

TRANSPORT WORKERS' UNION OF NSW

TWU NEWS

ISSUE 91 • SPRING 2018

FIGHTING FOR FAIRNESS SAFE RATES and a SAFE INDUSTRY



CONVOY

SYDNEY HEARD
OUR SAFE RATES
MESSAGE!

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FIGHTING GREED



The Transport Workers' Union is driving forward the cause of all members, right across the transport industry. Members are talking to me about wanting a safer workplace, the need for better conditions and they are tired of being at risk simply because they went to work.

Under Richard Olsen's leadership, our union is taking on a wide range of issues. Supported by members, Richard and his team are taking on organisations, governments and employers – groups that need to be contributing their part of the shared responsibility for safe and secure yards, job security and fair pay and conditions.

The TWU is negotiating workplace agreements that guarantee pay rises and superannuation increases. The TWU is investing in training for members which keeps managements accountable for their inaction around work health and safety.

We are helping members share their stories. Members and officials from our NSW Branch organised the recent truck

THE CONVOY SHOWS US THAT A PROUD AND CONCERNED UNION MOVEMENT CAN FIGHT TO SET THINGS RIGHT.

protest convoy across the city of Sydney on the 15th of July. The media coverage we received has taken the story everywhere.

The convoy shows us that a proud and concerned union movement can fight to set things right. The horrifying statistics that surround the transport industry cannot be left unattended, and we are calling on the Federal and State Governments to not shy away from transport industry issues. People at work are not helped by politics, but by good policy that shows the need for a shared responsibility.

The convoy was not just an event, it was a symbol of how we can, as a collective union, fight against greed and indifference. The TWU has a vision for the future of the transport industry, which sees strong power in the workplace

for members. Our members want to challenge the notion by CEOs that they can profit off the backs of transport industry workers without providing secure full time jobs and safe workplaces.

By 2020 we want to have built momentum to drive real change in our workplaces for all in the transport industry.

Whether or not you were able to take part in the convoy, you are involved. How you follow up the convoy story is of most importance. In your yard, start the conversation now. The more who are talking about why safe and fair workplaces are important, the stronger our union movement is as a whole. That conversation in your yard means that the convoy has done its job.

I know that with all of us pulling together we will be able to keep speaking out, we will be able to support all members in every yard, we will make a difference, and we will make the transport industry safe and fair.

Charles

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NEW BEGINNINGS FOR A STRONG FUTURE

In this, our historic union's 130th year, we are making plans for the future. At the start of August we broke the soil on our new office in Minchinbury, which will be the NSW Branch headquarters from 2019. The new building in the new location will allow us to provide for the changing needs of our members and the transport industry for the next 30 years. As the city of Parramatta grows and changes around our current office, accessibility has become a bigger issue for visiting members. The new building will have ample on-site parking, is easy to get to from major transport routes, and will be easier to reach for a greater number of members from where they work, including the Minchinbury and Eastern Creek transport hubs, the airport and ports on the eastern seaboard, Western Sydney bus depots, and Badgerys Creek where the new airport will be. I'm thrilled that we are entering this new chapter as an ever-growing union.

DRIVING FORWARD ON SAFETY

Our Convoy For Safe Rates in Sydney on July 15 was a success. We took to the streets, loud and proud, and brought our message not just to NSW Parliament and the Fair Work Commission, but to every news bulletin across the state. Time and time again, the need for accountability across the entire supply chain and the setting of



Our new office will be ideally located for members

safe rates has been proven to lead to safer roads with fewer accidents, and it is shameful that in 2018 we're still having to campaign for it. If we have any hope for a safe future on our roads, we need those in power to act now.

As I write this, there has been yet another a spate of truck crashes and truck fatalities across NSW. More people who will never make it home to their families, more communities ripped apart. Still the Federal Government and organisations like NatRoad refuse to engage with the facts. They have blood on their hands.

So too does the NSW Government. It's not enough to wait for the Federal Government to act, because in NSW the number of truck-related deaths is far higher than any other state. We need urgent state-based policy to address this emergency on our roads, but NSW Roads Minister Melinda Pavey refuses to come to the

table with us and do what needs to be done. Yet more shocking inaction from a shocking roads minister.

PUTTING DODGY PRACTICES IN THE BIN

I was recently glad to have the opportunity to speak to Ray Hadley on 2GB about dodgy and dangerous practices affecting garbos at United Resource Management and Suez. After a fatal accident earlier in the year, URM'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 secondhand trucks and repaint them. It's devious, it's dangerous, and it's a disgrace. Additionally, more than 50 Labour Power workers at Suez reported their casual loading rates going unpaid for more than a year. We took this to the company and they committed to us that they would pick up the bill.

WELCOMING OUR NEWEST MEMBERS

We welcome new bus members to our union, with the recent privatisation of Region 6 to Transit Systems (TSA). The Transport Workers' Union is the union for buses, and we in NSW have always led the way on bus issues, forging new ground and showing leadership on the issues that matter to bus drivers. We have the experience and the credibility to do the work that needs to be done, and we look forward to doing it for members in Region 6.

Richard

WELCOMING REGION 6

On 1 July, the bus contract for Region 6 in Sydney was transferred from the NSW Government to Transit Systems. Region 6 covers the inner west and southern suburbs into the city, including Newtown, Leichhardt, Burwood, and Rockdale. We are the union that represents the private bus industry, and we're excited to welcome drivers in Region 6 into the fold. We have a great team working out there with the new members – our officials Cheryl Gordon and Craig Curran are both bus drivers who understand exactly what it's like, and senior official Nimrod Nyols has a wealth of experience with the bus industry. To all new members, welcome aboard.

We remain dedicated to addressing the issues drivers face all across the sector, and that's why we're forging ahead with Enterprise Agreements across the board and our aim of a state-wide EA. We're deep in negotiations with CDC and we're currently



Mick Pieri and Richard Olsen at CDC Bus Depot Northmead

kicking off the process with TransDev. We came up against a roadblock at Busways but after a successful Protected Action Ballot (PAB) they've finally decided to talk to us. No surprises there.

FIGHTING FOR AVIATION RIGHTS

The legal fight at Aerocare continues, taking on the disgusting form of slave labour that they call split-shifts. There's no other way to describe it, when people are stuck spending upwards of 12 hours at work but only getting paid for six or seven hours of it. Nobody deserves that, and that's why we've fought it all the way.

Well done to everyone at Qantas for negotiating a great new EA. We've secured back pay to January 2018, a 3% per year pay rise, and more than a hundred part-timers and casuals have now been made full-time. Significantly, Qantas and Alan Joyce were on the record saying they would never employ another full-timer again, so this is a fantastic win.



A POLLIE AT THE PORT

It was great to see Federal Opposition Leader Bill Shorten visiting ACFS members at Port Botany as part of a road trip up the east coast. Bill wanted to meet workers in informal small groups away from the media circus, and hear their thoughts on Labor's policy plans to benefit Australian workers, including the 'Same Job, Same Pay' policy, which will introduce legislation to ensure labour hire workers get paid the same rate as company workers.

Members said it was great to be able to chat to him like any other bloke, and it's fantastic to see how much respect he has for TWU members. For a bit of fun he said he'd throw a barbecue for delegates at Kirribilli House if he gets elected as Prime Minister, and just like any other agreement, you can bet we'll be holding him to that!

Mick



LIBERAL PARTY SHOWS THEIR TRUE COLOURS

In a recent blow to owner-drivers across NSW, the Liberal and National Parties used their numbers to vote down a Bill that would have expanded the reach of Chapter 6 to include bread, milk and cream delivery drivers. So much for the so-called party of small business!

