



TRANSPORT WORKERS' UNION OF NSW

TWU NEWS

ISSUE 96 • AUTUMN 2020



**WE'RE ALL
IN THIS
TOGETHER**

**INSIDE:
QANTAS FACES
PROSECUTION**

**SAFETY WHERE
YOU WORK**

CONTENTS

President's Page	2
From the State Secretary, Driving Forward	3
Sydney Sub-branch News	4
Aviation update	5
Coronavirus Covid-19 update	6
Qantas faces prosecution	7
2020 bargaining deferral	8
Pay your fees the easy way	9
Bus driver safety	10-11
Members' pay at Toll hit hard by cyber attack	12
TWU legal team: helping you through the legal maze	13
Securing justice for transport worker safety	14
TWU Training for Members	15
WORKPLACE POSTER: What have unions won for me?	16-17
ALDI: it was worth the fight	18-19
The Jetstar fight	20
Members' Win: Increasing the Rate	21
MSC working for you	21
TWU Gear:	
Show your union pride	22
Ambulance cover for members	24
South Coast & Southern Sub-branch News	25
Newcastle & Northern Sub-branch News	26
ACT Sub-branch News	27
NATIONAL UPDATE: Standing together in a crisis	28
VETERANS: Newcastle Vets stand ready	29
Become a member of the 1888 Club	29
You said it on Facebook	30
Kids' corner	31

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WE ARE WORKING TOGETHER



DON'T JUMP THE GUN; stick with the union whose members are the transport industry. In these difficult times, we are all working together as TWU members to get the best we are able to get for all of us.

Change is happening, we are not frightened of that. Some hard blows have been taken, we are not backing down. The TWU is learning, adapting and building power for workers.

We are the Union with the seat at the bargaining table for the transport industry and we are a powerful voice for transport workers.

I know that State Secretary Richard Olsen has been at the forefront of the response to this virus, the Union has taken part in emergency meetings to find solutions to this pandemic. Transport workers, transport operators, employer associations, key employers, clients and politicians have been brought together with the TWU to create a united approach that means more pressure can be applied to government and companies, to do right by workers and keep the transport industry as stable as possible.

I have seen first-hand the work that TWU

officials are involved in. They are strongly engaged in yards with you the members, managing change and the challenges that the transport industry currently faces.

The results speak for themselves which is a testament of the commitment of the leadership of the Union in the day to day and at this time of Corona.

You as a member are playing an important part as well. I encourage you to maintain the TWU presence in your yards. It is that strength that membership brings that ensures you have the power where you work. That's what works in my yard.

2020 is still about the solidarity of our industry, whether it be road transport, aviation or passenger transport, we are maintaining the fight to ensure we have great jobs and great pay and conditions.

Our industry is unified and ready to rumble where it counts, it is strong enough to meet the challenges ahead and your Union is remaining at the frontline to ensure that you as members emerge from the other side of this as strong as possible.

Tony Matthews
TWU President

TWU ANNUAL FINANCIAL REPORT

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

<https://twunsw.org.au/general/financial-reports-year-ended-31-december-2019/>

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

Phone: 1800 729 909
Email: info@twunsw.org.au

Post: PO Box 54
Mount Druitt
NSW 2770

WE CONTINUE TO WALK BESIDE YOU

2020 has seen us in a global health pandemic that has hit the transport industry hard. We are fighting to save jobs and entitlements in a time where the future for transport workers seems uncertain.



AS WE WALK WITH YOU TODAY we are learning from what is happening to you. and your industry. We will continue to support and advance the fight for a safer and fairer transport industry.

The work you are involved in is essential to our communities, our way of life, our industry and to the nation we are building for our children and the future.

We are calling on employers and government at all levels to take on their share of the responsibility for your pay, your conditions, your safety. We need them to continue to value the essential nature of your work.

We need them to learn, to commit to strategies that provide for a better future after Coronavirus, in short a flexible way out of this crisis that is not just based on the corporate profit for shareholders or on how much harder you can work for little return.

