

TRANSPORT WORKERS' UNION OF NSW

TWU NEWS

ISSUE 92 • SUMMER 2018



READY TO
Change
THE RULES
ON SAFE RATES!

SAVE THE DATE:
GET READY FOR THE
NATIONAL CONVOY FOR
SAFE RATES 31 MARCH 2019

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A brighter new year

The TWU's Christmas wish for our members is that 2019 will bring us all closer to fairness, safe rates of pay, and a safe industry for all.

As we get together with family and friends for the holidays, we acknowledge the many among our members gearing up to make our holiday season run smoothly and happily.

The driver bringing Christmas cheer to local stores. The aviation workers, the bus drivers and the taxi drivers bringing families together on time.

The cash-in-transit crews keeping cash in the ATMs for Christmas and New Year spending. The garbos clearing up the streets after presents are opened and feasts are eaten - not to mention the new year clean up! The paramedics keeping the ACT safe. The oil and gas drivers keeping everything moving.

Without transport workers, Christmas and the New Year would grind to a halt.

State Secretary Richard Olsen, State President Charles McKay and the members of the Branch Committee of Management wish you and your family all the very best for this Christmas season, and the happiest of New Years for 2019.

MEMBERSHIP

If you are listed as a financial member of the TWU at time of publication, then your 2019 Transport Workers' Union of NSW membership badge is included in this edition of the TWU News.



MATTERS



MEMBERSHIP RENEWAL SUPPORTS YOU AND THE WORK OF THE TWU

We congratulate you on standing with tens of thousands of transport workers across Australia to be part of Australia's strongest Union. Your fees are dedicated to providing you and your workmates a powerful voice.

Membership rates will increase by 3%, applicable from January 1 for 2019 memberships. The TWU will use this to cover the increased costs and challenges we are facing together. Multiplied across our membership it means we can build our fight for safer, fairer and more secure jobs for transport workers.

If you have any questions regarding your fees or membership, or perhaps you need to update your direct debit, credit card or bank account details please contact the TWU NSW Members' Service Centre on weekdays between 8:00am and 4:00pm on 1800 729 909.

Your membership matters. Transport workers like you keep this country moving.

*Richard Olsen,
State Secretary*

For over 130 years the Transport Workers' Union of NSW has been giving transport workers and their families a voice. Your power to improve your yard and your community comes directly from your membership.

MEMBERSHIP MATTERS.

NSW and ACT Members walking side by side in 2018 have:

- ✓ Delivered union enterprise agreements in hundreds of yards across NSW and the ACT, improving and locking in job security, safer working conditions and better pay for transport workers.
- ✓ Maintained our pressure on the top of supply chains to help lift safety, conditions and wages across the transport industry with our various campaigns.
- ✓ Run hundreds of legal cases, involving unfair dismissals, disputes, workers compensation issues, underpayment claims, owner driver contract disputes and industrial action. The TWU has helped recover hundreds of thousands of dollars for members in unpaid wages.
- ✓ Delivered first-class health and safety and workplace rights training to workplace leaders, to build safer, stronger TWU yards.
- ✓ Maintained our Journey Insurance for all financial members, so that you are protected when travelling to and from work.

A FOND FAREWELL

I became a TWU member over 30 years ago, working as road crew at the Auburn depot of Armaguard. Now, as I retire, I look back and I am so proud to have been part of what the union has done over that time.

Things like winning Safe Rates and getting the independent road safety watchdog legislated (only to see the Liberals repeal it – but we will get it back). Establishing the Convoy for Kids. The campaign for Better Buses. The 2000 Olympics – what a big deal that was.

Blocking the M4 against John Howard's WorkChoices. That took place on my birthday, and what a great birthday that was.



Christmas carolling outside Howard's Kirribilli residence, to remind him that workers were suffering and it was his fault. Keeping pressure on the government for an entire decade



Richard Olsen thanks Charles McKay



to ensure every TWU Ansett worker got what they were owed.

I'm especially proud to have been President in this union's 130th year. On the 24th July 1888 a small number of Sydney

I'M ESPECIALLY PROUD TO HAVE BEEN PRESIDENT IN THIS UNION'S 130TH YEAR. ON THE 24TH JULY 1888 A SMALL NUMBER OF SYDNEY TROLLEY AND DRAYMEN DRIVERS MET IN THE MARITIME HALL IN SUSSEX STREET AND FORMED A UNION.

trolley and draymen drivers met in the Maritime Hall in Sussex Street and formed a union because they wanted to see change to the backbreaking and unfair conditions they worked under every day. (Sound familiar?)

That small group could never have imagined that what they started would become what it

is today. Five state branches covering all Australian states, a National office to co-ordinate their activities, three Senate members in the Australian Parliament and over 100,000 members.

I'm told I have even made history myself, by being the longest serving Vice-President and the shortest serving President in the TWU's history. Being President of TWU NSW, even for 5 minutes, let alone my one-year term, is life-changing. Thank you to every single person who supported me in the role. It was truly an honour.

I wish everyone a happy holiday and an incredible New Year in 2019 and beyond. Here's to another 130 years of this fantastic union.

Charles

LOOKING BACK ON 2018



Richard with delegates at Conference: Our delegates are our strength.

What a year it's been.

We welcomed many new members and even entirely new yards, like cabin crew at our airports, bus drivers in Region Six, and taxi drivers.

We saw great wins across all the sectors – in trucking, buses, cash-in-transit, waste, the ports, owner drivers, aviation. From the biggest Majors to the smallest yards, it was an incredible year to be union. We secured strong agreements, ensured safer yards, and fought the bosses as hard as was needed. In the case of a few high profile disputes, like the industrial action at Busways, we even took the fight direct to the public and they overwhelmingly showed their support for transport workers.

We continued to put

BUT, MOST IMPORTANTLY, THERE IS YOU. A UNION IS ABSOLUTELY NOTHING WITHOUT ITS MEMBERS, AND WE COULD NEVER HAVE ACHIEVED A SINGLE THING THIS YEAR IF IT WEREN'T FOR YOU. THANK YOU, TRULY, FOR YOUR INCREDIBLE WORK THIS YEAR.

pressure on the Government for Safe Rates legislation, in recognition of the proven link between fair pay for heavy vehicle drivers and safe roads for everyone. We made a lot of noise in our Convoy for Safe Rates, with hundreds of trucks coming together into the Sydney CBD, blaring horns and bearing signs and demanding to be heard.

Every other TWU state branch held their own convoys on that date, but I'm proud to say NSW was by far the biggest – and definitely the loudest.

We've had great legal wins, supported by the tirelessly hard work of the Members' Service Centre and officials. In more than 100 unfair dismissal cases, including 10 for owner drivers, every single case had a positive outcome. More than 80 Enterprise Agreements for employees (and Contract Determinations for owner drivers) have been registered. Our agreements were enforced in more than 50 disputes at both the Fair Work Commission and the Industrial Relations Commission for employees and

owner drivers, and we have seen more than 20 successful Protected Action Ballots.

