways stills wants to implement nothing more than the Government-controlled pay rise, which will provide you with a wage increase that doesn't even cover cost of living increases.
- Busways wants to keep you stuck on 9.5% super while every other industry is moving towards 15%.

**BUSWAYS HAS PROVEN THEY CAN'T BE TRUSTED. TO GET A BETTER AND FAIRER DEAL, VOTE NO TO THEIR UNFAIR EA.**

twunsw.org.au  
facebook.com/TWUNSW  
twitter.com/TWUNSW

Authorised by Richard Olsen,  
State Secretary, Transport Workers' Union of NSW,  
31 Cooper St Parramatta NSW 2150  
P: 1800 723 909 E: info@twunsw.org.au

## STRENGTH IN NUMBERS



**Bus Industry Delegates Meeting**

**T**he strength of the TWU across the whole bus industry is represented by delegates on the Bus Sector Committee.

Delegates have been sharing information with each other as a range of EAs are ready to undergo negotiations. CDC negotiations are due to start soon. Transdev are getting ready, watch this space. The Transit Systems agreement is still running. A number of smaller companies will no doubt commence negotiations with the

**DELEGATES HAVE BEEN SHARING INFORMATION WITH EACH OTHER AS A RANGE OF EAS ARE READY TO UNDERGO NEGOTIATIONS.**

TWU using the resources of BusNSW to create a collective agreement.

Bus company managers are watching with interest the outcome of our negotiations with Busways, as the TWU

and bus industry delegates are pushing companies to be part of an industry-wide standard EA.

Delegates have shared the stories from their yards recently with a representative of the International Transport Federation who specialises in the bus industry. Members have found that issues here in NSW like violence, safety issues for drivers, pay and agreements are reflected in bus companies around the world.

# STEPPING UP THE FIGHT AT RED BUS



Every day at Red Bus on the Central Coast, drivers are forced to put up with unpaid meal breaks, unfair rostering, passenger violence, harassment, intimidation, and even bites from spiders living within the buses. The Enterprise Agreement needs updating, and on top of that, management are not communicating properly to drivers, making them feel ignored and unsafe.

TWU NSW is taking this to the top, but we need the strong resolve of members in the yard to ensure that when we take on management, we can win.

Management needs to properly explain a recent series of terminations, including the sacking of one driver after he was assaulted

**MANAGEMENT NEEDS TO PROPERLY EXPLAIN A RECENT SERIES OF TERMINATIONS, INCLUDING THE SACKING OF ONE DRIVER AFTER HE WAS ASSAULTED BY A PASSENGER WHO SPAT IN HIS FACE.**

by a passenger who spat in his face.

TWU official Darryl Elliott from the Newcastle Sub-branch says that drivers feel their relationship with management is destroyed, and they are having difficulty trusting managers who can't even organise shifts properly, while also facing timetabling

pressures from the NSW Government.

Red Bus management is acting in an anti-union manner. They have allowed the on-site union noticeboard to become damaged, and despite the first-class attitude of drivers who simply want to get the job done, we have received reports of bullying and harassment.

The TWU is encouraging local members to elect a new delegate to work on building strength in the yard and help sign up new members. We are also looking to ensure that quality negotiations occur for a new enterprise agreement that will achieve fairness and parity for Red Bus drivers with other bus drivers across NSW.

## SYDNEY SUB-BRANCH EXEC WELCOMES VIJAYPAL

CDC DELEGATE VIJAYPAL SINGH HAS RECENTLY STARTED REPORTING TO THE SYDNEY SUB-BRANCH EXECUTIVE. THIS MEANS A STRONG VOICE FOR MEMBERS IS NOW PART OF THE GROUP THAT MANAGES THE SYDNEY SUB-BRANCH WITH ASSISTANT SECRETARY MICK PIERI.

VIJAYPAL HAS RECENTLY BEEN RE-ELECTED AS HIS YARD DELEGATE. HE IS IN THE PROCESS OF ORGANISING HEALTH AND SAFETY REPS FOR HIS YARD AND IS CONSTANTLY BRINGING IN NEW MEMBERS TO THE TWU.







# **What have** **Unions** **won for me?**

**Weekends. Work health and safety. Sick leave. Annual leave. Superannuation. Penalty rates. Overtime. Shift loading. Long service leave. Maternity and parental leave. Meal breaks. Rest breaks. Unfair dismissal protection. Workers' compensation. Equal pay for all. Collective bargaining. Medicare.**

**Redundancy pay. Award rates. RDOs.**

**And there's still more to be won.**

**Together, we can build a better, safer transport industry.**

**Join the fight. Join the Transport Workers' Union.**

**Call 1800 729 909 or speak to your delegate.**



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



# BLUECARD: MAKING YOUR JOB SAFER

Every day you drive, you need to be prepared for the unexpected. Driving a truck is one of the most dangerous professions in Australia, and too many accidents are occurring across the transport industry. This issue needs a greater spotlight shone upon it, as transport clients and managers need to take safety issues much more seriously.

Safety on the road remains a shared responsibility, and there is something that you can do to make your job safer and increase your skills.

The Transport Industry Bluecard is a WH&S skills program developed by TEACHO, the research and training organisation affiliated with the TWU, in response to the

need for improved safety across the industry.