Across all transport sectors, we are looking carefully at contractor / employer responses to Covid-19 as they have a shared responsibility under Work, Health and Safety legislation.

You must be protected at work from the ongoing spread of the Coronavirus.

Your TWU officials can still be contacted and continue to look out for your industry. We are also providing officials with the means to remain safe as they continue their work.

Our officials are working across all our industries, on the ground and in the air. We are ensuring your voice is heard when it comes to safety, conditions and protection of your jobs.

We have spoken to delegates, from across the industry and we have made the decision to defer our 2020 negotiations to 2021 when we expect the industry to be well on the road to recovery from this crisis.

We have a detailed list in this magazine of the demands we will make for members. These include additional leave and protections, EA terms and conditions to remain in place and the TWU will work with companies and the industry as a whole to keep transport operating safely and protect jobs.

We have all taken some blows, some members are out of work or finding

new jobs and for others the work is increasing as the essential nature of transport is recognised in this time of Coronavirus.

The TWU is not closed because we are constantly finding new ways to ensure you can be supported where you work.

We continue to walk beside you providing a powerful voice for your needs to your employers and the governments. We will work together with every resource we have available to protect your pay, conditions and livelihood.

Of course our major resource is you so please continue to talk to us, tell us about what is happening to you in the yard or on the road and where it's happening, in the air.

So please remain in touch with us, keep your details updated with our Members' Service Centre so we can contact you with up to date and accurate information.

Stay safe.

Richard Olsen
State Secretary

WE ARE THE BUS UNION

WE REMAIN THE UNION for all bus drivers in NSW. We are 12 months away from starting negotiations with the private bus industry for new enterprise agreements. One curveball thrown at us by the NSW Government is that they are throwing open to tender the remaining publicly owned bus routes in Sydney, regions seven, eight and nine.

With Coronavirus on everybody's mind we know the tenders are delayed leaving drivers in the bus industry facing a level of uncertainty about their job security related to privatisation.

We understand a decision on which private operator will run the bus routes, regions seven, eight and nine is due in November. We continue to talk with government, Transport for NSW and the Opposition about bus drivers and their future. If the Government fail to



come to the table, they should know we are already speaking with potential new operators.

The TWU see the NSW Government as the Client at the top of the supply chain, we have outlined to operators what we expect when the tenders are issued that driver standards are lifted across the bus industry. Workplace entitlements must ensure the standard of **same job, same pay** for all who drive buses in NSW.

Members should know we are also holding Operators and Transport for NSW to account for your safety in the workplace. They have an obligation under the Workplace Health and Safety Act to ensure you are safe from Coronavirus, violence and abuse, dodgy vehicles and more.

Aviation industry in chaos

IT'S A LEVEL OF CHAOS, never seen before, at Airports around the country, including Sydney, with the Coronavirus taking a toll on the work that is available. Qantas at time of writing has stood down staff and is placing the burden on you to keep the company in the air. Your union has written to the Prime Minister to make sure he understands that any assistance the government offers must be related to protecting the jobs of workers not simply propping up companies.



thanks
A vote of thanks from our members for TWU Official Ho Lau, who is looking after a range of yards at Sydney Airport supporting more and more members. Whatever it is you do at the airport the TWU will be continuing the fight.

Protecting members in the waste sector



AFTER OUR SUCCESS at Penrith Council, the Waste Industry group has pressed to lock in wages and conditions across all Councils. We have recently locked in our agreement with Randwick Council and the tender is currently out. The amalgamation of Canterbury and Bankstown Council will see significant changes to the make-up of the waste contracts, with most of the services going in house. The TWU has been in communication with the council to ensure protections for the workers and will be ramping up efforts over the next few weeks to ensure your protection.

Mick

SUPPORTING THE AVIATION SUPPORT INDUSTRY

We are aware that members working across the aviation sector in those companies that support the airlines are facing an uncertain future. We can assure you that the TWU here in NSW and across the country have not stopped the fight to make sure every worker is looked after.