The plight of owner-drivers working for Tip Top is now well-known. They have had their terms and conditions changed by the company on several occasions, which resulted in more hours and less pay. In some cases it has resulted in bankruptcy, and in one tragic case, it resulted in death.

Labor Member for Campbelltown and proud TWU member Greg Warren MP tried to introduce a Bill into NSW Parliament which would have given these owner-drivers protections against unfair termination of contract, and enable the NSW IRC to deal with disputes and set minimum and enforceable rates and conditions.

It has been 40 years since this legislation was drafted, and excluding these owner-drivers from Chapter 6 no longer makes any logical sense. It should have been a common-sense no-brainer to pass this simple amendment, but the



Nick McIntosh with Mick Pieri

NSW Government refused to support the amendment.

They tried to hide behind a completely untrue constitutional argument that Chapter 6 could not be changed, but I don't recall any issue when they tried to tamper with Chapter 6 a few years ago! We even provided them with legal advice from a respected barrister which stated there was no constitutional issue, but it made no difference.

They also said that these owner-drivers were already covered by the Commonwealth Independent Contractors Act, a piece of legislation introduced by the Howard Government at the same time

as Workchoices to make it extremely difficult for small businesses to fight against their principal contractors. It was supposed to wipe out Chapter 6 altogether, until TWU members organised a Convoy To Canberra in protest.

Greg Warren's Bill would have given our owner-driver members some protections against big business, but the Liberal Party has shown once

again who they really represent: the big end of town.

We should never forget that the TWU is the biggest representative of small business in the country, representing thousands of owner-drivers across NSW and Australia. I take heart from the fact that at the recent NSW ALP Conference, the Labor Party agreed that if it wins the 2019 State Election it will remove these exemptions from Chapter 6 to ensure that Chapter 6 will apply to more owner-drivers across NSW. Further, I applaud Greg Warren and all of his colleagues in the NSW Labor Party for sticking up for owner-drivers and small business. We'll win this fight yet!

PRIVILEGE TO REPRESENT TRANSPORT WORKERS



Farewell for Nick McIntosh, with Richard Olsen and TWU Officials

On a personal note, I have resigned my position as NSW Assistant Secretary having recently been elected to the position of National Assistant Secretary. While this means I will be changing roles, I look forward to continuing to work with all members alongside new National Secretary Michael Kaine. It has always been, and will continue to be, a privilege representing you and your workmates every day.

Nick

SYDNEY HEARD OUR S



IN JULY WE LOCKED UP SYDNEY WITH OUR CONVOY FOR SAFE RATES. MEMBERS INCLUDING OWNER DRIVERS, TIPPERS, PORT OPERATORS, WASTE DRIVERS, CONCRETE TRUCK DRIVERS, COURIERS AND VAN DRIVERS AND TWU OFFICIALS MADE THEIR PRESENCE HEARD IN THE HEART OF THE CITY.

Two convoys made their way into the city, one from Lane Cove and the other from Port Botany, to do laps of the streets surrounding the Fair Work Commission and NSW Parliament.

Our message was simple: we need fairness and we need safe rates of pay to achieve a safe industry. Transport is still the deadliest industry in Australia for workplace deaths.

We are demanding the Federal Government introduce urgent policies to not only investigate safety in trucking, but also hold companies that are recklessly putting profits before safety to account.



Since the independent road safety watchdog was abolished by the Federal Government in April 2016, 388 people have died in truck-related accidents. This is on top of 25 years of evidence showing that pressure from the economic giants at the top of the supply chain is the main contributing factor to dangerous road safety outcomes.

Our members are the backbone of the transport industry and employers, governments and industry bodies like the Australian Transport Association and NatRoad are trying to shut them up.



Top: Early morning start at Port Botany and Lane Cove. Above: All welcome - including dogs! Below: Richard Olsen and Michael Kaine talk with members.

They prefer bandaid solutions that require no accountability, that do not address the actual issue, and put all the responsibility and blame in the laps of drivers. Protected profits are no comfort to the many families left without loved ones who have died on our roads.

For all those that took part or supported the convoy, we thank you. Your work and commitment helped our message be heard strongly, loudly, and clearly.

With your help and hard work, we cannot be ignored.



SAFE RATES MESSAGE



Our message was simple: we need fairness and we need safe rates of pay to achieve a safe industry. Transport is still the deadliest industry in Australia for workplace deaths.

- Richard Olsen



The correlation between payment and fatalities is a deadest reality. We need these people to be accountable.

- Tony Matthews



Jack



A safe industry has better hours and better rates.



Colin



Over the years things have just got worse - we are here to make things better.



I am a driver and a dad. When I am out on that road, I need to know that the other person coming the other way is on good money, that they are getting sleep, and not being pushed to go out and do other things and cut corners.

- Kevin Crisp



Costa



We need to see drivers getting enough time to rest and see their family at the end of the day.



Michael



When we pay tolls we are paying money to private companies, yet we are still paying taxes to government to provide infrastructure that they are not providing.



Congratulations to the TWU for caring, not only for truckdrivers but for all road users – because the Federal and State Governments sure don't.

- Michael Daley MP

THE TWU NSW LEGAL TEAM – STRENGTH IN ACTION FOR TWU MEMBERS

FOR MANY TRANSPORT COMPANIES, BYPASSING THE RULES SEEMS TO BE AN EASY WAY OUT. WHETHER IT COMES TO COMMISSION HEARINGS OR MAKING SUBMISSIONS ON BEHALF OF MEMBERS, THE TWU NSW LEGAL TEAM CONTINUES TO SUPPORT MEMBERS AND WIN.

SOUTHERN CROSS GROUP SERVICES

Holding a company to account and ensuring workers are given the opportunity to participate in the bargaining process for their Enterprise Agreements

Members at Southern Cross Group Services were handed a new Enterprise Agreement (EA) to vote on. They were not aware that negotiation had already been happening for the new agreement and alerted us when the document was produced.

It turned out Southern Cross had mucked up the Notice of Representational Rights (NERR) process, and had only issued the NERR to some of its worksites, meaning that a section of its workforce had not been properly notified of their right to bargain in accordance with the Fair Work Act. The TWU had not had an opportunity to participate with members as a bargaining representative in that process.

When Southern Cross applied to the Commission for approval of the EA, the TWU opposed it on the basis that the NERR had not been issued. As a result, Southern Cross withdrew their application and were sent back to recommence bargaining again from square one.

FRESH FOOD SUPPLY CHAIN

Advocating for our members at every level

The TWU has provided submissions and evidence to a NSW upper house inquiry into 'Fresh Food Pricing' on behalf of those who deliver food from distribution centres to supermarkets and also those like owner drivers and other small operators, who perform 'inbound' work delivering food from



farm to distribution centre.

We told the inquiry that our members who work in the fresh food supply chain are being impacted negatively by the 'price war' between the major retailers. This price war has the effect of not only ripping off farmers, but also truck drivers who work in the fresh food supply chain.

While the major retailers are making huge profits, our 'outbound' employee truck drivers have been forced to accept pay freezes over the past few years (despite having very strong collective agreements). It is even worse for our regional 'inbound' members who are forced to take the price they are given.