Our legal team has also assisted us in making submissions and giving evidence to three NSW Parliamentary Inquiries, which helps transport workers have a stronger voice in Parliament.

But, most importantly, there is you. A union is absolutely nothing without its members, and we could never have achieved a single thing this year if it weren't for you. Thank you, truly, for your incredible work this year.

I wish you a healthy and happy holiday season, and a marvellous New Year. Here's to even bigger and better things in 2019.

Richard

THE FIGHT CONTINUES

IN 2019 WE RAMP UP THE FIGHT FOR EVERY PERSON IN EVERY TRANSPORT YARD – WE NEED A SAFE AND SECURE INDUSTRY.

The coming convoy in March of 2019 is important for Sydney members. This is not only about “changing the rules”, not only about “safe rates”, we are fighting for every person in the transport industry. We want to make sure that everyone is being paid properly.

The mentality of business in the transport industry is shown through the actions of Alan Joyce at Qantas. This is



2018 Convoy early morning



Sydney Sub Branch Committee of Management

a million dollar company seeking staff members to work extra in areas of the airport during the busy holiday season, as volunteers.

When people work weekends we want to see them paid and paid at the proper rates. When you are driving we want to make sure you are getting the proper breaks. This convoy is about all of that and more.

YOU WILL HEAR ABOUT SAFE RATES AND CHANGE THE RULES. THE CONVOY IS JUST THE START.

WELCOME NEW DELOS!



It's always great to welcome those who put their hands up to be delegates or HSRs in a yard. These two new delos Trevor Anderson and Tippi have a combined service of almost 60 years working at Toll Express Parcels (Priority).

FLYING HIGH IN AVIATION



Airport Industry Meeting

- ✓ This year has seen members finalise an important Enterprise Agreement with Qantas, a significant employer. We gained 140 fulltime positions for casuals despite Qantas once saying they would never employ a fulltime person ever again. This is an important win for workers facing down the costs of living in Sydney whilst trying to make ends meet on a part time wage.
- ✓ Q Catering has been sold to dnata and members have secured a strong EA to take with them, enabling a strong

bargaining position for the next EA. The EA provides for job security.

- ✓ Sydney Airport now has three great organisers running as a team, Troy Rogers, Teilo Tulafono and Ho Lau supporting all members at the airport. Ho takes care of Cabin Crew where new members are continuing to sign up. We are working to make changes at the airport to ensure that what the TWU does, suits the delegates and members working above and below the wing.

STRONGER IN THE BUS INDUSTRY

2018 has been a strong year, building membership in the bus industry in Sydney.

There are now over 400 new bus driver members who will make our fight stronger. In three major bus companies across Sydney, members have manoeuvred towards significant Enterprise Agreements.

The fight continues because drivers should not be held to ransom enabling companies to undercut when responding to tenders for NSW Government Contracts.

Next year we will knock harder on the door of whoever is in power to hold them to account on how drivers are treated.

Transport for NSW would do well to ensure that bus drivers are valued in the network.

I have never seen a train turn up to replace a bus, it is buses that do that job. Where would we be without buses?

Mick



MINCHINBURY

A NEW FUTURE FOR THE TWU

IN AUGUST, RICHARD OLSEN BROKE THE SOIL ON THE SITE OF THE NEW NSW BRANCH HEADQUARTERS AT 22-24 JOHN HINES AVENUE IN MINCHINBURY.

In the 130th year of the Transport Workers Union of NSW, this construction is paving the way forward for our union. The building is near completion, with officials likely to move in early in March 2019.

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

We are making the move from Parramatta because the Parramatta CBD surrounding us is changing. More office space and residential properties are being developed, which is providing accessibility challenges for members. Getting to the Parramatta CBD generally involves circuitous routes and confounding traffic issues, and parking is at a premium. The Minchinbury site provides for more parking for members, which will be on-site.

The site's closeness to the Light Horse Interchange provides easy access in 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.



Charles McKay, Richard Olsen and Mick Pieri turn the soil



Full steam ahead. From plans to progress - our new building heralds a new era





YOU'LL NEVER

Every year TWU Delegates, Health and Safety Representatives, and Activists from all over NSW and ACT come together to celebrate wins, applaud hard work and plan for the future.

Delegates, HSR's and activists are the workers in yards fighting for the rights of members. Around 600 came together for two days of information and learning.

It's our time as a union to work together to build a better future across NSW and the ACT a preparing for the fight in 2019, elections and establishing our pathway to 2020.

We will continue to resource our delegate leaders for 2020. Our demands for a better transport industry will continue to grow. Take back to your yards what you have learned and share with those around you. We need fairness, we need safe rate of pay, we need a safe industry. We will never give up the fight for better and safer jobs in transport.

Richard Olsen, State Secretary





WALK ALONE





DELOS CONFERENCE IS A GREAT TIME FOR MEMBERS TO CATCH UP WITH OLD AND NEW FRIENDS, AND TOGETHER BECOME BETTER AWARE OF THE ISSUES AND INFORMATION RELEVANT TO BUILDING THE STRENGTH OF TWU MEMBERS ACROSS THE TRANSPORT INDUSTRY.

- RICHARD OLSEN



CELEBRATING 130 YEARS

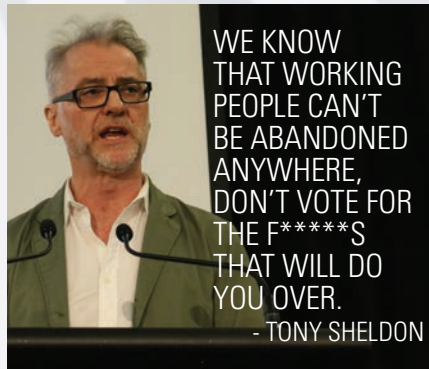


IT'S TIME FOR ACTION

Speakers at Conference prepared delegates to build a future for the Transport Industry, called for the creation of sustainable and safe jobs and prepared us for the wins.