Bluecard is not just for drivers – if you are a warehouse, distribution centre or logistics worker you are encouraged to get a Bluecard too.

The Bluecard is portable proof-of-training, showing that you have the skills, training and assessment in work health and safety that is relevant to road transport and warehousing.

Industry-experienced training organisations will train and assess you to national standards, making you not only safer, but also more employable, being at the level of WH&S qualifications sought after by many transport companies.

With Bluecard, you can help make your workday safer.



TRANSPORT & LOGISTICS  
**BLUECARD**  
SKILLS PASSPORT

HAVE YOU GOT YOUR BLUECARD YET?

TO FIND OUT MORE ABOUT BLUECARD AND THE BLUECARD TRANSPORT INDUSTRY WH&S PROGRAM, VISIT: [WWW.BLUECARD.COM.AU](http://WWW.BLUECARD.COM.AU)



ENJOY HEARING. ENJOY LIFE.

## Your one-stop-shop for an industrial **HEARING LOSS** solution.

**Do you work in a noisy environment?**

Book a **FREE\*** hearing check-up today. You may be eligible for workers compensation and we're here to help you.

\*Applies to adults over 26 years only.

1800 094 962

[hearinglife.com.au](http://hearinglife.com.au)

# FIGHTING FOR A BETTER DEAL AT STARTRACK IN NSW AND THE ACT



**F**ollowing endorsement by members of our Log of Claims in late 2017, the TWU Delegate Negotiating Committee has met with StarTrack on four separate occasions so far in 2018.

The Negotiating Committee is made up of 11 rank-and-file elected TWU delegates from Minchinbury, Greenacre, Melrose Park, Botany, Newcastle, Tuggerah, Wollongong and Canberra representing all yards across NSW and the ACT.

## HERE'S WHAT WE ARE PUSHING FOR TO IMPROVE THE CURRENT STARTRACK ENTERPRISE AGREEMENT (EA):

- ✓ No cuts to conditions
- ✓ Full utilisation and better access to overtime status quo to prevent management making negative changes
- ✓ Better consultation
- ✓ Improved union rights
- ✓ Fairer HR processes
- ✓ A fair wages outcome and improved superannuation

## AS LONG AS MEMBERS STAY STRONG AND UNITED WE WILL WIN A FAIR DEAL AT STARTRACK!

The Negotiating Committee unanimously endorsed that the TWU file an application for a Protected Action Ballot (PAB) at the Fair Work Commission on behalf of all members.

StarTrack tried to silence the TWU and our members. The company sent a barrister, paid for a major law firm and sent several representatives from the company to argue against the granting of a PAB.

## THEY LOST THAT FIGHT

The Fair Work Commissioner found in favour of the TWU members and approved a ballot of all TWU rank-and-file members, which as we go to press is nearing completion.

If members endorse the ballot then they will determine the next steps in the campaign, including whether or not to take protected industrial action should StarTrack fail to make an improved offer that rewards members for all their hard work.

Congratulations must go to all involved so far in their campaign on the ground, in particular delegates for their hard work in their yards and also to the delegates on the Negotiating Committee for staying unified and in control during negotiations. As long as members stay strong and united, we will win a fair deal at StarTrack!



# WAGE THEFT AT DIRECT COURIERS

**D**irect Couriers - Courier drivers have taken action against Direct Couriers by protesting out front of their offices in Banksmeadow. The Couriers have had enough of Direct Couriers paying its drivers the lowest amount possible and using that position to steal work from companies that pay modern rates.

The company is exploiting its ability as a courier company to pay all drivers courier rates, flouting the legal minimum outlined in the General Carriers Contract Determination (GCCD). This is wage theft, and it is having broader implications across the industry as Direct Couriers wins contracts by slashing workers' rates by 35% and undercutting established, trusted drivers.

Direct Couriers pays only \$38 per week into the drivers super, where an employee doing the same job would be entitled to over \$60. A safety net is meant to be an absolute minimum, not just the rate that they pay.

In the case of one TWU NSW member, Direct Couriers consistently ripped him off by recording substantially fewer hours than he had actually worked. Over one period of 76 days worked, a massive 139 hours went unpaid by Direct Couriers.



## A WIN FOR RATES FOR TIP TRUCK OWNERS

**T**he TWU continues to work for change for members in the Tip Truck Owners Section. We are working to ensure policy is put in place that ensures a fairer system of payment. We are also working to ensure pay rates reflect increased costs particularly when operators are acting as subcontractors.

The national heavy vehicle Performance Based Standards and the Class Three Truck and Dog system allow vehicles to carry more weight than they would ordinarily be able to on the same number of axles.

Naturally this increases the costs of operation, yet principal contractors on job sites were still paying lower rates even though a higher class of vehicle was being used.

The TWU has seen changes through for members in the Industrial Relations Commission where a minimum rate for those operating 48 tonne class 3 truck and dog combinations and a minimum rate for trucks operating on the PBS system has been secured.



**The new rates can be downloaded here:**  
<http://bit.ly/newratestable>

## CAR CARRIERS

**T**he Transport Workers' Union has made an application to increase the Car Carriers Contract Determination by 3.4% in line with the rise and fall provisions of the Contract Determination.