AVIATION MEMBERS have endured corporate bullying from the airlines and do not appear to be in the thoughts of executives at the two major players Virgin and Qantas Group. Those executives are too busy punching on with each other in public about who gets to survive the Coronavirus shutdown.

The TWU has managed to get consensus amongst companies to fight for wage subsidies. The Federal Government has pledged over a billion dollars but has not come up with any direct solutions for the aviation support industry.

We understand that organisations are cash strapped but people need to be paid or get some work. Qantas are in a position to pay workers, because they have been given a relief from the Government, however, too many transport workers are still bearing

the brunt of this crisis.

The TWU message to Government, why are the smaller companies, not getting the help they need? These are the companies that cannot raise cash by mortgaging a few jets.

The TWU congratulates the aviation support companies for their involvement with us in attempting to support workers. Are these companies going to receive help from the Government or are workers going to cop it?

A company going broke right now means that workers out there will have nothing and we are fighting against that.

Menzies are talking with us and cooperating, we want to work with them through the current war, we can work together to assist our members.

Cabin Services a small company that has been growing. As a result, our delegates and members have been

growing as the company grows. We know the company is in a hard position due to the pandemic

Gate Gourmet are talking to us and working with officials.

dnata are in a similar position to Menzies and are working to keep our members safe and allowing officials to working closely with members.

We believe there is no reason that people should have to go without money – week in and week out during this crisis.

A huge thank you to our strong delegates who in every shift have been looking out for members in their yards, working on the ground with officials to work out the best scenario. We are aware that work is slowing down and we are continuing to fight.

CORONAVIRUS COVID-19 UPDATE

An important message from TWU NSW State Secretary Richard Olsen

We know you have many questions as no one yet knows what the full impact of the Coronavirus (Covid 19) Pandemic will have.

This information page will assist you in your workplace to understand your rights and how we can all work together to keep our industry as safe as possible.



EMPLOYER RESPONSIBILITIES UNDER THE WORK HEALTH AND SAFETY ACT

The person conducting the business or undertaking (PCBU) must eliminate or minimise the risk of contracting Coronavirus in the workplace.

It is not good enough for the PCBU to tell you to listen to the advice of the NSW Health Department - they must consider the specific risks of Coronavirus in your workplace, to you as their worker.

THIS MUST INCLUDE:

- ✓ Identifying the risk of Coronavirus to workers in the specific work you do
- ✓ Assessing these risks
- ✓ Controlling these risks
- ✓ Reviewing their current policies to ensure they are effective in the context of Coronavirus

WHAT TO DO IF YOUR PCBU ISN'T DOING WHAT THEY'RE SUPPOSED TO BE DOING

- ✓ As a worker you have the power to force your PCBU to respond to Coronavirus
- ✓ Tell your employer you want them to assess the risk of Coronavirus in your workplace
- ✓ If you have an HSR, contact them for help with this
- ✓ Contact the TWU if your requests are ignored
- ✓ If at any point you feel you are at serious risk of contracting Coronavirus from your work you may cease unsafe work, once you have consulted with your PCBU and they have not taken any steps to minimise the risk

REMEMBER: you must be consulted on all these steps. Consultation means you have input in the decision-making process and have your views properly considered.

REMEMBER!



Wash your hands often with soap and water



Cover your mouth with a tissue when you cough and sneeze



Avoid unnecessary close contact with others



Stay home if you are sick

2020 Same Job, Same Pay, Same Fight

QANTAS

QANTAS FACES PROSECUTION

A STORY OF HOW QANTAS FAILED ON SAFETY AT WORK FOR THEIR TEAM

ON BEHALF OF MEMBERS, the TWU asked SafeWork NSW, the safety regulator, to investigate the actions of Qantas in relation to safety during the Coronavirus pandemic.

SafeWork NSW has served notice of a formal investigation on Qantas and their CEO Alan Joyce about claims that the Airline has committed serious offences over the suspension of a TWU trained HSR who raised concerns about workers being exposed to the coronavirus.