WE ARE GOING TO TAKE ACTION,
WE ARE GOING TO WIN.
- MICHAEL KAINE,
NATIONAL SECRETARY



WE KNOW
THAT WORKING
PEOPLE CAN'T
BE ABANDONED
ANYWHERE,
DON'T VOTE FOR
THE F*****S
THAT WILL DO
YOU OVER.
- TONY SHELDON



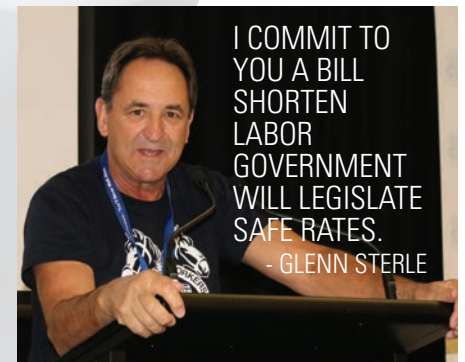
SAFETY RELATED TO
A HEAVY VEHICLE IS A
SHARED RESPONSIBILITY.
- PAUL SIMIONATO, NHVR



THE NSW
GOVERNMENT
NEEDS TO
COMMIT THE
FUNDS FOR A
BETTER WASTE
AND RECYCLING
INDUSTRY.
- LINDA SCOTT,
LOCAL GOVT NSW



WE ARE
PROUD TO BE
UNION.
- MARK MOREY,
UNIONS NSW



I COMMIT TO
YOU A BILL
SHORTEN
LABOR
GOVERNMENT
WILL LEGISLATE
SAFE RATES.
- GLENN STERLE

THAT WINNING FEELING!



Thanks from the TWU to stallholders and sponsors at our Delegates' Conference who every year donate great prizes for our delegates to win in the Stallholder Passport Draw.

Stallholders and our sponsors really do make our conference a rewarding experience for our delegates!



LEADING THE WAY: 2018 DELEGATE OF THE YEAR THEO SEREMETIDIS OF QANTAS GROUND SERVICES



Charles McKay, Theo Seremetidis of QGS, Richard Olsen, Mick Pieri.

The TWU NSW 2018 Delegate of the Year, Theo Seremetidis of Qantas Ground Services has worked extraordinarily hard to ensure a safe work environment whilst keeping his Qantas bosses accountable for how they treat members in the yard. His workmates know their rights as Theo is taking his TWU training back to the yard.

Over 2018, Theo has worked to build his yard to have the biggest membership across the aviation industry. As well as taking on the delegate role, Theo is a TWU trained and qualified Health and Safety rep. "In five days of HSR training I learned a lot about holding management accountable. I was confident enough to successfully deal with safety issues that arose within a month of being trained," Theo said.

Qantas found themselves on the receiving end of a number of Provisional Improvement Notices (PIN) from Theo, and management are now properly committing to safety issues in Theo's yard.

Theo is always there for his members, providing support and representation in meetings and has even taken on the role of



Theo with Co-Delegate James Killeen-Blakemore at TWU Training



THANKS TO RICHARD OLSEN, MICK PIERI AND OFFICIALS TROY ROGERS AND NIMROD NYOLS FOR GIVING ME THEIR FULL SUPPORT. I'VE RECEIVED AMAZING TWU DELEGATE AND HSR TRAINING THROUGH MARIJA MARSIC AND THE TWU AND I ALSO ACKNOWLEDGE THE WORK OF MY CO-DELEGATE JAMES KILLEEN-BLAKEMORE.

organising social get togethers for his work group.

His fights for members have had national impact with part-time Qantas workers across the country now receiving a rostered meal break thanks to Theo taking on the

fight locally in his yard.

We know the Qantas managers take Theo and his members seriously and the TWU congratulates Theo for the leadership he is showing as the 2018 Delegate of the Year.

At Delos conference there is always time for some fun. This year the Annual Delegates' Smoko was held at the end of Conference. A serious call to action with Sally McManus firing up delegates sharing with us how we are going to Change the Rules.

We gave a Sydney farewell to outgoing TWU President Charles McKay and we shared some laughs with the man described as "the man that made the game of test cricket look easy", one of the most identifiable and loved cricketing heroes in Australia throughout the 70's, Doug Walters.

Doug shared stories, brought up some great sporting memories, a lot of laughter and helped the Sydney Sub-branch celebrate a great 2018 with delegates.



THANKING OUR DELEGATES: SMOKO 2018



THANK YOU TO ALL OUR SPONSORS

The annual Delegates' Conference would not be possible without the support of our major sponsors, and with their support over 600 people experienced a blast of a conference this year!

The support the TWU receives from our Gold Sponsors – TWU Super and Santone Lawyers – is greatly appreciated. Your continued sponsorship helps to improve the lives of Delegates, members and their families.

To all of our other sponsors and supporters, the TWU thanks you for your ongoing commitment to transport workers. Your involvement with the TWU helps our members get real value for their membership dollar.

GOLD SPONSORS



SILVER SPONSORS



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STALLHOLDERS





MAKING SAFETY A NATIONAL ISSUE

The TWU wants a safer industry for all. Our high quality, industry-based training for NSW Health and Safety Representatives (HSRs) in the transport industry will now be available in all TWU branches across the country.

TWU NSW is rolling out national HSR training that ensures workers in yards right around the country have the power to speak out on safety in their workplace.

In the transport industry, safety at work is crucial. People in our industry currently make up 40% of all workplace deaths in Australia – that means, out of all the people who never make it home from work, almost half are our brothers and sisters in transport.

“We’re so proud to offer this quality training with our approved and qualified Director of Health, Safety and Member Education, Marija Marsic,” says Richard Olsen. “This will enable workers to look out for the safety of all their mates on the job. Our training programs for HSRs are the best in the industry, and are developed to be relevant to workers and their particular job in the transport industry – whether that’s beneath the wing in our airports, pulling out onto the highway from a distribution centre, working a bus route, moving containers from the ports or keeping the streets of our communities free from waste. Whichever part of the industry a member works in, the training will be catered to them.”

Whether bosses want to admit it or not, workplace safety is a life or death issue. Your decision to become a health and safety representative in your yard means you could be saving lives. If you would like more information, you can call the TWU Members’ Service Centre on 1800 729 909.

State Secretary Richard Olsen and National Secretary Michael Kaine with Qantas Ground Service HSRs Theo Seremetidis and James Killeen-Blakemore





10 REASONS TO BETWU

**PIN ME UP
IN YOUR
YARD!**

1. EARN MORE

\$15,000

per week

ABS statistics show that Union members earn on average \$300 more per week than non-Union members. That's over \$15,000 per year!

2. SAFETY

Unions workplaces are safer because people aren't scared to speak up on safety issues. International studies show that **unionised workplaces have an injury rate 24% lower** than in non-unionised workplaces.

3. JOB SECURITY

Being a TWU member means you can **rest easy** without fears that you will lose your job. If you are unfairly dismissed, our **legal team** will back you every step of the way.

4. BETTER CONDITIONS

Employers and the Government have never simply handed out improved working conditions or entitlements. Benefits like weekends, overtime, sick leave, holidays, pensions, rostered days off, redundancy agreements and ending child labour have all been fought for and won by union members.



5. LEGAL ASSISTANCE

The TWU has an experienced in-house legal team

together with access to leading law firm Santone Lawyers to represent you and your workmates in unfair dismissals, underpayment claims or to negotiate workplace agreements.



6. YOUR VOICE

Your concerns are never swept under the carpet on TWU sites.