WESTCONNEX INQUIRY

The legal team are currently preparing a submission to another NSW upper house inquiry, looking into WestConnex. We want to shed light on our members who have been

WHILE THE MAJOR RETAILERS ARE MAKING HUGE PROFITS, OUR 'OUTBOUND' EMPLOYEE TRUCK DRIVERS HAVE BEEN FORCED TO ACCEPT PAY FREEZES OVER THE PAST FEW YEARS (DESPITE HAVING VERY STRONG COLLECTIVE AGREEMENTS). IT IS EVEN WORSE FOR OUR REGIONAL 'INBOUND' MEMBERS WHO ARE FORCED TO TAKE THE PRICE THEY ARE GIVEN.

subject to wage theft by contractors and ask why the Government has allowed this to occur on this project.

If you are facing an unfair dismissal or other problems in your work place call our Members Service Centre on 1800 729 909.

DIGGING IN AT MINCHINBURY

In July we were thrilled to break ground on the site of our new headquarters. Opening in 2019, the new TWU NSW office will be built for-purpose on two consolidated blocks of land at 22-24 John Hines Avenue Minchinbury. It will be built from scratch, designed to work with the way the TWU is growing and tailor-made to suit the needs of our members for the next 30 years.

WHY ARE WE MOVING?

The Parramatta area surrounding our current office is changing, with more office space and residential buildings being developed. Getting to the Parramatta CBD these days can involve circuitous routes and frustrating traffic issues, and that has made accessibility and parking for visiting members more and more of an issue as time has gone on.

We want it to be easier for you to visit, and we want your experience when you do visit to be better.

At Minchinbury we'll have plenty of on-site parking, and the proximity to the Light Horse Interchange will mean easy access in all directions on major high speed transport routes. We'll be just a few minutes from the M4 offramp, and with easy access from the M5 and M7.



We'll also have new, excellent training facilities, which will allow us to continue to provide the highest standard of WHS, HSR and Delegates training that we're so proud to offer.

In our historic 130th year, this is the beginning of an even brighter future for TWU NSW. We can't wait to welcome you to our new site.

BUILDING FOR THE FUTURE!

- ✔ Plenty of parking
- ✔ Easier access
- ✔ New training facilities

INTRODUCING MICHELE O'NEIL



I HAVE SPENT MY LIFE FIGHTING FOR A BETTER COUNTRY AND A BETTER WORLD. ALONG THE WAY I'VE LEARNT ABOUT POWER, ABOUT CHANGE, AND ABOUT SOLIDARITY. I KNOW THAT WHEN WORKING PEOPLE COME TOGETHER AND ACT AS ONE, NO FORCE IN THE WORLD CAN STOP US.

After 28 years fighting to change the rules for textile, clothing and footwear workers, Michele O'Neil is now taking that fight to a bigger stage – as the new ACTU President.

Michele fought – and won – in workplaces where insecure work, wage theft, outsourcing, sham contracting and labour hire were rife. “These things are now normal in almost every industry – we see it with contract teachers and nurses whose skill and experience have been progressively undermined and we see it in the slave-like conditions of agricultural workers and the rampant wage theft in hospitality and retail industries.

“In my industry we changed the rules to win supply chain transparency – obligations for those brands at the top for the conditions of the workers at the bottom and rights for unions to enter sweatshops. These are just some of the things we need to win in the

rest of our country's workplaces.”

Elected at the July ACTU national congress, Michele follows on from Ged Kearney as ACTU President. Kearney won the Federal seat of Batman – since re-named Cooper – at a by-election in March.

Alongside Secretary Sally McManus, Michele will lead the movement for change and fight inequality, corporate greed, privatisation, and the decimation of public and community services. Together, Sally and Michele will spearhead our movement's efforts to win fair pay, more secure jobs and better lives for working people. Like Sally, Michele is a dedicated supporter of the Transport Workers' Union's campaign for safer roads through supply chain accountability and safe pay rates.

Michele joined her first union when she was only 14, on the first day of her first after-school job, waitressing in Canberra. Since then, she has never looked back. She

went on to work for 28 years at the Textile Clothing and Footwear Union of Australia (TCFUA) as an organiser, a campaigner, a negotiator, and eventually state and national secretary. She fought for secure jobs, the protection of workers' entitlements, and stood up for workers facing factory closures. She has been active in global campaigns to hold fashion brands to account for workers' safety and conditions, and has represented her union in International Union Federations.

“I learnt early that as a union member, you are never alone,” says Michele. “That unionism, at its core, is about workers sticking together. A powerful lesson in collective power.”

“I have spent my life fighting for a better country and a better world. Along the way I've learnt about power, about change, and about solidarity. I know that when working people come together and act as one, no force in the world can stop us.”

FLYING HIGH AT QANTAS

After nine months of negotiations going nowhere, the NSW team has forced a conclusion to negotiations, winning permanent job improvement, a 3% yearly pay increase and work protection for all Q Catering employees going across to dnata. We've also secured a 2020 deadline on the next EA.

We have had dozens of Qantas part-timers made up to full-time already this year, and we've ensured that full-time permanent jobs will be offered to all part-timers before the sale to dnata. This goes to show just how strong union power can be when we all work as one, as Qantas CEO Alan Joyce once infamously declared that the company will never, ever employ another new full-timer again.

We continue to work as one group across Qantas, Q Catering and QGS, and this is how we win. We remain committed to



protecting everyone under the Qantas TWU agreement by maximising fulltime employment, which we're successfully enforcing.

ONBOARD WITH CABIN CREW

We're proud to continue our work with cabin crew, the newest sector of the NSW Branch, who are supported by TWU organiser Ho Lau.

Enterprise Agreement negotiations are underway with Team Jetstar, and at time of writing we are awaiting the final proposal. We are confident of securing a fantastic deal, and are grateful for the support of Jetstar members.

We're taking on QantasLink over crew-to-customer ratios, which the company is trying to stretch beyond practical limits. Presently the requirement is one member of cabin crew per 36 passengers, meaning that anything above that number of passengers will require two members of cabin crew. QantasLink has pushed to increase this ratio



HO LAU WITH QANTASLINK DELOS, ASHLEIGH STANLEY AND VIOLET FRASER

requirement to one member of cabin crew per 50 passengers. This is a big issue, as it will put unhealthy physical and mental stress on cabin crew, as well as resulting in limited services for customers. Such an environment of customer dissatisfaction is

then almost guaranteed to further create a hostile and potentially abusive workplace for cabin crew. We are doing all we can to mitigate this issue going forward, and are committed to achieving the best outcome for our members.

FIGHTING ON WITH AEROCARE

We're still fighting on against Aerocare and their dodgy practices. Aerocare workers are forced by their company to struggle: their rates are below the award, they are given as few hours as possible and they work split shifts which mean they are chronically fatigued. This is already impacting on safety and security. Records from Sydney International Airport show 132 injuries were reported over a one-year period, among an Aerocare workforce of just 324. At Perth Airport, passengers were allowed unsupervised onto a secure airside area to collect their own baggage when one Aerocare employee was made to unload an aircraft alone. If Aerocare gets its way in the Federal Court, the entire aviation industry could be at risk of following suit. That's why we won't stop fighting.

SAFETY MATTERS

Safety at work should be everyone’s highest priority, but in too many workplaces that’s just not the case.

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.

The Transport Workers’ Union of NSW is dedicated to getting this figure down to zero – to creating safer workplaces and empowering our members to speak up and take action when things aren’t right.

Richard Olsen was recently delighted to share training resources with the West Australian branch of the TWU, and other state TWU branches will be coming on board over the next 18 months. We are proud to offer this quality training, facilitated by our highly qualified Director of Health, Safety and Member Education, Marija Marsic.

Marija delivers a training program that enables officials to pass on their safety knowledge to membership and also support trained Health and Safety Reps (HSRs) out in yards.