Qantas faces the first prosecution of its kind in Australia, facing multiple breaches for "discriminatory conduct and prohibited behaviour" against our member. The TWU believe there is ample evidence to prove the actions of the airline and the inadequacy of their response to Covid-19 safety. Each breach carries a fine of \$500,000.

SafeWork NSW have also vindicated the concerns of the HSR issuing Improvement Notices on Qantas in March, reflecting the airline's "inadequate system of work used to clean planes" with aircraft cleaners forced to wipe tray tables with the same dirty cloths and handle blood, vomit, soiled nappies, used masks and tissues without protective gear. The Regulator's Improvement Notices stated that Qantas was at risk of exposing workers to an infectious disease. Qantas have been told to consult with workers.

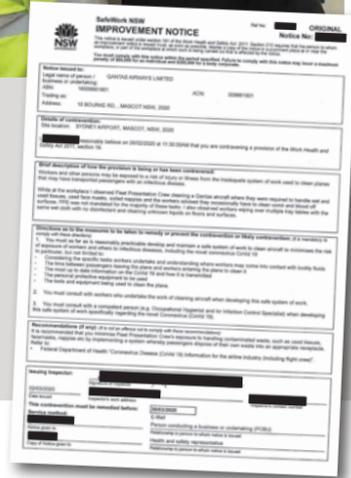
Qantas are trying it on, having now informed the HSR that he was



Richard Olsen with Qantas HSRs.

"If safety reps at Qantas can't stand up to unsafe work practices, then no worker is safe. The TWU believes there is ample evidence to prove that Qantas engaged in discriminatory and prohibited behaviour against a TWU trained Health and Safety Rep."

- RICHARD OLSEN, STATE SECRETARY



being investigated for spreading misinformation, and inciting unprotected industrial action. We know this not to be the case. It is vital that workplace Health and Safety Representatives have the full backing of the law and the Regulator to ensure workers got the protections they need. Richard Olsen, State Secretary said to TWU News "It is incomprehensible to the TWU that the Member was stood down for his concerns for his co-workers. Now with the company wide stand down, Qantas are playing games and have put their own internal investigation on hold, leaving our member uncertain of his future.

The Coronavirus has now infected over 50 workers at Qantas, family members of those workers are now at risk, along with other workers and TWU Officials. "Qantas's behaviour from the start of this pandemic has been outrageous. It has refused to listen to members' legitimate concerns and instead shut them down. We are demanding that the HSR Qantas stood down is reinstated and we demand that the airline steps up and begins acting responsibly. This must be done to protect workers but also the travelling public," said Mr Olsen.

JANUARY 27 THROUGH TO FEBRUARY 2: TWU HSR, an aircraft cleaner, asks Qantas about COVID-19 measures, and for evidence on consultation and compliance with Work Health and Safety regarding COVID-19, he gets brushed off.

FEBRUARY 1: Government releases information that COVID-19 could be contracted from surfaces.

FEBRUARY 6: Qantas tells the media that our member stood down for providing misinformation to workers.

MARCH 5: Safe Work NSW issues Improvement Notices vindicating the HSR's concerns.

MARCH 18: The Fair Work Commission releases a statement stating that employees who do not work, because they have a reasonable concern about an imminent risk to their health and safety, are not taking industrial action.

JANUARY 31: Qantas sends aircraft cleaners in Sydney letters threatening disciplinary action including sacking if they refuse to work on planes from China. Qantas states the risk to workers is "negligible". Qantas GP (not an infectious disease specialist) informs workers that COVID-19 Can't be caught from surfaces, and again that risk is "negligible".

FEBRUARY 2: Qantas stands down our member a TWU trained HSR for trying to protect other workers Qantas said to the TWU he was stood down due to giving the direction to cease unsafe work, and allegedly causing anxiety to workers.