7. OWNER DRIVERS

Chapter 6 legislation provides NSW owner drivers an **extensive list of protections** that are unlike any other in Australia.

The TWU is the only union able to represent owner drivers.



9. DIGNITY IN RETIREMENT




As a result of TWU workplace agreements, many members enjoy employer Super contributions well above the 9.5% Government rate – this can mean the difference of hundreds of thousands come retirement!



Join. For a Stronger Workforce.

www.twunsw.org.au/join

If you're having problems at work, speak to your delegate **or ring 1800 729 909.**

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8. TRAINING, HEALTH & SAFETY

Transport is one of the most **dangerous** industries in Australia. To ensure that members are able to **work safely**, TWU members have access to: in-house **training**, allowing members to build **safer** and **stronger** workplaces.



10. STRONG NATIONAL VOICE

The TWU is an active union campaigning on national issues that matter to you, your family and your community – Superannuation, Medicare, workplace safety, minimum wage and a range of other issues.

T
W
U
Carrying
Australia

MEMBERS HELPING MEMBERS

SUEZ CAMPBELLTOWN WIN 2.5% IN AN EA DEAL

Members have worked together to win a deal at Suez Campbelltown that improved their Enterprise Agreement. The agreement includes clauses related to status quo, and Blue Card encouraging a safer industry as well as a 2.5% pay increase. For the TWU there are also new members in the yard who joined as a result of the EA process.



Richard Olsen with the TWU Waste Committee



Tony Gardner (Co-Delegate) and Mick Williams (Delegate) at Suez Campbelltown

Mick Williams the Suez Campbelltown Delegate is still worried, telling the TWU News that we need to “change the rules” to ensure that the EA process is simplified for both employers and employees. “Official Peter Lane helped us through the process but the entire structure needs to be looked at, it takes ages to get anything done.”

URM

After a fatal accident United Resource Management’s Dee Why depot was raided. Police and the RMS found that 25 vehicles had non-compliant speed limiters, 23 had minor defects, and two trucks were grounded. A further 70 URM trucks were later inspected after a rollover near Lane Cove, and 46 of these were found to have minor defects, while four were grounded due to major defects and 14 fines were issued. Part of the deal on council tenders is that URM must get new trucks, but many garbos have reported that they simply buy second hand trucks and repaint them. It’s devious, it’s dangerous, and it’s a disgrace.

SUEZ EASTERN CREEK

At Suez Eastern Creek, members service the contract for Ryde Council. More than 50 Labour hire drivers in this yard are supposed to be paid equally under site rate clauses in the agreement. Turns out they were not being paid those site rates, missing out on \$141,000 in wages.

Craig Ramaker, Delegate in the yard found out about the pay gap and set about with the support of the TWU Official to make things right. We took this issue to the company and they committed to us that they would pick up the bill for the labour hire workers.

Same job – same pay.

TWU MEMBERS SPEAKING UP FOR MEMBERS

Todd Carney is a proud TWU member and has been around our members since 2006 when he was an official in yards across western Sydney. Todd has moved on from the union but maintains his membership, proud of what he says is a “truly representative” union.

Todd Carney is standing as the current NSW Labor party candidate for the western Sydney seat of Mulgoa. Todd is also a councillor on Penrith City Council.

In 2018, Todd, as part of group of Labor councillors helped secure pay and conditions for TWU members working for Suez in the awarding of a new tender for local residential waste collection. Job security was ensured for members and their families.

As a TWU member Todd is watching closely the issues that transport workers deal with every day, poor spending on some regional road infrastructure and a lack of



Todd Carney with Richard Olsen

policy surrounding driver safety. Todd said, “We do not need to be in a race to the bottom and people need to head out and get back home safely, every day, to their families”

Todd is a strong supporter of his own party creating strong policy that deals with wage theft. “The undercutting of wages and people not being paid adequately is something we need to see stopped.” Todd said.

WHEN OWNER DRIVERS STAND TOGETHER WE WIN

CONVOY 2019

Owner Drivers and vehicles are sought to lead the way in our Convoy to Canberra on March 31 2019. Industry fragmentation is where employees, owner-drivers and small fleets are played off each other to lower rates. Fragmentation allows clients at the top of the supply chain to dictate the conditions transport workers must comply with, preventing a transport company from operating under its own terms. Legislation is needed that covers the way economic employers (the supply chain clients) operate. Owner drivers have a vested interest in this protest movement to protect their business. Safe Rates is the issue we all need to get behind because fragmentation is destroying our business.

When we are organised and we stand together, we win. When there are strong delegate structures and driver committees, when delegates meet together regularly, and when we are ready to act we can achieve anything. We have organised committees, we have the people that have an investment in the fight and we can take on the fights we



need to win. If you know an owner driver that needs to be part of this, make the call - get them involved, tell them why it's important. Owner driver committees deliver results. Congratulations to those already committed.

OWNER DRIVER WINS

- ✓ SUEZ Owner drivers after demanding their company to come to the table for

2 years have finally received notification that SUEZ intends to start negotiating the "Suez Recycling & Recovery Pty Ltd and Transport Workers' Union of NSW Contract Agreement 2019".

- ✓ Car Carriers after receiving a 3% increase earlier in the year have negotiated a further immediate increase of 2% and intend to continue to negotiate into April next year for an updated Contract Determination that more reflects the industry.
- ✓ The Excavated Materials Contract Determination (Tip Trucks) is due for its yearly update. The Tip Truck Owners Section and the Transport Workers' Union of NSW have worked together to apply for an increase to the rates of 3.22% effective from 1 February 2019. The TWU will prepare a new rates sheet and distribute.

BREAKING NEWS: TRANSPORT INDUSTRY (STATE) AWARD

The TWU has successfully applied to vary the Transport Industry (State) Award to incorporate three year's worth of pay rises owed to those covered by this award. This award is used to determine the rates of pay in a range of contract determinations and agreements that cover many owner drivers.

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DANIEL MOOKHEY MP

SUPPORTING BUS DRIVERS

Daniel Mookhey, Labor member of the NSW Upper House and a member of the TWU, is an important voice for members, dealing with transport industry issues at a political level.

He recently shared with TWU bus delegates his frustration at how out of touch the NSW Minister for Transport Andrew Constance and Transport for NSW are when it comes to frontline services like buses in NSW.

“The anti-union sentiment that Minister Constance shows is beginning to trickle down to the department,” Daniel said. He says the Department is putting its own balance sheet and budget ahead of both customer and driver concerns.

“The listening skills of the Department are lacking,” he said. “Mistakes that have been made in a current culture of spin and cover-up has meant that drivers are more often getting kicked down by Transport for NSW rather than heard as the professionals that deliver passengers under contracts from the NSW Government.”