Richard Olsen and Marija Marsic

Every day, TWU-trained HSRs are raising the right conversations with bosses, managers and co-workers, equipped with the knowledge and support to ensure their yards are safe. Together, we can build a safer transport industry.

QANTAS GROUND SERVICES NOW TAKING HEALTH AND SAFETY SERIOUSLY

TWU-trained HSRs James and Theo are supporting other members in the Qantas Ground Services (QGS) yard, keeping people safe at work.

Qantas has found themselves on the receiving end of a number of Provisional Improvement Notices (PIN) from James and Theo, and management have taken safety more seriously ever since.

THEO’S STORY

Qantas was refusing to provide personal protective equipment (PPE) to new employees, instead creating a clause in employment contracts that told workers they had to purchase their own safety shoes for the first few months of the job.

Theo used his HSR training to research the legality of the clause, after a Qantas manager refused to let Theo use safety shoes that complied with Australian regulations and were medically approved.

“The company did not like the shoes, wanted to pick on me and moved me from my area which triggered me to open the books and look at what the legislation says about PPE.”

The legislation was clear about the role of a company to provide PPE to workers. “I realised Qantas were at odds with the



legislation – the legislation is in black and white and no one can dispute it.”

The regulator SafeWork NSW supported the PIN on PPE, and Qantas are now adhering to their PPE responsibilities.

JAMES’ STORY

QGS received a new client, British Airways, who brought to the yard a new manual handling procedure for lifting heavy bags above head height into an aircraft.

Nobody had consulted with members about the new procedure, which the legislation requires. James also found that there had been no risk assessments completed either.

With the support of the TWU, James issued the PIN because he saw the new

“In five days of HSR training we have 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

“I had the training made relevant for me in a room full of airport workers, bus drivers and truck drivers. Training with the TWU means I know I have the full support of the union and the backing of them for the fight about future issues.”

- James

procedure would increase the manual handling workload and increase shoulder and other manual handling injuries. When they received the PIN, management provided a resolution which satisfied members in the yard, and has also reduced manual handling injuries.

CALL THE MEMBERS’ SERVICE CENTRE ABOUT GETTING TRAINED HSRs IN YOUR YARD ON 1800 729 909

SHORTEN VISITS THE PORT

FEDERAL OPPOSITION LEADER BILL SHORTEN MET RECENTLY WITH TWU MEMBERS AT ACFS PORT BOTANY, TO HEAR THEIR SAY ON THE ISSUES THAT AFFECT THEM AND DISCUSS LABOR'S PLAN TO ADDRESS ISSUES FACING THE AUSSIE WORKER. THESE ISSUES INCLUDED INCREASING CASUALISATION AND LABOUR HIRE, AND THE NEGATIVE IMPACTS THESE PRACTICES HAVE ON WAGE GROWTH AND JOB SECURITY.



Bill held two group meetings with ACFS forklies, warehouse workers and truck drivers and Labour Power workers and stated that if elected, the Australian Labor Party will introduce legislation to ensure that labour hire workers get paid the same rate as company workers. The policy is called **SAME JOB, SAME PAY**.

He said that the ALP will also introduce legislation to ensure the conversion of regular labour hire employees to permanent company employees after a set period of time, and also spoke about maximising secure jobs with holiday and sick pay over insecure work.

Bill also shared that he was working on ways to address the fact that rates of pay in the modern awards are so far behind the rates of pay hard-won by unions in Enterprise Agreements.

He said the ALP recognises how important it is to address the way unscrupulous employers exploit these lower modern award rates to undercut decent companies in contract tenders. He also committed to reinstate the penalty rates that were stolen from hardworking Australians by the Liberals.

Bill took and answered a number of question without notice from the members on various issues, including increasing electricity prices, cost of living pressures, housing affordability and toll roads, then stuck around to have one-on-one conversations with members.

Members were impressed with his direct and open answers to their questions, and were happy (if not surprised!) to have the opportunity to talk to a politician. Both the labour hire and company employees liked the idea of the **SAME JOB, SAME PAY** policy, and strongly supported the reintroduction of weekend penalty rates.



PETER KRITIKOS ACFS DELEGATE

BILL TOLD MEMBERS THAT HE IS WORKING ON WAYS TO ADDRESS THE FACT THAT RATES OF PAY IN THE MODERN AWARDS ARE SO FAR BEHIND THE RATES OF PAY HARD-WON BY UNIONS IN ENTERPRISE AGREEMENTS.



MATT DIXON ACFS DELEGATE

JUSTICE AT LAST: COMMEMORATING MERV

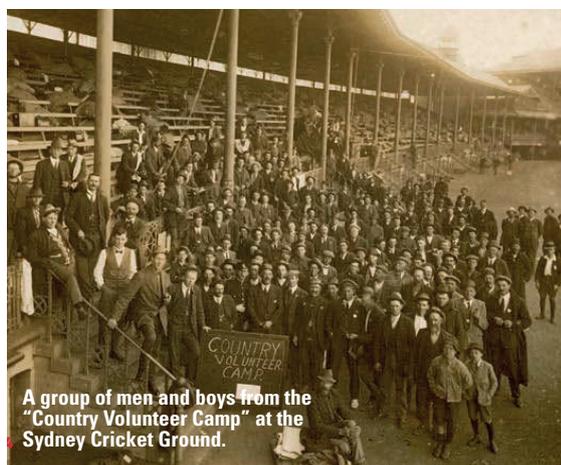
LAST YEAR, THE AUSTRALIAN UNION MOVEMENT CAME TOGETHER TO REMEMBER THE GREAT STRIKE OF 1917. IT WAS EVEN MORE SIGNIFICANT FOR US, BECAUSE AT TWU NSW WE REMEMBERED THE PASSING OF ONE OF OUR OWN, KILLED BY A STRIKEBREAKER WHILE FIGHTING FOR WHAT WAS RIGHT.

Mervyn Flanagan was a carter member of the Trolly, Draymen and Carters' Union, which was the name of our union when it formed in Sydney In 1888. When duty called, Merv stopped work along with the rest of his brothers across the state of NSW, joining the wharfies and railway workers before others joined in. But on August 30 1917, he never made it home to his wife and children.

It was outside the Children's Hospital on Bridge Road in Camperdown – not far from his home – that Merv was murdered, shot in the chest by a strikebreaker called James Wearne after some rocks had been thrown at his cart. The gun that killed Merv had been supplied by the government, which had armed all strikebreakers with the lethal weapons. Wearne's brother was a Conservative politician, so he got off scot-free. Pouring salt in the wound, Merv's brother was charged and jailed for 'using violence'.



The cortege this afternoon was one of the longest seen in Sydney for many years.



A group of men and boys from the "Country Volunteer Camp" at the Sydney Cricket Ground.



Trolly, Draymen and Carters' Union issued this badge to members that stayed on strike to the end.

120

Merv Flanagan

Unionist Mervyn Flanagan was shot through the chest and killed by Reginald Wearne, a strikebreaker, during the Great Strike of 1917.

The significance of Merv's death at the site where he fell was lost to history. Until now. After much campaigning and fundraising, the 1917 Committee supported by TWU NSW has worked with the City of Sydney to appropriately mark that site.

On August 26, we were proud to stand with Merv's family and witness the unveiling of an historical plaque to finally mark the site.

A commemorative ceremony was held, followed by a traditional Irish wake complete with an Irish band – just how Merv would have wanted it.

We don't use rocks on strikebreakers anymore, but we are still speaking out and still taking action against the bosses and companies who try to make their profits off the back of the worker. Just like Merv did.

May he rest in peace, with justice finally served.