FEBRUARY 7: Qantas finally remember to tell our member that they have changed their tune about why they stood the HSR down, our member knew, he read the media the day before.

MARCH 11: The World Health Organisation declares a global pandemic.

MARCH 27: SafeWork NSW serves notice on Alan Joyce and Qantas telling the airline it will formally investigate them and that they may face prosecution under section 104 of the NSW Work Health and Safety Act 2011.

TIMELINE THAT LEADS TO A QANTAS PROSECUTION

BARGAINING DEFERRAL

The union understands the serious impact Covid-19 is having on transport workers and your families. We will stand with you every step of the way during this time to make sure you are safe and jobs are protected.

Negotiations were due to start with your employer this month for a new Enterprise Agreement (EA). However with great uncertainty, increasing restrictions and isolations, growing concerns about the impact of this pandemic on you and your families health and your job security, it is not a strong time to start a negotiation for a three year agreement. After consulting with delegates across the country across multiple companies, the TWU has come to the joint decision to make the following demands:

- Companies defer EA negotiations for 12 months
- The current EA remains in place with the following Coronavirus related conditions:
 - Companies provide an interim pay increase
 - Companies provide additional sick leave and protections to compensate for the impact of Coronavirus
 - EA negotiations recommence no later than 12 months
 - TWU works with the company, industry and government to keep transport operating safely and protect jobs.

TWU ROUNDTABLE

In March TWU leadership and delegates held an emergency Transport Industry roundtable, bringing together employer associations, key employers, clients and politicians. At the roundtable the following demands were agreed upon from the industry as a united group:

- ✓ Immediate government assistance to transport companies and impacted workers
- ✓ Immediate tax relief around payroll tax, truck registrations, reduced fuel excise and tolls
- ✓ Clients reduce length of payment time and work to ensure transport companies stay in work
- ✓ Employers defer negotiations and work with the union to ensure jobs are protected.

It is important we work together as an industry to steer through this time and deliver TWU members the best possible outcomes.

We will work to ensure you get regular updates on your rights and your safety as this health event unfolds. In the meantime delegates will be holding immediate discussions with employers to defer bargaining and secure immediate conditions to get members through this time with the best health and security. These discussions will take into account the specific circumstances of your individual company and its specific circumstances.

PAY YOUR FEES THE EASY WAY! CHANGE TO DIRECT DEBIT FOR YOUR MEMBERSHIP FEES.

On Payroll Deduction? You can **SAVE MONEY** on your TWU membership if you change over to Direct Debit.

If you would like your union fees debited out of your bank account or credit card simply complete the form below. The TWU can direct debit weekly or fortnightly.

The process is simple! You can do it through the TWU Online Members' Portal. Here's how!

- STEP 1:** Find your TWU membership number on the piece of paper that had your address on it when you got this magazine in the mail. It is ok if you cannot find it. Call the Members' Service Centre on 1800 729 909 and they can provide your number to you.
- STEP 2:** Login online to the TWU Members' Portal <https://member.twunsw.org.au/> - use your member number and password. If you don't know your password, tap on the words that say "Forgot Password".
- STEP 3:** When you have logged in look for "Payment Options" in the menu.
- STEP 4:** Choose Direct Debit and fill in the details and "submit".
- STEP 5:** Tell your pay office to cease Payroll Deduction and you continue your union membership.

If you need help or have a question, call our Members Service Centre on 1800 729 909.

We'd prefer you organise your direct debit online, but if you need to you can always fill in the form below and return it to your TWU Official.