Daniel discussed with members the pressure they face every day behind the wheel, from dodgy timetables, the need for equal pay across the industry, the lack of government investment for safety training and workers compensation. He assured them that Labor is committed to drivers, and will continue speaking to workers and employers to bring together better conditions for workers and a better service for passengers.



BUS DRIVER OF THE YEAR

The bus industry organisation Bus NSW has recognised one of our own at the Bus NSW 2018 Driver of the Year awards. TWU member Glenn Sharp at Blue Mountains Transit was awarded the bus driver of the year in the “Metropolitan/Outer Metropolitan Bus Driver of the Year” category.

Glenn is described as an “absolute asset both to his company and to public transport in general”. Glenn works as both a Driver Trainer with many years of experience behind the wheel. We also know his passengers love him as well.

Matt Threlkeld of Bus NSW said that the awards honour drivers “who are the interface between bus operators and their customers, and, the industry depends heavily on its drivers to provide the kind of customer



Glenn (centre) shared the honour with Lars Hornstra of Picton Buslines; and Henry Vianna from AAT Kings

service that the travelling public expect and rely upon.”

Glenn shared the honour with Lars Hornstra of Picton Buslines (Rural and Regional Bus Driver of the Year); and Henry Vianna from AAT Kings (Coach Driver of the Year).

The TWU knows that Bus Drivers are an essential part of any community and are at the forefront of customer service and safety for their passengers. We will continue to take the fight all the way to the top to make sure Bus Drivers continue to have a secure at work.

FIGHTING FOR FAIR AGREEMENTS

Right now, the TWU is fighting for strong and fair Enterprise Agreements across the bus industry. With the help of members, we fight until we win.

BUSWAYS spent a year trying to knock us down, but last month we won. Bus drivers got a better EA with a substantial pay increase.

An agreement has been reached at **CDC** that provides that provides drivers with additional superannuation.

TRANSDEV drivers have voted yes for a new EA.

Members are currently in negotiation with **INTERLINE** and **BUSABOUT** for new agreements.

The TWU is the only union that can bargain for a better deal across the entire bus industry.



Busways negotiation committee

HERE'S WHAT MEMBERS HAVE WON AT BUSWAYS:

- ✓ 3 year agreement expiring 30 June 2021
- ✓ One-off cash payment of \$720 paid on signing of Agreement (pro-rata for part-timers and casuals) which can also be salary-sacrificed into superannuation
- ✓ 2% increase to wages and all allowances on approval of Agreement
- ✓ 3% increase to wages and all allowances on 1 July 2019
- ✓ 3% increase to wages and all allowances on 1 July 2020
- ✓ Time limits for formal warnings

HERE'S WHAT MEMBERS HAVE WON AT CDC:

- ✓ 3 year agreement backdated to 30 June 2018.
- ✓ Year 1, 2.75% increase to all rates and allowances, 0.25% extra superannuation.
- ✓ Year 2, 3% increase to all rates and allowances.
- ✓ Year 3, 2.75% increase to all rates and allowances, 0.25% extra superannuation.
- ✓ Updated charter clause.
- ✓ New driver rate only for drivers with no industry experience.
- ✓ Double-decker allowance to increase.

HAVE YOUR SAY!

THE TWU BUS INDUSTRY SURVEY



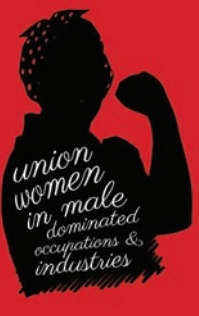
We want to know more about the issues you face at work. **Complete our bus industry survey to have your say – you can find the survey at this link <http://bit.ly/bus-survey2018>**

Share the survey link with other drivers in your yard.

It's getting tougher out there for bus drivers – it's essential work across NSW and the ACT but every year it seem to get more and more difficult. The demands of on timetables and government contracts have led to cutting corners and dodgy operators inside the industry.

The survey only takes a couple of minutes and it will give you a chance to tell us about your work behind the wheel – the safety concerns, the timetable issues, the pressure to drive without adequate breaks and any other issues in the industry.

Take the survey now and encourage others in your workplace to do the same!



TWU WOMEN DOING US PROUD

In November, union women across Sydney came together for the 2018 NSW Women In Male-Dominated Occupations and Industries (WIMDOI) Conference. TWU NSW was the main sponsor of the event, which was organised by a committee that included our hardworking Director of Health, Safety and Member Education, Marija Marsic.

Representing TWU NSW were Antoinette Atkin, Ashma Khan, Betty Foster, Cheryl Gordon, Jelena Cindric, Louise de Plater, Marija, and TWU Toll Delegate Margaret Harvey, who is also part of the Toll National Negotiating Committee.

We were immensely proud of Ashma and Margaret, who shared their stories of being TWU women with the audience.

Margaret was the first ever female TWU delegate at Toll. She spoke of the worst case of harassment and discrimination she faced early on in her career as a transport worker, which her delegate put a stop to. "I often wonder how long it would have continued without the support of the union," she said. "That's when I realised what it's like to be a part of a team; to have a powerful voice in the workplace. To be part of something great."

Explaining why she chose to become a delegate herself, Margaret said, "Because I loathe discrimination. I loathe bullies; it goes against every principle I have been taught. Without union support and the support of the work family, this behaviour would be



“

I WEAR THIS TWU FLAG WITH A GREAT DEAL OF PRIDE AND HONOUR. WE ARE A MALE-DOMINATED UNION, BUT OUR BROTHERS STAND BY US.

- ASHMA KHAN

ongoing. And sadly, I believe, is still in some work places right across this country."

Ashma, an official in the Members' Service Centre and previously a TWU delegate at Linfox Armaguard, spoke about being a Muslim and migrant woman working in the transport industry, while wrapped in the TWU NSW flag. "I wear this TWU flag with a great deal of pride and honour," she said. "We are a male-dominated union, but

our brothers stand by us."

Ashma shared touching stories of members she has supported in her time with the TWU, highlighting how important it is to her to treat every person with the utmost compassion and care. Ashma's love of the TWU shone through every word, but the biggest applause from the audience was reserved for when she shared a story of inspiring a teenage Turkish Muslim girl to join in a union chant ("When I say union, you say power!") at a rally at Sydney Airport. "She looked at me... and she put her hand up, her fist, and she mouthed it. I had goosebumps. I knew in my heart I had touched this young heart."

And everyone else at WIMDOI 2018 was touched by it as well. Congratulations to Ashma and Margaret for your incredible work. You did us proud!

CONVOY FOR KIDS RAISES \$50,000 FOR NETS

The TWU supported the 2018 Convoy for Kids at Sydney Olympic Park. Up to 300 drivers took part this year, so many drivers, so much chrome! Overall about \$50,000 was raised from the convoy which will be spent on a Terason Tablet Ultrasound for the NETS team - Newborn Emergency Transport Service.