STRENGTH IN NUMBERS



Time to stop work: over 100 drivers took action

Like all truck drivers, car carrier drivers experience market pressure from below that they cannot negotiate with.

They cannot negotiate the price of fuel with their vendor; they cannot negotiate the price of insurance and registration; and they cannot negotiate with their mortgage provider, yet the companies they contract to expect them to do their jobs for less money.

For many years, owner drivers who sub-contract for the car carrying industry (working for both the NSW dealer network and car manufacturers) have been negotiating rates with companies on a good faith basis, based on a document called the NSW Car Carriers Contract Determination (CCCD).

The CCCD is an understanding between managers and drivers about how pay rates vary. Members have for years been negotiating and agreeing on rates with the Australian Industry Group, which represents car carrying companies, from a mutual position of respect.

Recently, however, new managers came in and broke that good faith and respect, instead deciding to dictate to drivers what they should be paid – despite knowing drivers' families and businesses would lose out. Rates of pay proposed by managers would not even cover the costs of doing the job.



Drivers reported that they have been forced to dip into personal savings to bolster their businesses, and one driver had even been forced to move over \$20,000 from his personal savings to ensure he could stay on the road.

After fruitless attempts to sit down with managers to negotiate a good deal, drivers warned that labour would be withdrawn

DUE TO THE HARD WORK OF TWU MEMBERS, DRIVERS AND THE COMPANIES HAVE NOW REACHED AN AGREEMENT.

if the situation continued. It did continue, leaving drivers with no choice but to pull up their trucks and stop work. Around 100 drivers took part, as it had become crystal clear that this was the only way managers would listen.

And finally, they did. Due to the hard work of TWU members, drivers and the companies have now reached an agreement – a 3% pay increase that enables drivers to recover their costs, stay on the road and keep their businesses alive. This is a fantastic win, and proof that when we stand united, we cannot be defeated.



PIN ME UP
IN YOUR
YARD!

Members working together

Convoy for Safe Rates, Sydney, 15 July 2018





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

Join the fight. Join the Transport Workers' Union.

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



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UNITY AT IRON MOUNTAIN



Drivers at Iron Mountain were told in January that the company would be shifting to a dedicated provider, Direct Couriers, instead of continuing to engage the existing contract carriers who were on a strong union Agreement. Drivers were given the option of reapplying for their same jobs under the Direct Couriers banner, but at a pay cut of around 30%. This is obviously outrageous but sadly it came as no surprise, because Direct Couriers' entire business model is reliant on exploitation, wage theft, and undercutting contracts by paying minimum rates.

So the drivers put up a strong challenge. They engaged the company publicly, and they engaged with its high profile clients to let them know the shameful behaviour Iron Mountain and Direct Couriers were trying to get away with. Above all, they stood united and made all decisions collectively. Through unity, they successfully delayed the transition by around six months, and negotiated a good redundancy package that will see most drivers paid for approximately the next six months. The majority are now also transitioning to other union companies with the assistance of TWU NSW.

NEWS AND UPDATES

VEOLIA AGREEMENT

After months of negotiation, members at Veolia have secured a new Agreement which they are all happy with. A great result – well done all.

ON THE UP

TWU NSW is gearing up for yearly increases for owner drivers. With the cost of living on the rise and the price of fuel where it is right now, it is time for drivers to more easily meet cost recovery. TWU industry groups are coming together to work with us towards this, and we feel confident we can achieve a fair outcome.

TIP TRUCK OWNERS SECTION

The Tip Truck Owners Section recently discovered late payments on a Government project at Moorebank Container Terminal, so they worked together with TWU NSW to reclaim over \$100,000 for drivers. TWU NSW continues to work with the Tip Truck Owners

TWU NSW IS GEARING UP FOR YEARLY INCREASES FOR OWNER DRIVERS.

Section on the issues of security of payment and the Collins Report, the key principles of which are about who gets chosen for work, how to ensure they get paid for it, and how to enforce provisions if a company goes under or tries a dodgy deal to get out of paying up.

Additionally, we're submitting a report to the Public Accountability Committee's Inquiry Into The Impact Of The WestConnex Project that includes info collected by the Tip Truck Owners Section about RCA going insolvent, after we enforced their responsibility to pay drivers over \$80,000 in underpayments last year.

WINNING FACILITIES TO FIGHT FATIGUE

TWU members have successfully mobilised in response to the lack of dedicated facilities available for bus drivers at transport interchanges. Transport For NSW had promised facilities, but delays occurred and it looked like these facilities were never going to be delivered.

Members negotiated to ensure the NSW Government honoured its commitments to provide places that drivers can rest, eat and prevent fatigue, and finally a new, dedicated facility has been provided for drivers at the Blacktown Interchange, with others promised to follow.

Almost 900 bus movements occur through the Blacktown Interchange every day. Many of those drivers are scheduled to take a break at the Interchange, but until now only a temporary meal room and limited toilet facilities were available.

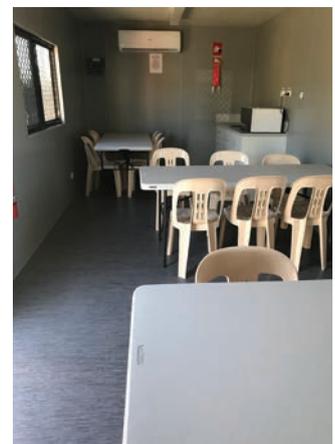
Transport for NSW has committed to us that it will open dedicated driver facilities at other locations, and we will be holding them to that to ensure it gets done. These new or upgraded facilities are to be built to size depending on the number of bus movements in each area, and will include air-conditioning, microwave ovens and better bathroom facilities.



Bus delegates are determined to win better facilities



Blacktown Interchange: almost 900 bus movements occur every day



We will continue to monitor the work that the Government is doing to ensure a safer working environment for drivers.

BUS SAFETY IN HUNTER VALLEY

Drivers for Hunter Valley Buses have been continually reporting violent attacks on themselves and their vehicles, and are very concerned for the safety of their passengers. Hunter Valley Drivers reported to the company and the TWU NSW that incidents have occurred around the West Mall at Rutherford by gangs of youths, including rocks being thrown at buses and drivers, as well as kids climbing up the outside of moving buses, triggering the external emergency door opener while the bus is moving (which puts them at risk of ending up under the wheels), and “playing chicken” with moving buses by leaping out from behind cars at dusk.

With the support of CDC Hunter Valley Buses and assisted by Mick Forbes, Newcastle Sub-branch secretary and officials, drivers made bans on the servicing of two bus stops to ensure the safety of drivers and passengers. They have since returned to servicing those stops, but with security employed at the stops. Unfortunately the issue goes in cycles. While these gangs go away for a while they always return, and police in the area are already doing as much as they can.

We have called on the NSW Transport Minister Andrew Constance to take action in helping us, the company and NSW Police find an enforceable solution before someone is killed, but it has once again fallen on deaf ears.

With school holidays on the way, we will continue to work hard on this issue.

HSR WINS

TWU Health and Safety Reps Stewart Jones and Denis Sloman are making a massive difference for driver health and safety in their yard at CDC Dural, and deserve a great round of applause. So far they have achieved:

- ✓ Changes to the bus bay pickup procedure at Pacific Hills school following a safety incident;
- ✓ New concreting in the yard to repair unsafe areas of the pavement;
- ✓ A new ladder for fuel tank work and major safety improvements in the fuel bay;
- ✓ The provision of a return-to-work coordinator for injured workers;
- ✓ Good handling of safety issues associated with roadworks through a retirement village on a local route, with consultation now occurring to ensure drivers can navigate their way through;
- ✓ Improved shifts and better consultation by management on rostering;
- ✓ Safety improvements at Castle Hill interchange, ensuring pedestrian safety around buses;
- ✓ A negotiation of changes on a dangerous turnaround, where school buses previously did a three-point turn in a 90kmph speed zone on a busy sand truck route at the bottom of a dip; and
- ✓ The introduction of SafeWork NSW Inspector now working with the company.