DIRECT DEBIT SYSTEM DEDUCTION AUTHORITY

FREQUENCY		PHONE	EMAIL
<input type="checkbox"/> Weekly	<input type="checkbox"/> Fortnightly		
I/We (name in full) _____			
request you until further notice in writing to debit to my/our account described in the schedule below, any amounts which the TWU of NSW (User ID No. 092698) may debit or charge me/us through the Direct Debit System.			
NOTE: Direct Debiting is not available on the full range of accounts. If in doubt, please refer to your Financial Institution.			
NAME OF FINANCIAL INSTITUTION		ADDRESS OF FINANCIAL INSTITUTION	
ACCOUNT NAME	BSB	ACCOUNT NUMBER	
SIGNATURE			DATE
X			/ /
CREDIT CARD TYPE		SIGNATURE	
<input type="checkbox"/> Visa	<input type="checkbox"/> Mastercard	X	
CREDIT CARD NUMBER			EXPIRY DATE
OFFICE USE ONLY: Membership No:		Name:	<input type="checkbox"/> TWUNSW <input type="checkbox"/> TWUAUS

BUS DRIVER SAFETY IN THE TIME OF CORONAVIRUS



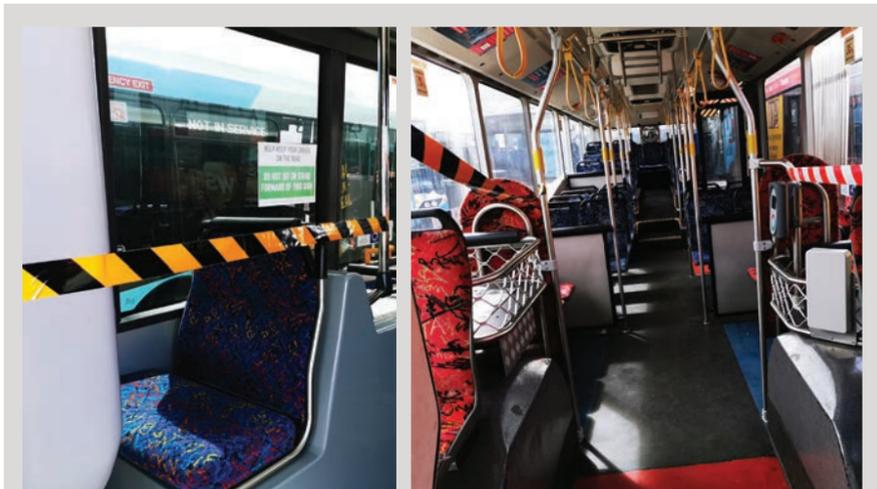
THE TRANSPORT WORKERS' UNION OF NSW makes no apologies when it comes to pursuing safety at work for all our members. With your help, we will lift standards on safety across the transport industry for all workers.

In the absence of action from the NSW Government, your union, the bus drivers' union, have worked directly with bus operators to ensure implementation of safety measures related to Coronavirus in all buses in NSW.

With the Coronavirus (Covid-19) spreading and what appeared to be no real plan from Transport for NSW or the NSW Government for the safety of bus drivers and their passengers, the TWU took to working with operators across the State to build a safer workplace.

State Secretary Richard Olsen, told the TWU News "On behalf of bus drivers across NSW we were seeking answers and action regarding the provision of sick leave for any affected workers, preventative measures to decrease the risk of infection, and personal protective equipment. Our bus driver members were telling us that they were concerned and receiving very little information. They feel they are in a vulnerable position as they continue to provide a valuable service for their communities."

The Union is putting pressure on the NSW Government to properly take on their safety responsibilities for the



Social Distancing

Recommendations by health regulators called for social distancing by members of the public. So we worked with operators to provide:

A 1.5m exclusion or buffer zone to be established around the driver of any bus
The blocking off of the first row of passenger seats in buses.

A push back of the standing zone line in the aisle towards the rear of the first row of seats.

private and public bus networks around the State for further protection of bus drivers in their workplace.

Work Health and Safety Regulations show that Transport for NSW must consult with Operators and bus drivers on how to make this happen. Safety measures must be on all buses and coaches, not just buses operating under Transport for NSW contracts.

Cash Handling Ban

The TWU implemented immediate bans on the handling of cash by all bus drivers in the private bus industry in NSW, unless appropriate personal protective equipment is provided.

This came about as bus driver members took up their legal right to cease unsafe work.