It's a worthwhile early morning start being involved in an event that is saving the lives of children. The 2019 convoy is scheduled for some time around September/October 2019. Go to www.convoyforkids.com.au for more information.



TWU official Mark Smallwood, Joshua Smallwood (aged 5) and TWU official, Simon Bridge at 2018 Convoy for Kids



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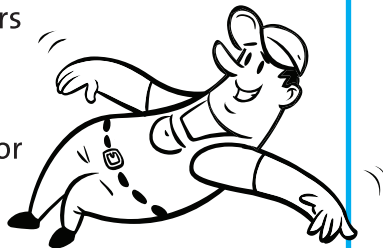
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A RESPONSE TO THE MOUNT OUSLEY PROBLEM

Mount Ousley is the only way in and out of Wollongong and Port Kembla for heavy vehicles. It is also one of the most difficult – and therefore, potentially dangerous – descents in Australia, especially if you've never done it before, or you're not totally familiar with the truck you're driving, or if the truck you are driving isn't well maintained.

– Richard Olsen
Extract from Big Rigs

The TWU is bringing first hand experience of our members to the Roads & Maritime Services (RMS) Heavy Vehicle Forum in Wollongong. Some members have been travelling up and down Mount Ousley for more than 20 years. In response to what members are saying the RMS have now developed plans to construct an interchange at the bottom of the mountain which they say will improve travel times, will separate cars and heavy vehicles with the installation of a heavy vehicle bypass lane, a heavy vehicle exit ramp and heavy vehicle safety ramps. Let's get on with it.

SOUTHERN AND SOUTH COAST DELEGATE OF THE YEAR

Congratulations to Rob Serafini, our local delegate of the year. At TNT Rob took on a regional manager and a site manager who refused to consult, did not like unions or contractors, refused to acknowledge agreements in place and engaged in bullying and harassment of workers in yards. They then tried to sack a delegate and members led by Rob went to war.

Rob was tireless, he saw in a 100% membership of the yard, worked on meetings, hated by management, a 24 hour stoppage and more. The result, two



Rob Serafini, Rob Pirc, Richard Olsen with local state and federal MPs Ryan Park, Paul Scully and Sharon Bird.

managers told by their managers that TWU members were to be consulted, agreements were to be followed and whilst the fight continues, all have maintained their jobs.

A GREAT YEAR

2018 has been a strong year for growth at the Sub-branch. To date 373 new members have joined. Together we have recovered over \$400,000 in back wage payments for members, we have signed off on a wide range of agreements, maintaining conditions and improving the work life for members in the region.

I want to note a number of the big fights which saw members win. At Prix Car, management chose to change pay structures aiming to leave drivers worse off by up to \$300 a week, we won that fight.

At Boral a new contract worth millions and a new client who placed demands on current members to hand over personal details including passports and licences. We won that fight and all members at Boral are working on the contract.

Thanks for the support in a great year from your TWU Officials Karen Arquero, Brad Gibson and Lee Lawler and the local Executive.



Rob Pirc thanks Gary Avnell

There are some changes to the local executive for 2019. We pay tribute to the work of Gary Jorgenson, Brian Beckwith and Gary Avnell as they retire after years of service to the TWU and the Southern Sub-branch. Pat Armstrong and Grahame Devenish have been appointed as Chair and Vice Chair of the Sub-branch Executive. Our Committee of Management has new members as well, Mark Claridge, Steve Birkett and Robert Hood. Chris Nolan from the Sub-branch is now taking his experience to the NSW Branch Committee of Management

As 2018 comes to an end I want to pay special tribute to Richard Olsen and Mick Pieri for their support and congratulate them for their re-election to their roles.

From all of us in the Southern and South Coast Sub-branch all the best for the festive season and 2019.

Rob

ENTERPRISE AGREEMENTS

It's been a busy end to the year with a number of Enterprise Agreements on the table for negotiation. Delegates on TWU negotiating teams are looking forward to building on already solid agreements, to make a better future for transport workers and their families in southern NSW: Multiquip, Millbrae Quarries, Chemtrans, Bulkrans, Southcoast Equipment, Cleary Bros Transport, Spotless, BFB, Remondis.

A STRONG AGREEMENT FOR COAL TRANSPORTERS

After many years the contract for transporting coal from the South 32 Mine at Appin to the coal terminal at Port Kembla has landed in the lap of Linfox. State Secretary Richard Olsen has worked with local members and negotiated a greenfields agreement with Linfox. The new agreement maintains a sensible living wage above the award rate and increases superannuation from 9.5% to 11%. Redundancy options of 52 weeks have been maintained and the agreement also lays down strict provisions regarding the use of outside hire. It's a great outcome for local drivers!

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

THANKS TO OUR HARDWORKING DELEGATES

It's been a strong 2018 in the Newcastle and Northern Sub-Branch. I'm proud of the achievements of our delegates, members and officials. A very tough but successful year, thanks to you all.

2019 will no doubt have its challenges, we have state and federal elections looming in the first half of the year. We have a chance of removing two Liberal governments. Let's not forget their relentless attacks on our union values. They have driven wages and conditions down, smashed workers compensation, sold off our assets, driven up the cost of living, whilst giving multinational companies a free tax ride. We need your help to bring back safe rates, and get rid of the Libs in 2019.

On behalf of myself, and the Newcastle and Northern Sub-branch officials, congratulations to you all on a great union year, and I wish all members and their families a safe and happy new year.



NEWCASTLE DELEGATES' end of year dinner is always a great night. With the support of their partners, our delegates work hard throughout the year and they all deserve a fun night out.

ACKNOWLEDGING THE HARD WORK

There is a start and finish to all things, including our working lives. Two Newcastle members have seen a great deal of change during their long history of being Union! I'm really proud to have worked alongside of these guys, who both vouch that good wages, conditions, respect and dignity don't come easy and it's well worth being a TWU member.

TERY NEAL

Tery Neal started in the transport industry 45 years ago. All that time has been a TWU member. Tery and I go back a long way, he has been a sub-contractor for many years and had recently retired as a Subbie for TNT.

Pictured (right) Tery Neal being congratulated on behalf of members from yard delegate and Sub-branch Executive chair, Doug Fox.



Hytec members on the North Coast have had to step up protected industrial action in their push for a fair deal in their enterprise Agreement.

Local delegate, Jim Arnold is one driver who for more than 20 years has worked hard supporting the success of Hytec as his employer. Jim and his colleagues are still approximately \$5 per hour worse off than their competitors. Our members are expected to work just as hard for a lot less, it's just not a fair deal.

Jim is disappointed that there is no other option left but to take protected action, just to get a fair deal. They're not asking for anything more than comparable rates and conditions to other companies in the industry. It's a shame that these skilled professionals have to fight for fairness, but a story we hear all too often. Keep up the good fight fellas you have our support of all of us here at the TWU.