The Australian Industry Group has said no to the rate rise under instruction from its own members. This is an industry where there has not been an increase in over three years. The industry leaders will meet in late April in an attempt to reach agreement.

## METROMIX

**D**river have shown their displeasure with Metromix after the company made a major change to the weight of the concrete aggregate. This change in weight brings with it increased running costs and a reduction of volume able to be carried by the Contract Carriers who are paid by volume and not weight.

The Contract Carriers have approached Metromix on several occasions to deal with this issue, who have as yet on each occasion denied any compromise position.

# YOUR MEMBERS' SERVICE CENTRE: WORKING FOR YOU

## HELP FOR A WOOLWORTHS HOME DELIVERY DRIVER

**R**avi\*, a TWU member who had been driving as a casual employee for a Linfox sub-contractor operating home delivery trucks for Woolworths, contacted the Members' Service Centre with a range of issues.

He was injured on the job and ended up having difficulty lifting, which the company responded to by moving him to a bigger truck with an increased workload. The work environment was toxic and he was subjected to racist behaviour by his management. This behaviour was reported to Linfox, but nothing was done.

Perhaps most alarmingly, when Ravi was held up in an armed robbery while in the truck, all he was provided with was a week off without pay.

Following his sacking, the TWU took on the company on his behalf and sought a hearing in the Fair Work Commission. The Commission assisted the TWU in winning a settlement of 13 weeks pay for Ravi.

"I am concerned that this is the tip of the iceberg for problems in the home delivery sector," says Richard Olsen. "I would encourage drivers to become part of the TWU so we can ensure bad behaviour by employers does not go unnoticed."

**\*Name changed**



## YOUR MSC DELIVERS

The Members' Service Centre is the first port of call for members wanting to get a quick response to an issue. You can help us too: when your circumstances change, call the Members' Service Centre from 7:30am weekdays on **1800 729 909**.

FROM DECEMBER 2017 TO MARCH 2018

### YOUR MSC WORKED HARD FOR MEMBERS AND ...

RECEIVED BACK

**\$41,000**

in BACK WAGE CLAIMS

NEGOTIATED

**\$101,000**

in UNFAIR DISMISSAL PAYOUTS

FOUGHT FOR

**\$40,000**

in PRO RATA LONG SERVICE LEAVE

THAT'S A GRAND TOTAL OF **\$182,000**  
BACK IN MEMBERS' POCKETS!

## Helping to keep your world moving

Specialist insurance solutions to group  
and individual members of the TWU

### Self Employed Contractors

- Personal Accident and Illness
- Public Liability
- Salary Continuance
- Commercial Motor and Green Slips
- Carriers Legal Liability
- Dangerous Goods Liability
- Management Liability

### Employees

- Personal Accident and Illness
- Workers Compensation Top-up

To find out more connect with the team today:

**Drew Ferns**

**P:** 02 4226 8723

**M:** 0429 986 373

**E:** Drew.Ferns@ajg.com.au



**Gallagher**

Insurance | Risk Management | Consulting

[ajg.com.au](http://ajg.com.au)

Proudly serving TWU members since 1995

Cover is subject to the Policy terms and conditions. You should consider if the insurance is suitable for you and read the Product Disclosure Statement (PDS) and Financial Services Guide (FSG) before making a decision to acquire insurance. These are available at [www.ajg.com.au](http://www.ajg.com.au). REF1960-MAR18-v1.3



# THE POWER OF SAFETY

The TWU is focused on creating safer workplaces. Health and Safety Representatives (HSRs) trained with the TWU spend five days with our approved and qualified Director of Health, Safety and Member Education, Marija Marsic. Information they receive is designed to be relevant to their job, whether they work at the airport, in a cash in transit vehicle or driving a concrete truck.

OUR HSR TRAINING IS INDUSTRY-FOCUSED AND THE CONVERSATIONS, ACTIVITIES AND HANDOUTS THROUGHOUT THE TRAINING ARE BASED ON THE SPECIFIC NEEDS OF SAFETY IN THE TRANSPORT INDUSTRY.



## CASH IN TRANSIT ROAD CREW SEEKING ANSWERS ON SAFETY

Armguard cash in transit workers, were recently subjected to an armed robbery in Clemton Park, a suburb of Sydney. The road crew members were not injured, but are recovering from the shock and stress of the incident. Police are still investigating.

The TWU also became aware that NSW police have made arrests in Forster of three men who are alleged to have been planning another armed hold up on a local cash in transit crew.

These incidents led the Armguard Camellia Depot HSR start an investigation into the current safety protocols and procedures at the company designed to keep roadcrew safe in their high risk jobs.

Road crew held early morning meetings, with members seeking answers from management about safety on the job. Members said that they are not convinced that Armguard management paid enough attention to managing the support of road crew and the community's safety in light of the recent armed robbery.

Members challenged management to show how they will continue to ensure



safety in a high-risk industry, make sure members get home safely at the end of a shift. The TWU is seeking that accountability be transparent at Armguard when it comes to preventing harm being inflicted on members.