Exercising Safety Rights At Transit Systems

CEASING UNSAFE WORK, (making sure you consult with the management) is a right all workers have under the Work Health and Safety Act. The Health and Safety Rep (HSR) in your yard can exercise their legislated power to ensure you are safe in your yard.



Neville Trinder, HSR and Greg Tsolakis, Delegate at Transit Systems in Smithfield

HSR Neville Trinder and Greg Tsolakis, Delegate at Transit Systems in Smithfield have taken on their management to ensure their members at the yard were safe. Extra cleaning of buses was an issue. Management were questioned about what they were doing to ensure proper cleaning

of buses with a deadline given by the HSR for an answer. If nothing was going to occur then members advised they were concerned enough that they would be "ceasing unsafe work". Senior managers have come back advising that there is now a contract cleaning company being employed to ensure cleaner and safer buses for members.

Looking For Job And Pay Security

THE TWU HAS ASKED the NSW Government to ensure a range of safety actions against Coronavirus are placed throughout the bus industry. However, the impact of Coronavirus also affects drivers and their families with work and income reduced or stopped in some cases.

We have been working to ensure the NSW Government takes their responsibility for job security and income guarantees which need to exist for all of our members. We have been asking the Government to ensure that they will continue to pay bus operators across NSW the full contract amounts for bus operators. That way companies can continue to pay drivers for the duration of the ongoing Coronavirus situation.

THE TWU - THE UNION FOR THE PRIVATE BUS INDUSTRY

WE WON THE BATTLE in the court that means the RTBU still cannot represent members in the private bus industry.

It was in 2018 that the RTBU were still claiming they would change their rules to be able to represent members in the private bus industry. We raised a dispute to that claim.

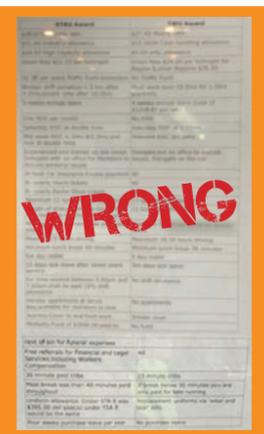
The RTBU don't want us to talk to drivers, believing in the concept of competitive unionism which goes against the nature of the union movement. They even went to the extent of handing out comparison information that was

actually false or misleading in over half its claims.

We are asking the question as to whether or not they are properly representing the members they have left. They have done nothing about

the safety buffer zones needed to keep drivers safe in this time of Coronavirus, it seems they are more concerned about signing petitions and getting people to come to a rally over privatisation rather than do their job of representation.

They have set out claims that we are not looking after the industry and we have proved them wrong repeatedly. We have strong delegates in all yards and our experienced officials have spent years driving buses in the private bus industry and over the years we have negotiated many industry wide agreements in the private bus industry. This means our strength in the private bus industry makes your TWU membership strong where it counts.

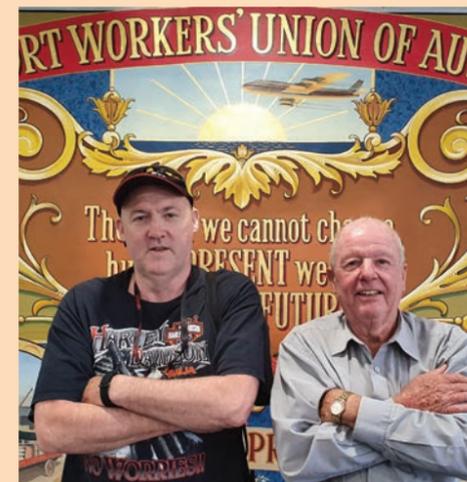


FIGHTING TO STOP WAGE THEFT

TWO MEMBERS, working for Sydney bus company Good Az Gold have reported a range of underpayments for rail work, allowances and penalty rates that should have been paid to them, in other words wage theft.

We are working with the members and going through pay slips and a claim is coming. The TWU knows that this company has a reputation for this kind of treatment of workers.