DAVID LOWE

Dave Lowe became a TWU member 47 years ago whilst carting beer for the local brewery. In that 47 years Dave worked for various companies, semi-retiring earlier this year whilst at Hanson.

Dave proudly remains a member and as a Newcastle Veteran is still fighting for workers' rights.



ARMAGUARD TAMWORTH: OUR DELEGATES ARE OUR STRENGTH

The strength of a delegate in Regional NSW is invaluable for the strength of the TWU membership. Shayne Kapeller is a TWU trained cash-in-transit delegate at Linfox/ Armaguard Tamworth. Shayne has been growing the membership in both the road crew and in the cash room.

Shayne has also been instrumental in ensuring local managers fix several problems with underpayments for members in the cash room. The cash room have now elected their own delegate, Gabrielle. The work of Shayne and Gabrielle and all the members provides a leading example of how to develop strength and unity in a workplace. My congratulations to all members.

Mick

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

A VOTE FOR ACTION BUSES

Action buses in Canberra and the ACT Government have been locked in negotiations with the members for around two years. At time of going to press, drivers are preparing to attend a stop-work meeting to vote on whether to accept the Government's most recent offer.

Members have been working to ensure that conditions are retained in their existing agreement and have been in negotiation over new weekend schedules that the government is introducing. If members reject the offer they will look at protected action or head back to the negotiating table.



Canberra Times

TAKING THE STORY TO TRANSPORT WORKERS IN NEW ZEALAND

In October I had the honour of observing the RMTU New Zealand annual conference held in Wellington. Apart from enjoying the Kiwi hospitality I met with NZ Transdev and Toll Delegates who are in the midst of their own battles with these multinational companies. NZ Delegates were very keen to hear how we dealt with our issues.

I was also part of a panel that included representatives from the International Transport Federation and British transport unions. I reported the research carried out over many years on the links between pay and safety and shared the story of TWU perseverance and persistence in the face of political upheaval in our fight for 'safe rates' to ensure a safer transport industry. I let them know about the resolve and commitment of Australian workers to continue the fight.

It was a great conference to attend on behalf of the TWU, I greatly appreciated the chance to talk with RMTU members about our shared struggle. It'll be good to share this experience with our members.



MEMBERS SAY NO TO OVERWEIGHT TRUCKS AT SUEZ

A chain of responsibility issue has settled down at the Suez domestic contract yard. Drivers were rightly worried about safety and their liabilities, they had concerns their vehicles were regularly hundreds of kilograms overweight, breaching standards.

Obviously if a truck is overweight, the driver can get fined and lose points. But there are even bigger problems if the truck is involved in an accident.

Testing showed some trucks were carrying more than 6700 kilograms during shifts, about 700 kilograms above national limits.

The issues were resolved very quickly when TWU members decided that they



couldn't guarantee that the trucks were roadworthy and so the trucks sat in the yard for the day. That got the company scrambling to address the problems. Well done to members on how they handled that situation.

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



WE WILL MAKE OUR VOICES HEARD

2019 will be a big year for our union. In 2019 we will make our voices heard and we will leave no one in any doubt - not the politicians, the regulators, the wealthy companies at the top or the general public - that we want change in our industry.

In March we will hold a national convoy which will traverse the bridges, highways and streets of our major capitals in a show of strength and determination that trucking has got to be made fairer and safer. NSW Branch will lead the charge with trucks, vans and cars travelling to Canberra to take the issue directly to the Federal Government. If you're not already active on our Safe Rates campaign, March is the time to join in.

There have been too many deaths, too many injuries, too many drivers pushed to work long hours and speed, and too many owner drivers who have gone out of business or teetered on the brink of going bust. Even if you work for a company which pays you well and has safe conditions, you can only be as safe on the road as those around you. What we need to do is lift standards right across the industry so that



**SIGN UP TODAY FOR THE
MARCH CONVOY:
BIT.LY/CONVOY2019**

all drivers are safe at work and are paid a fair safe rate.

To do this, to truly lift our voices, we need everyone on board. We need drivers and their supporters in our union to turn out on the day with their kids, grandkids and other family members. We need to show those who oppose our push for Safe Rates that we will never give up until we have achieved our goal.

The push for Safe Rates is simply about fairness. It is a solution not an ideology. It is a fight not a surrender.

It says transport operators and drivers have the right to earn a living without being pushed into bankruptcy by wealthy companies at the top which pay their chief executives millions. It says drivers have the

right to be paid for all the work they do and to be safe in their jobs. It says all road users have the right not to be killed and injured on the roads from safety getting cut because of costs. It says the wealthy companies at the top can no longer escape the responsibility of their effects on our industry.

If you're a road transport worker we hope to see you on the day, to stand with your union mates and to take on those who think it's ok to trash drivers and their jobs. If you're not a road transport worker we'd love to see you join in to demonstrate that all transport workers must be safe on the job.

Expect more protests at airports again this year, to highlight the race to the bottom in aviation. Forced part-time work, low rates and casualisation must be combatted because these issues are also affecting safety and security in aviation.

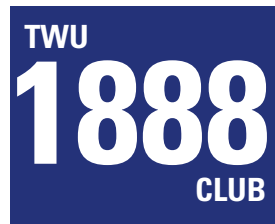
This year will be an important time to set down a marker ahead of 2020 that our demands for change will continue and grow. We will be loud and active and we will never give up the fight for better jobs in transport.

Michael

TWU VETERANS TAKING ACTION

They march because they know how hard won the battles of the past have been and how easy it is for those in power to take away our rights. They march because they want to make sure their grandkids inherit a fairer society than the one they left behind.

In 2018 we pay tribute to our TWU Veteran members!



BECOME A MEMBER OF THE 1888 CLUB

The TWU Veterans Club has been renamed the 1888 Club to symbolise 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.**



Some of the 1888s

You said it on Facebook:

9 November 2018:

That's another Delegates' Conference done and dusted! Each year it gets bigger and better, and we're so proud of the hard work all our delos do. Thank you for being union with us, and making sure no TWU NSW member ever walks alone. #TWUNSWdelos18†



Will Jones

This was my first TWU conference and definitely won't be my last. The guest speakers were fantastic the whole experience was very positive and made me feel proud to be a part of the TWU.



Glenn Daniel

Great 2 days, thank you all 👍👍👍



13 November 2018:

"The TWU are now doing the investigation, can you believe that? The TWU is out there wanting the time and wages, the safety management plans, the fatigue management plans. This is not the work of the TWU – this should be the government." Senator Glenn Sterle



Glenn Daniel

Legend Glenn sterle 👍👍, well spoken, the investigation needs to be headed into dse, they are the prime contractors that employ these shonky operators



Greg Tsolakis

Outstanding Glenn we need more like you. Hopefully you will have more clout and support in the near future.