### TWU SUPPORTS A MEMBERS' RIGHT TO CHOOSE A SUITABLE TRAINER

Under Section 72 of the Work Health and Safety Act, HSRs have the right to attend the five day training course at an approved training provider. You can choose the TWU as the training organization. The rules state there must be consultation between an employer and HSR before a training provider is chosen.



# The TWU welcomes Santone Lawyers as their legal representatives.

Santone Lawyers are proud sponsors of the TWU.  
We look forward to meeting you at site visits and  
conferences. Santone Lawyers can help you with  
all of your legal needs.

## Areas of Practice:

- // Compensation Law
- // Employment/Workplace Law
- // Family Law
- // Wills & Estates
- // Property & Conveyancing
- // Criminal Law
- // Traffic Law
- // Local Court
- // NSW Civil &  
Admin Tribunal

## Enquiries:

**P: (02) 81159820**

**E: [info@santone.com.au](mailto:info@santone.com.au)**

**[www.santone.com.au](http://www.santone.com.au)**



## We can see clients:

### Sydney CBD

257 Clarence St, Sydney

### Central Coast

40 Karalta Road, Erina

### TWU offices in

Parramatta

Newcastle

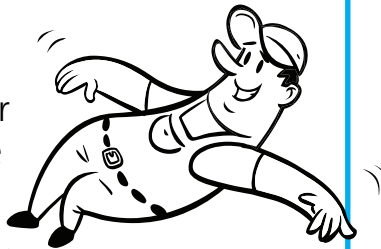
Wollongong



## Problem with a workers compensation claim?

### WIRO provides:

- Assistance with concerns about your claim
- Free funding for legal assistance



**WIRO**

Workers Compensation  
independent review office



CALL US **13 9476**

[www.wiro.nsw.gov.au](http://www.wiro.nsw.gov.au)

**MIDLAND  
INSURANCE  
BROKERS**  
Incorporating  
**TEN 4**  
AusINSURE

## Australia Wide Insurance Brokers "supporting your union"

**Transport  
Insurance**



**Income  
Protection**



**Business  
Insurance**



**1300 13 60 55**

[www.ten4transportinsurance.com.au](http://www.ten4transportinsurance.com.au)

## Welcome to the other way to bank.

We're one of Australia's largest 100% customer-owned financial institutions.

Our purpose is to create and return outstanding value for our customers, and we offer the service you'd expect from a customer-owned organisation.

We're also committed to investing in, and supporting, the local communities in which our customers live.

It's how we go beyond in everything we do.

If you want more from your bank, and more for your community, simply phone us on **13 25 85**, visit [beyondbank.com.au](http://beyondbank.com.au) or drop into one of our purple branches.

The other way to bank.

**Beyond Bank**  
AUSTRALIA

Beyond Bank Australia is a trading name of Community CPS Australia Ltd  
ABN 15 087 651 143 AFSL/Australian Credit Licence 237 856. BBAU3218

## Great deals for members at **The Good Guys**

**THE  
GOOD  
GUYS**  
COMMERCIAL

As a valued Union Shopper member you can now get exclusive access to a new online shopping site with The Good Guys Commercial.

You will be able to see 'live' discounted pricing on the entire The Good Guys range – that's great deals on over 4,000 products!

And you will be able to make your purchases online – **saving you time and money.**



To register for online access to The Good Guys Commercial website, visit [www.unionshopper.com.au/the-good-guys/](http://www.unionshopper.com.au/the-good-guys/) or phone **1300 368 117**

**UNION  
SHOPPER**

**1300 368 117**  
[unionshopper.com.au](http://unionshopper.com.au)

# BRING IT ON!

**T**he hard work is underway, supporting members in the transport industries across the South Coast and Southern NSW. You can be assured we are ready in the South Coast and Southern Sub Branch for whatever the year will bring. I hope so far the New Year has been happy for you and I want to wish you all the best for the rest of the year.

We are currently challenging Prix Car, who are attacking driver pay rates by converting hourly rates to km rates. We will fight to maintain what members are currently being paid.

A delegate at Boral let us know that he had been told the company won a contract with John Holland who demanded private information from workers including passports and birth certificates. Our position is that drivers who are already employed do not need to prove who they are to do the job they are currently doing.

Other agreements are being negotiated in yards at McCalls, South Coast Equipment and Cleary Bros Transport. Watch this space!

*Rob*

## OWNER DRIVERS- A CAUTIONARY TALE

**B**ack-pay has been won for Wollongong City Council contract carriers following a dispute with Council over a penalty payment clause in their Contract Carriers Agreement. This was not a deliberate attempt to short change drivers by Council, but a case of a misinterpretation of the Agreement.

Delegate Len Hartley tells us, "Council were paying a shift allowance on overtime hours instead of penalty rates under the Agreement. We all know Contract Agreements can be complicated and it is very easy for clauses to be misinterpreted."

Confusion can occur, which is why it's important to have support from the TWU and



**WCC Contract Carriers**

the TWU legal team in making sure clauses in Agreements and determinations are interpreted and applied properly.

At the time of negotiation, a lot of work goes in to making sure as much ambiguity

as possible is removed from Agreements. Despite this, sometimes these issues arise and it is reassuring to know there is expert advice on hand from the TWU legal team to resolve these matters.