Fantastic work Denis and Stewart!

CONGRATULATIONS BOBBY LANE!



Congratulations to Bobby Lane who recently retired after many years working for CDC at their Seven Hills Depot.

Bobby was also a long term member of the TWU and we were proud to thank him for his years of support with a retirement celebration..

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

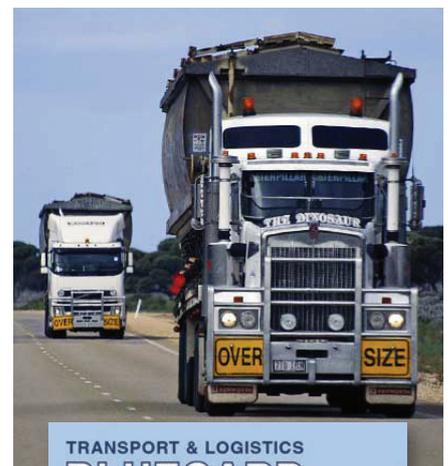
need for improved safety across the industry.

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

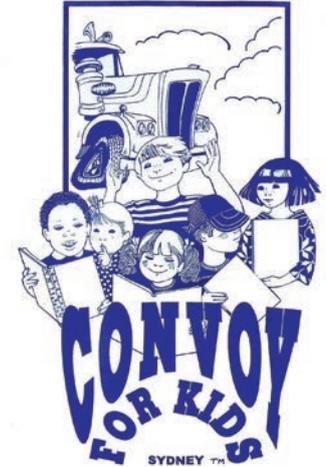
HAVE YOU GOT YOUR BLUECARD YET?

TO FIND OUT MORE ABOUT BLUECARD AND THE BLUECARD TRANSPORT INDUSTRY WH&S PROGRAM, VISIT: WWW.BLUECARD.COM.AU

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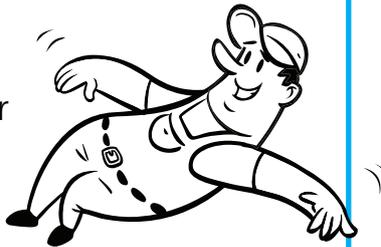
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HANSON CONSTRUCTION EA WIN

Negotiation by TWU members has won a new Enterprise Agreement for tipper drivers at Hanson Construction in both the Illawarra and Sydney. The new EA builds on the existing EA and secures terms and conditions well above the award for another four years.

During the negotiations, the Shellharbour site organised and elected a delegate and co-delegate who were very active in seeking member feedback. Along with Sydney-based officials and union representatives from other yards, the new delegates at Shellharbour did a fantastic job in providing feedback from members.

A number of non-union bargaining



agents supported the company in trying to strip away redundancy entitlements and job protection clauses. The company sought to include the NES redundancy table for new employees. The members on site were not prepared to accept

lesser entitlements for themselves or new drivers coming in to the yard.

TWU official Lee Lawler reports the vote was 77 to two in favour of the Agreement. An outstanding result for the members concerned and a firm endorsement of the TWU's approach to negotiations.

CONGRATULATIONS TO ALL THE UNION BARGAINING REPS FOR THEIR HARD WORK.

PREMIER ILLAWARRA

Safety issues in yards are the focus since the finalisation of the first EA since 2010. We closed the gap on pay and conditions to ensure parity with drivers in Sydney.

TWU official Brad Roberts reports that members are currently undertaking elections for a new Health and Safety Rep. Safety issues that have needed attention for some time include the inadequate level of facilities available for drivers at the bus terminus and Marine Drive. It seems Council is reluctant to contribute towards the management of driver safety and fatigue.



Drivers have no area to make a coffee, heat food or just generally relax on their breaks, and there is also only one toilet and no shower available.

Work hazards are created because there is no signage and barricades to stop the

general public entering the area either by car or foot. Small charter buses are using the area on weekends, disembarking passengers in the bus terminus and taking up spaces for route drivers.

The Council further contributes to the problem by renting the area out for special events and not making any alternative arrangements for driver amenities.

Members and officials are working with NSW MPs Paul Scully and Ryan Park, gaining support for drivers and their need for proper facilities.

K&S AND LINFOX

The TWU has become aware that K&S lost a large coal transporting contract to Linfox. Three years ago, K&S purchased the local Scott Corporation, who had been running the contract for 32 years.

Brad Roberts tells us that members intend to hold conversations with Linfox on pay and conditions, as yet though the company has not come to the table. The contract does not expire until July 1, 2019. However, TWU members have negotiated a position with K&S that all our permanent members are guaranteed 60 hours a week, and casuals 40 hours.

We are holding conversations in relation to cash bonuses for drivers that see out the contract period in full, and redundancies if suitable alternative work can't be found.

ENTERPRISE AGREEMENTS

Wollongong and South Coast Sub Branch members are currently working on EAs which include: Cleary Bros, Greenfreight Logging, Linx and Chemtrans

2018 has so far been very busy for the sub-branch, and we are looking forward to concluding a large number of Enterprise Agreements that are under negotiation by members. There are more to come, and we look forward to supporting members as they work to improve pay and conditions in their yards.

Pictured right: Richard Olsen and Rob Pirc with TNT Delegates, securing a new TNT Contractors Agreement, strengthening current conditions and securing the future for all TNT Contractors till 2020.



Rob

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

MAY DAY MARCH IN HAMILTON

TWU members and their families and friends, as well as TWU veterans in the 1888 Club, came together to celebrate May Day together, marching through Hamilton with other union members from across the Newcastle and Hunter regions.

The local solidarity of unionists has a long history, and the integral nature of unions in the local yards today reflects that history. It's great to see the local TWU members out in force!

THE POWER OF TWU TRAINING



Michael Comer is the delegate in the JR Richards Yard at Port Macquarie. He has been in the yard for 13 years and is the driver of a "sidelifter" waste truck. Michael has talked to us about the changes that have occurred in his yard since becoming a TWU trained Health and Safety Rep (HSR).

Michael said that for many years, dealing with his management was "like dealing with a wall – never being able to achieve anything" when it came to his role as a yard delegate.

As a delegate, Michael attended HSR training at the Newcastle Sub-branch and broadened his own awareness of workers' rights around WH&S matters. Since returning to the yard as an HSR, Michael has talked to his management, who do understand and take seriously their legal obligations for worker safety. Michael says, "It has strengthened how members can work with management for a better yard. I am really happy with how it's turned out. Members do have power in the yard and I would urge anybody to take on the HSR training".



MAY DAY



TWU Vets Dave Barnett & Darren Smith, along with Star Track employees donate their driving skill and time to help deliver tonnes of food & water to drought stricken farmers in the Coonabarabran region.



DROUGHT RELIEF

DELEGATES STANDING UP TO SUEZ

Dylan Thompson, Suez delegate at Mayfield and Glenn Middleton, Suez delegate on the Central Coast have stood up to their management for not involving drivers in discussions on policy changes related to the Heavy Vehicle National Regulator's Chain of Responsibility rules (COR).

Members were simply handed the policy changes with no toolbox talks and no consultation, and were asked to sign off on the new changes. Legislation shows that Suez needed to consult with the workers, so Dylan and Glenn worked together to advise the company that they were in breach of the WH&S legislation and that the changes were rejected by members.