10 October 2018:

Waste drivers at Handybin in Coffs Harbour are fighting for a fair agreement with industry-comparative wages and conditions. Handybin tendered for and won a new contract on the back of a workforce that are among the lowest paid in the waste industry, and thought they could get away with keeping workers on poverty wages for years to come. We won't let them. TWU members at Handybin have had enough, and are keeping up the fight!



Ann Eva

Hmmm..... nothing would surprise me about Handybin! 🙄👊



Mick Forbes

Congrats to all the workers taking action and bargaining for fair wages and conditions. All workers should at least be able to keep up with the cost of living. These workers provide a great community service. Please show them your support by liking the story.



Liz Ross

Solidarity!

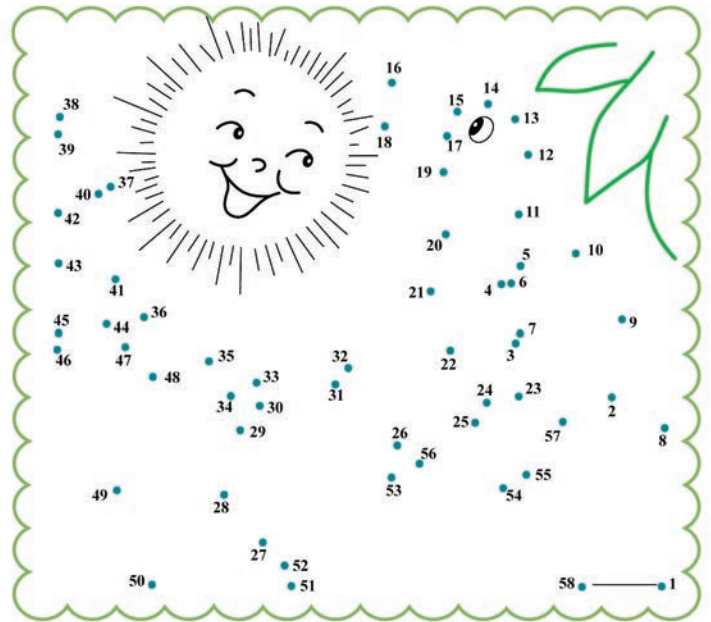
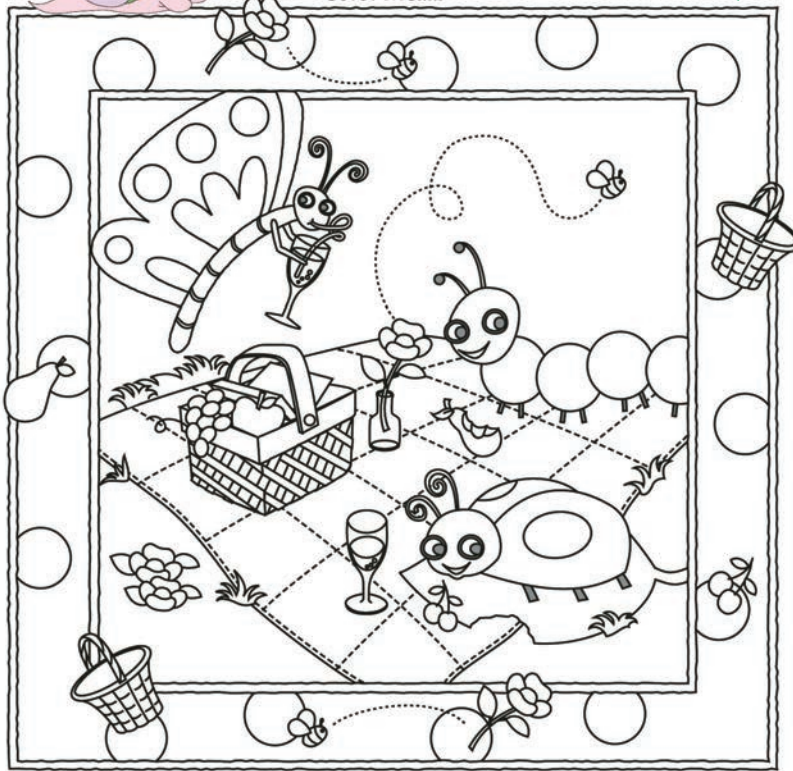


Find out what's happening around the yards, check out great photos and join the conversation with other members @ facebook.com/TWUNSW



KIDS CORNER

Color Me.....



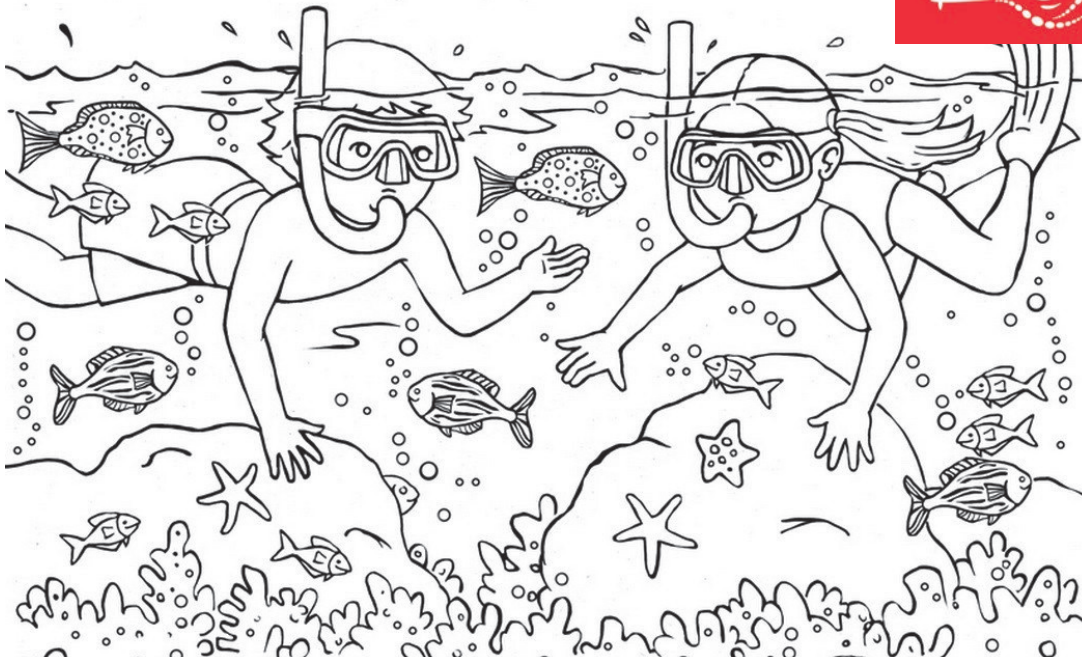
COLOUR ME IN AND ENTER!

Name: _____

Age: _____ Phone: _____

Address: _____

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



Congratulations to our great winner from our last edition! Nimarlyn, aged 6 from Mount Druitt



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