## BARGAINING TIME AGAIN

Members are gearing up with negotiations about to commence for Enterprise Agreements with Hanson Quarries and Chemtrans. We need members to stick together to ensure we can build on hard-won conditions. This will ensure job security and a better future for you and your families.

TWU Official Lee Lawler tells us "Workers are continually under attack by employers and the Liberal Government. We have recently seen weekend penalty rates disappear for hospitality workers, and attacks on unions ramp up in an effort to undermine their ability to represent and protect workers' rights and safety. More than ever it is important to act collectively to ensure workers maintain a quality of life and dignity in retirement."

## PREMIER ILLAWARRA BUSES

You may remember that around this time last year, 184 members at Premier Illawarra came together and signed a petition showing that management cannot ignore the needs of workers.

After sitting down with the company – which had to be pushed by a court to actually negotiate with members – we now have a new Enterprise Agreement in place which means 40 new fulltime jobs have been created, and parity has been achieved for members with the rest of the bus industry in NSW.

Bringing Premier Illawarra to the negotiation table shows the difference we can make for workers in regional areas if we all stick together.

## FINEMORES AGREEMENT

Congratulations to members who have negotiated a deal with Finemore, making the company commit to better job security for its employee-drivers in a company-based fleet.

A common issue for employers is their need to constantly cut down costs of labour, and Finemores is no different here. The company has worked with members and the outcome is working for both sides. The company can now hire new staff at an introductory pay rate, but they have strict conditions on who they pay this to. There is a mechanism in place so that once a certain level of experience is achieved, newer drivers will move to the same rate as all current drivers. Another a win for regional areas.

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



# TRAINING ACTIVISTS KEY TO SUCCESS

The TWU in Newcastle has a long history of keeping delegates and activists informed and educated, and there is a strong local interest in TWU training. So far this year we have had a full house, with three rounds of delegates training and HSR training with the very popular Marija Marsic.

It's very encouraging to see so many delegates, both new and seasoned, who are keen to attend training as volunteers to work hard for our members.

Recently, 15 delegates attending #2 training with our National trainer, Jon Clark, took a break to show their support for Foodora workers with the message "Solidarity with workers, fighting for respect in Foodora."



**Delegate Dylan Thompson from SUEZ waste, Mayfield: "It just goes to show that even though we live in a country like Australia, if we don't stand in solidarity and fight for our rights, we will lose them".**

## CDC BUS DRIVERS SAFE!

Congratulations to CDC Thornton Delegate and HSR, Todd Marselos who made a significant contribution towards keeping local members safe from violence.

In Beresfield and Rutherford, bus drivers have been under attack for some time as they work their routes. Drivers have been assaulted, spat upon and had their buses attacked with rocks and human waste.

Alongside members, and supported by TWU official Daryll Elliott, Todd worked with CDC management and agencies like police, council and local members to redirect the buses to alternate stops. This kept members safe until the police were able to deal with the offenders. Police action was effective, and the buses have returned to their normal routes.



**Daryll Elliott, official and Todd Marselos, CDC delegate**

## TWU STALWART RETIRING

Mick Walliker has been a proud and supportive TWU member for 37 years. Mick has led members into many victories and is the longest serving Newcastle branch executive member, with 20 years under his belt.

Mick said, "I have seen many changes to workplace laws over the years. Most of those changes have made it more difficult for workers to get a fair go. The TWU is a great union, but only as strong as its members, so we have to stick together to win. Now more than ever, we need to be united. I want to thank all of my friends and colleagues for your trust and support. Good luck for the future."

You can't keep a good man down. After taking a well-earned break with the love of his life, Michelle, Mick plans to stay active by joining the Newcastle branch of TWU veterans. Mick - congratulations to you and Michelle. Thanks for your support and dedication.



## IN THE PORT OF NEWCASTLE

Our new delegate Gav Lawson and co-delegate, Luke Logan, of Port Waratah Coal Services (PWCS) are part of a Single Bargaining Unit (SBU) made up of a number of local unions. The SBU has reached an in-principle agreement with PWCS that will see them secure wage increases and decent union conditions for the next four years. This round of negotiations was a stark contrast to the last, which saw a picket line run for a number of days before agreement was reached with PWCS.



## HANDYBIN

Greg McInnes, our delegate at Handybin Waste Services at Coffs Harbour, and newly elected delegates Daniel Clunas and Jamie '007' Bond, have taken on their historically anti-union employer and are winning.

They ran a Majority Support Petition with a membership campaign and with the assistance of the whole yard, prevented the company pushing employees on to rubbish individual contracts. The company has agreed to negotiate with the TWU and the drivers, and starting with just one person membership has now grown to 58%.

*Mick*

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

# STARTRACK SOLIDARITY

Canberra StarTrack members have vowed to support their NSW comrades in the fight for a new Agreement that protects their working conditions. Members understand that StarTrack's stubborn refusal to include all their conditions in one enforceable Agreement is unacceptable. A willingness to stand up and fight for their rights, along with a strong Agreement, is crucial to maintaining their position of leading the way for transport workers.



## AVIATION: ALTARA CABIN CREW

Canberra-based Altara cabin crew have taken the lead in organising ahead of Agreement negotiations, with over 80% of staff now ready to fight as TWU members. In what has been a fantastic result for the ACT in a show of strength, the crew has demonstrated overwhelming solidarity.