Because of Dylan and Glenn speaking up, Suez withdrew the policies and even rang Richard Olsen to seek advice. The company is now attempting to involve workers in the consultation process, which Dylan and Glenn are considering a win for now. But there is still more work to be done. The difficulty as Dylan tells it is, "the consultation process is too limited – we are

only seeing part of the document. There is an email address we can send safety related questions to, but so far that is not working well".

"Drivers are aware they have COR obligations," says Dylan. "They do not want to drive trucks that do not comply with the rules. We have been chasing Suez for 10 months now on what the COR changes should and will be."

FIGHTING FOR BACKPAY

The TWU is also taking on Suez in regards to the rates of pay for those in labour hire roles. The Enterprise Agreement provides a calculation which means casuals and labour hire are paid a proper rate of pay, described as "site rates". Now a new HR representative is apparently working with a different calculation found on the Fair Work Commission website, and Suez has refused to acknowledge that the labour hires are covered by the Agreement.

Following talks with Suez, back pay is on the way for some workers, but not for others, and this simply isn't good enough. Further action will be taken until all workers are paid what is owed to them.

Mick

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

LOCAL JOBS CODE



TWU Suez garbos are keeping a keen eye on the passing of the ACT Local Jobs Code

The Canberra Times has reported on the TWU support for a Local Jobs Code and our part in a supporting rally that saw “hundreds of union members descend on the ACT Legislative Assembly waving flags and chanting”.

Draft legislation that provides for a Local Jobs Code has been introduced to the ACT Assembly. The Code is designed to ensure that only ethical employers can tender for ACT Government work.

An ethical employer is one that treats its workforce with dignity and respect and is an employer who respects the role of delegates, workplace representatives and the role of the union in the workplace. The ACT code is the complete opposite to the Federal Government Building Code which is designed to encourage employers to discriminate against union members and discourage their employees from standing up for their rights.

Congratulations should go to the ACT Industrial Relations Minister Rachel Stephen-Smith and the unions involved in the development of the code: the TWU, CFMEU, United Voice and the CPSU.



TWU at the ACT May Day Rally

REMONDIS AND CLEANAWAY

Both Remondis and Cleanaway members have negotiated new agreements for their respective yards. After a bit of argy bargy both Agreements were signed off by the members with decent gains. I'd like to thank Darren Lloyd from Remondis and Pete 'Dingo' Herringe from Cleanaway for all their hard work.

VALE GRAEME DUNBAR

It was with a lot of sadness that I recently attended the funeral of Graeme Dunbar. In his time at COMCAR, Graeme drove governors general, prime ministers and other dignitaries, and he worked tirelessly as a TWU delegate for the betterment of working conditions for his fellow COMCAR drivers. On a personal note, I always enjoyed Graeme's company and was always impressed with his dedication and commitment to the cause. He will sorely missed.

THANKS STEVE MITCHELL



I would like to thank ACT Ambulance Delegate and Canberra Sub-branch Vice President Steve Mitchell for his tireless dedication and significant achievements in his role as Vice President of the National Council of Ambulance Unions (NCAU).

Steve is set to retire from his position in August having held the position for a record eleven years since the NCAU was formed in May 2008. He excelled in lobbying successive governments to improve conditions for ambulance members and successfully fought to fend off the Tony Abbott government's proposal to reduce conditions for ambulance officers across Australia. A national registration system for paramedics, which will kick off in September, has been advocated for by Steve and the NCAU for many years.

I know that Steve will be missed in his role, but he'll be an active participant in the forum providing a wealth of experience and knowledge. On behalf of the ACT membership I'd like to say thank you and well done.

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 FIGHT BACK



Our union has been successfully ramping up action over the past number of years. In road transport, we have seen owner drivers, bus drivers, port drivers, garbos, couriers, cash-in-transit drivers, retail and fuel drivers, tippers and concrete drivers join the many protests we have held in major cities.

During co-ordinated actions we have seen hundreds of trucks and transport vehicles cross major bridges and highways in these cities.

In aviation, baggage handlers, ramp workers, caterers, cleaners, flight attendants and others have held demonstrations inside airports, demanding that aviation bosses provide decent jobs. During these actions, protesters sent other aviation workers and the public a loud and clear message that the TWU is fighting for fairness and safety in aviation.

We have also held protests over the treatment of workers in the on-demand economy and have been joined by bike couriers and food delivery riders who are taking a stand against the introduction via

OUR WORKPLACE CONDITIONS ARE UNDER ATTACK AND OUR WAGES ARE FLATLINING.

apps of 18th century working conditions.

Our workplace conditions are under attack and our wages are flatlining, so these actions are about to intensify.

Our union is fighting against this, but we are also fighting to ensure that the quality of jobs improves and that standards lift. We are fighting for a vision which sees strong power in the workplace which will allow us to challenge those who believe CEO bonuses are more important than decent full-time jobs for workers. By 2020, we want to have built momentum to drive real change in our workplaces.

That is why our actions are so important.

They are a vital way of showing our opponents just how committed we are to making our workplaces fairer. We are willing to sit at major city intersections, holding up

traffic to send our message. We are willing to shout and chant through busy airports that "we will fight back".

These actions are also important for us members, to show other transport workers that our fight is a bigger fight than just a yard, a port, a company or a sector. It shows that thousands of transport workers are also taking on the same battle.

Make sure you get involved in the actions being organised over the coming months. We are also intensifying our action on social media and always need more people to get the message out. Contact your delegate today to find out what you can do to become part of the fight back for fairness.

Michael

DIFFERENT ERA, SAME ISSUES

For some bosses it doesn't matter what year it is, and that's why union membership will always be so important. Just because a work right has been won does not mean it will stay that way, and there will always be plenty of bosses willing to treat workers badly for the sake of profit.

No-one knows that better than 1888 Club member Clarence 'Clarrie' Gibbs. A former delegate, Clarrie was in the transport industry for 50 years driving his own truck. "I learnt the hard way, I guess," says Clarrie. "The first company I worked for, Statewide Transport, only lasted about six months and still owed me a bit of money."

Through his work there he had made connections at Freightlines Australia, where he worked until he and all his mates were made redundant 13-and-a-half years later. In the early days, uncertainty around shifts was a major problem, and they were often waiting around unpaid. "Our depot was out at Revesby close to the Viking Pub so we used to have a beer there afterwards. We got paid usually from about 8 o'clock, but there was no guaranteed start time



One of the 1888s Clarrie Gibbs:
"Owner drivers need to be part of the TWU because it gives you backup."

and anyhow it was more or less when the Melbourne trucks came.

"One day the truck hadn't arrived. It got down to 10 o'clock and one of the guys said 'The pub's open, what are we hanging around here for? We're not being paid.' So we went to the pub, we had a couple of beers, and then the word came down: 'The truck's here, if you come back now

we can start work and you'll be paid.' We said 'Well, we've got a bit of a taste for the drink now' and we stayed there. Eventually the message came along: 'You'll have a permanent 8 o'clock start from here on'. So that was a win for us.

"We had a few other stoushes there," says Clarrie. "But that was probably the big one where we didn't have a guarantee of anything, and then after that it got us an agreement which gave us guaranteed hours per week. It guaranteed a 50 hour week as an owner driver, at our owner driver's rate."

"Owner drivers need to be part of the TWU because it gives you backup. You need to have all your costs in order, that you get paid enough money," he says. "The TWU helped because there was always problems getting the full amount."