Since becoming organised, members have been successful in having substandard amenities upgraded, including the fumigation of meal rooms. Additionally, TWU members in the ACT have successfully fought for the rights of mothers proceeding to maternity leave to access their rights at work.

A number of workplace meetings are now being convened ahead of negotiations.

## ACT GOVERNMENT AGREEMENTS

Negotiations continue in the ongoing saga of the ACT Government Agreements. The TWU is involved in the ACTION, ACT Ambulance Service and Infrastructure Services Agreements. At the time of writing a new pay offer was being considered by delegates but the hard slog of negotiating the common core across all 12 Agreements drags on.

## REMONDIS

It's good to see the new members at Remondis Commercial in Hume having a go at a new Agreement. I know Lloydly and the boys have been very patient, but they have put Remondis on notice that they want a better deal.

## BLUEPRINT FOR CHANGE AT ACT AMBULANCE

ACT Ambulance (ACTAS) delegates are calling on the ACT Government to increase funding to the ACTAS to ensure the change process stands a genuine chance in succeeding.

Delegates have called on the ACT Government to increase funding to the ACTAS to ensure the change process stands a genuine chance in succeeding. A program over three stages is suggested as the most practical and logical reform to ensure the service continues to evolve and meet the ever-increasing demand for ambulance resources.

We expect a reply from the Minister over the coming weeks and will keep you up-to-date as discussions continue.

Klaus

# AMBOS SECURE GREATER SAFETY AT WORK

Months of lobbying and action by TWU members in the ACT Ambulance Service has seen the Minister for Emergency Services confirming an amendment to road regulations providing greater protection for ambulance officers.

Commencing on 14 April 2018, new laws will require drivers to slow to 40km/h when passing stationary or slow-moving ambulances displaying flashing lights. Additionally, drivers will be required to give way to ambulance officers on foot in the vicinity of the ambulance. Drivers failing to follow the new legislation will face an on-the-spot fine of \$257.

TWU delegate Steve Mitchell tells us, "This is a long overdue amendment to provide greater safety for members doing their jobs. We have been for too long



juggling between administering treatment and keeping one eye on the traffic. Now we have the protection of the law while being able to do our job.

This is a great result by TWU members and illustrates the ability to drive change through action and legislation.

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





# STEPPING UP IN THE GIG ECONOMY

**O**ur union has stood strong for 130 years, fighting for transport workers against employers wanting to gouge from them and their families.

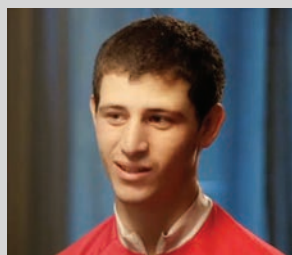
We win back millions of dollars for members each year after bosses rip off their wages, allowances and superannuation. We win reinstatement and compensation following unfair dismissals, and ensure people injured at work are given the compensation they deserve.

In an ever-evolving world it is important that we continue to represent all transport workers – and ensure they too get the rights and protections they deserve.

Sadly, though the year may be 2018, for our newest crop of transport workers it's looking a lot like the 1800s. Every day there are thousands of people carrying out food and passenger deliveries for Uber, Foodora, Deliveroo and many more, without even the most basic minimum protections. They have no annual leave, no sick pay and no superannuation.

A survey of delivery riders which we carried out showed 75% were being paid below the minimum award rate. If they get injured on the job or their bike, motorbike or car gets damaged or stolen, they have to foot the

**THERE ARE PERSONAL STORIES WHICH PUT INTO STARK FOCUS JUST HOW LITTLE THESE COMPANIES VALUE THE PEOPLE WORKING FOR THEM.**



**JOSH KLOOGER** was recently unfairly dismissed by food delivery company Foodora. "They changed the contract from an hourly pay to just \$10 per order. Then in February I learned that they dropped it down from \$10 to \$9, then to \$8, and then to \$7 per order. I spoke up about it and eventually that cost me my job," he said.

bill entirely or pay premiums on their own insurance. They can be sacked for no reason and with no warning.

What is happening to these transport workers is degrading and amounts to old-fashioned exploitation. Workers are paid per task and have none of the rights or protections that allow them to make a fair return or to stay safe on the job.

The only difference between this system and the system 200 years ago during the industrial revolution is that the



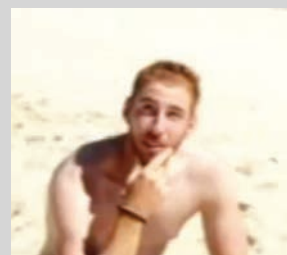
**SAYED AJMAL** is a driver for Uber. He had his car stolen at knife-point in January after he was beaten and dragged along the road. Uber offered to pay him just \$1800 for loss of wages and medical bills, which will include ongoing trauma counselling. Sayed turned them down and decided to fight Uber instead, in the hopes that other drivers won't be treated the same way.

exploitation comes via apps and tech billionaires with political influence.

It is an indication of how broken our system is and how badly the rules need to change when companies can just waltz in and strip workers of their rights.

But these workers are fighting back. They are organising and standing up to these tech companies. Actions so far have taken place in Melbourne and Sydney to show that workers are willing to fight.

It is important that we



**JULIEN TRAMEAUX** was a food delivery rider with UberEats in Sydney. He was killed on the job. The only time the company contacted his family in France was an email of condolence – which was only five lines long.

support this fight. Prime Minister Malcolm Turnbull said this type of technology is "exciting" and is a future we should embrace. But we won't stand for a future where our children and grandchildren are forced to work without the protections that we and those who came before us have fought so hard to win.

**Follow the campaign on Facebook: [www.facebook.com/ondemandworkersaustralia](http://www.facebook.com/ondemandworkersaustralia)**

*Tony*



# THE 1888 CLUB

**T**WU Veterans bring many years of experience and expertise in taking the fight to managements and ensuring members never walk alone.

Over the years the Veterans have joined in on rallies and protests, showing their support for the ongoing work of the TWU for members.

The 1888 Club, as they are now known, is named for the first year the union began when the Sydney Trolley and Draymen's Union first came in to being.

If you are a retired TWU member, come and join the 1888 group. Be a part of the fight and help protect what you fought so hard for.



**IF YOU WOULD LIKE TO KNOW MORE CALL OUR MEMBERS SERVICE CENTRE ON 1800 729 909.**

## REMEMBERING TED GREEN



**E**dward Green, better known as Ted, was always most proud to be a part of the TWU, right to the time of his passing. He was a member for over 50 years. The TWU recently attended Ted's funeral.

Malcolm Green, Ted's son, has shared memories with the TWU in a letter about his father, who started his time with us while driving for Bush's Meats at Homebush. Ted eventually fulfilled his dream of becoming an owner driver, obtaining a contract to work with the Shell Oil Company, a job he maintained for over 30 years.

Ted always said, "being a part of the

union was an important role," and Malcolm says Ted's support for the TWU never wavered. Malcolm often helped Ted with loading or driving the truck, and says his father would "always tell me about the union and how the respect and loyalty was given to its members. As a member, he did not like to see the rights of individuals taken away".

Ted Green saw that he was part of a "pro-active organisation which gave him a voice if he needed," and "he had pride in being a driver and a union member".

We offer condolences to his family and honour the memory of one of our own.



**W**e were recently very touched to receive a note of thanks from Joan, the wife of a member who had recently passed away, regarding the mortality benefit the family received.

All financial contingent members with more than 20 years of membership are entitled to a \$1000 mortality benefit to be paid to their families when they die, to help make a difficult time just a little bit easier and show our thanks for their great support and solidarity over the years.

**For more information about the mortality benefit, call the Members' Service Centre on 1800 729 909.**



# You said it on Facebook:

13 March 2018: Justice for Garbos - It's Good News!

Could your family survive with \$300 less in your pay packet? Liberal Party Councillors at Penrith City Council thought that would be just fine for local Garbos.

TWU Members took up the fight when Liberal Councillors tried to remove protections for jobs, pay and working conditions from the Council waste collection tender.

State Secretary Richard Olsen says "Every member should be very proud of the work they did, and we are thrilled to have won this fight!"

The rescission motion the Liberal Councillors put up was voted down. TWU members and their families present in the Council gallery cheered when that was announced!



**Russell Whitecross**

Well done to all. Great results for all the hard working battlers around Australia.



**Mario Vinski**

Well done all. United We Stand



17 January 2018: In only 24 hours, five people in NSW have been killed in three truck-related accidents. Rather than address the extreme and unfair working conditions that are causing truck deaths, NSW Roads Minister Melinda Pavey has seriously suggested "electrocuting drivers behind the wheel".

Not only is the Minister's response baffling and deeply offensive to the families of those killed, it is also unconscionably dangerous in its negligence. SHARE IF YOU AGREE.

"The technology is now so advanced, a driver can be driving and get an electric shock if they look away from the windscreen for more than two seconds."

- NSW Roads Minister Melinda Pavey,  
ABC Radio News, 17 Jan 2018



**Jill Potter**

What a disgraceful statement Melinda Pavey! Bullying 100%



**Paul Deluca**

Obviously Melinda Pavey's many years of truck driving experience has started to show



**Terry Jordan**

Or she could change the laws to force heavy vehicle drivers to stop every 3 hours for half an hour

13 March 2018: Last night at Penrith City Council, TWU members working as the local Garbos saw off a motion by Liberal Councillors to remove protections on their pay, jobs and conditions as part of the waste collection tender.

Penrith City Councillor Todd Carney reported in a post "Tonight the Labor councillors and an independent vote to reject the Liberal motion which would have seen a cut to the pays and conditions of local Garbos."

It means our members will be able to do the same job they do now for the same pay and conditions, not less even with a new contractor.

Thanks to all who support their local Garbos!



**Jay Sisaro**

Good to see our Union in action. Always a good investment.



**Teresa Sadowska**

Well done !!!!