Even after all these years, the rights Clarrie won still need to be fought for. "It just seems to go around in a cycle. These people who cheat and do things, it just keeps going on. I'm an 1888 Club member because I think the workers always need a bit of a help, and that's why I'm doing it."

BECOME A MEMBER OF THE 1888 CLUB

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

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



Proud 1888 Club members

You said it on Facebook:

26 June 2018:

We sure hope you do! Bus drivers face a lot of stress in their jobs, including the threat of physical violence and abuse. A little show of kindness from commuters can help make their day nicer!



Mario Vinski

I deal with 8 different schools week in week out, and am usually thanked by each and every kid. Most of my public passengers offer thanks also. I try to greet everyone that boards my bus.



Terry Jordan

I like to hear a thanks. And I try to say good morning or hello to every passenger on my bus.



THEGUARDIAN.COM

The ultimate character test: do you thank the bus driver?
A new meme hails 'people who thank the bus driver' as the best of...

17 July 2018:

This morning, hundreds of truck drivers across Australia will participate in convoys to highlight safety problems and working conditions in the industry. Over 30% of all workplace deaths involve transport workers - an increase from around 25% just a few years ago. We need an independent road safety watchdog to keep our roads safe. Sydney and NSW drivers are currently preparing for their journey! #TWUConvoy #SafeRates



Dave Clark

We need increased and uniform rates of pay, what a pathetic industry with pay rates so diverse across the industry. The government needs to review and reform our rates of pay to make it an attractive and viable industry.

2 August 2018:

Foodora's workers were informed at the exact same time as the media. Riders have been given only one week's notice before shifts "wind down". In only 18 days, they're out of a job altogether. foodora, showing their contempt for transport workers right to the bitter end.



ABC.NET.AU

Foodora to pull out of Australia later this month

Food delivery company Foodora is closing down in Australia, saying it...



Matthew Burnell

This is a dead set disgrace to leave already vulnerable workers high and dry. These workers shouldn't have to beg for the same rights as other employees just so that they can afford to live. Just a further example of why we need to #changetherules #changethegovernment Shame Foodora Shame!!!



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



19 June 2018:

We were very proud to host our inaugural Interfaith Iftar on Thursday night with Unions NSW and South Asia Labor. The Interfaith Iftar is a new tradition - an evening of unity, good spirit and togetherness, all of which are at the heart of the union movement. We hope all our Islamic members and their families had a blessed and fulfilling Ramadan, and Eid Mubarak.



Abdullah Ahmed

Makes me proud to be a member of this great organization.



Spring

A GREAT TIME FOR TEDDY BEARS' PICNIC!



How excited was the gardener about spring?
So excited he wet his plants.

Does February like March?
No, but April May.

What season is it best to go on a trampoline?
Spring time.

What do you call a rabbit with flees?
Bugs Bunny.

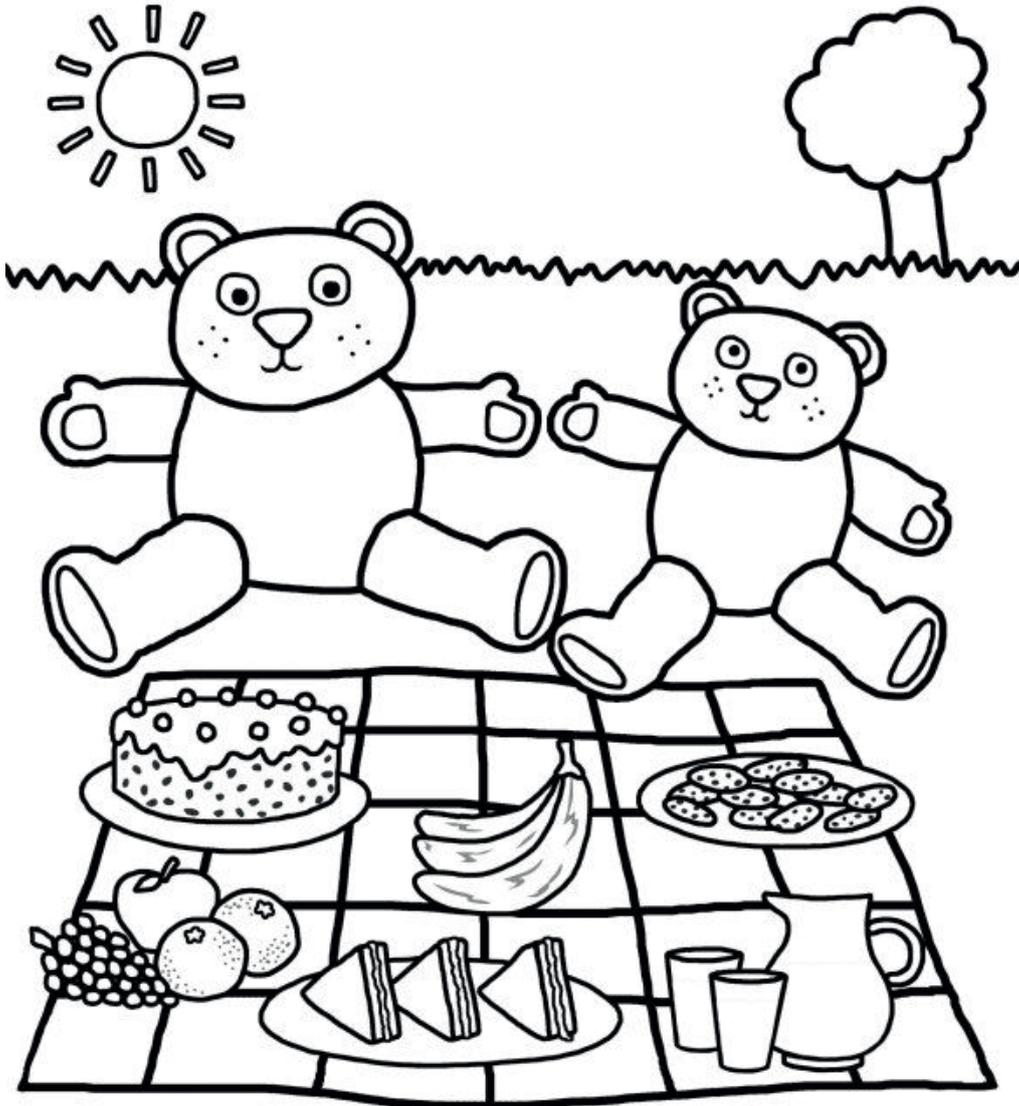
What goes up when the rain goes down?
Umbrellas.

Name a bow that can't be tied.
A rainbow.

Why did Cinderella get kicked off the basketball team?
She always ran away from the ball.

The Spring magic number is 68!
 Each column, row and diagonal need to add up to this magic number - can you solve it?

		4	
16	20		10
	12	14	
2		28	



COLOUR ME IN AND ENTER!

Congratulations to our great winner from our last edition! Charlotte, aged 8 from Gillieston Heights

Name: _____

Age: _____ Phone: _____

Address: _____

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

Autumn





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 \$365 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 15 years than the average retail super fund.

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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. Comparisons modelled by SuperRatings, commissioned by TWUSUPER and shows average differences in net benefit of TWUSUPER's balanced investment option and the main balanced options of retail funds tracked by SuperRatings, with a 3 (147 funds), 10 (77 funds) and 15 (45 funds) year performance history, taking into account historical earnings and fees - excluding contribution, entry, exit and additional adviser fees. Outcomes vary between individual funds. Modelling as at 30 June 2017. 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 or by calling 1800 222 071) and considered carefully before you make a decision to acquire the product or continue to hold the product.