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.**

What did one Autumn leaf say to another?  
**I'm falling for you.**

Why did summer catch autumn?  
**Because Autumn is fall.**

What is the cutest season?  
**Awwtumn.**

What do you call a large colorful pile of leaves?  
**The Great Barrier Leaf.**

Did you hear about the tree that had to take time off of work in Autumn?  
**It was on paid leaf.**

How do leaves get from place to place?  
**With Autumn-mobiles.**

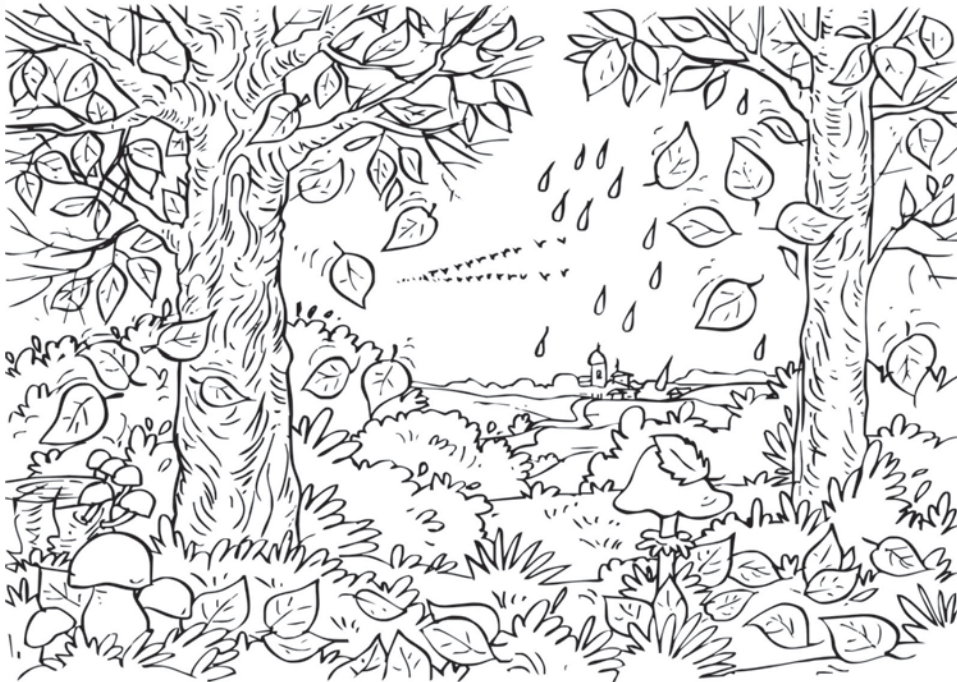
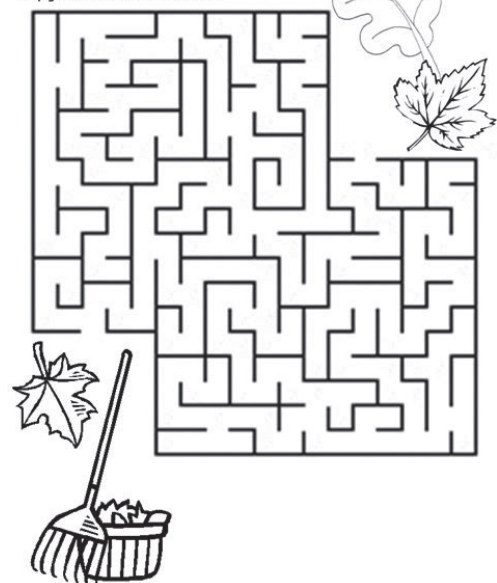
How does an elephant get out of a tree?  
**Sits on a leaf and waits till Autumn!**

What did a tree fighting with Autumn say?  
**That's it, I'm leaving.**

What do you call a tree that doubts Autumn?  
**Disbe-leaf.**

## Autumn Maze

Help get the leaves into the basket.



## COLOUR ME IN AND ENTER!

Name: \_\_\_\_\_

Age: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Send entries to Kids Corner c/o TWU News, PO Box 649, Parramatta 2124.



If money did grow on trees, Autumn would be the best season ever!





# For the people that keep Australia moving.

---

**In a world that never stops moving, where supply is frantically trying to keep up with demand, time has become our most valuable commodity.**

From the food in our supermarkets, to the petrol in our cars, none of it would exist if it weren't for the people who, day in day out, keep Australia moving – you.

So at TWUSUPER, we're proud to be the people who look after you.

And we do this by investing over \$360 million in Australian infrastructure – the roads, bridges, stations, airports and ports that keep Australia moving.

And, as your Industry SuperFund, we've delivered more to our members over the past 10 years than the average retail super fund.

**TWUSUPER.COM.AU**  
for the people who keep Australia moving.



**TWUSUPER**  
For people in transport

An Industry SuperFund 

Disclaimer: Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a fund. See [twusuper.com.au/superrater](http://twusuper.com.au/superrater) for full disclaimer. TWU Nominees Pty Ltd, ABN 67 002 835 412, AFSL 239163, is the trustee of TWUSUPER ABN 77 343 563 307 and the issuer of interests in it. Transuper and TransPersonal are divisions of TWUSUPER. This information is of a general nature and does not take into account your personal objectives, situation or needs. Before acting on this information, you should consider your objectives, financial situation and needs. A copy of the product disclosure statement should be obtained from TWUSUPER (at [www.twusuper.com.au](http://www.twusuper.com.au) or by calling 1800 222 071) and considered carefully before you make a decision to acquire the product or continue to hold the product.