Bus Driver Members - Ed Kelleher and Brian Miller



MEMBERS' PAY AT TOLL HIT HARD BY CYBER ATTACK



TOLL GROUP BECAME THE VICTIM of an online "cyberattack" causing Toll Management to shut down the company servers on 31 January.

Members were left with uncertainty because the cyberattack caused chaos across Toll's operating systems. The most significant challenge for Toll workers was that payroll was impacted. Toll arranged to pay rostered hours only, but the payment system for subcontractors was unavailable. Overtime and allowances were also not paid.

The TWU understood the impact this had on members. Officials and State Secretary Richard Olsen immediately put pressure on Toll to pay workers as a matter of urgency.

We had demands, which included some minimum payments being made to subcontractors, for casual workers to be paid for their rostered hours even if they were unable to work those hours, and for Toll to reimburse any worker affected by dishonour fees due to late payments.

TWU pressure on Toll resulted in the company finding a temporary solution to pay subcontractors manually from 5 February to ensure they were not entirely out of pocket. However, this system was still flawed as workers were paid based on their previous pay run which for many did not reflect hours worked. Employees at the same time were not being paid for overtime, and therefore many Members were underpaid, while some others were overpaid.

Toll failed to respond to some of the TWU's demands for preventative action instead encouraging workers to speak to their managers if they had financial concerns and made 'express payments' if they deemed them necessary. The TWU do not see this as an adequate response.

The TWU urges workers to provide any documentation they



TWU PRESSURE ON TOLL RESULTED IN THE COMPANY FINDING A TEMPORARY SOLUTION TO PAY SUBCONTRACTORS MANUALLY FROM 5 FEBRUARY TO ENSURE THEY WERE NOT ENTIRELY OUT OF POCKET.

kept for hours rostered, hours worked and hours paid during the system shutdown to assist with reconciliation payments. Should you have any hardship, concerns or are still waiting for payment, please contact your TWU delegate or official.

Thanks for your patience throughout this uncertain period. Your union will make any representations necessary to minimise the impact of Toll's problem on our members. Toll restored payment systems on 23 February and is now working on backpay.

HELPING YOU THROUGH THE LEGAL MAZE

Working your way through the legal maze can be complex. The TWU knows this is not easy while you are fighting for industrial fairness. The Legal Team in NSW are supporting members every day, when they face unfair dismissal, wage theft, when it's time to update an enterprise agreement or protecting your job security.



Dealing with Wage Theft

THE TWU TOOK TOLL to the Fair Work Commission fighting for casual employees who were being underpaid their overtime rates. The rate they were supposed to be paid according to the enterprise agreement is 15% as stated unequivocally in the Enterprise Agreement negotiated with Toll. Our case was based on Toll thinking they could get away with only paying 10%.

We call that wage theft.



Despite the clear language in the agreement that leaves no room for doubt about entitlements, Toll tried to play word games at the Commission. The Commission sided with the Union, saying that our interpretation of the Agreement was "unarguable". The TWU is now vigorously pursuing a back pay claim for members.

In the Waste industry

THE TWU HAS SECURED a commitment from Randwick City Council as they prepare to put out a tender for its domestic waste collection services.

The Commitment from Council to the TWU means that any prospective tenderer will be required to protect the employment of the existing waste workers. Drivers will retain their jobs in the event that a new contractor is brought in, on at least the same pay and conditions, with pay rises across the life of the contract.

Prospective tenderers will also be required to engage any

Electric Buses

IN REGION SIX, the inner west of Sydney, the NSW Government have trialled electric buses through operator, Transit Systems. The TWU have put in a submission to a government inquiry about electric buses, sharing the experiences of our members, specifically those who have driven electric buses.

Our members have some serious concerns about the safety of such buses, given those buses are near silent.

Drivers are already required to be hyper-vigilant and feel that the introduction of near-silent electric buses across the whole fleet will create serious and obvious safety risks involved for blind and partially sighted pedestrians who rely on the sound of buses to be aware of their presence.



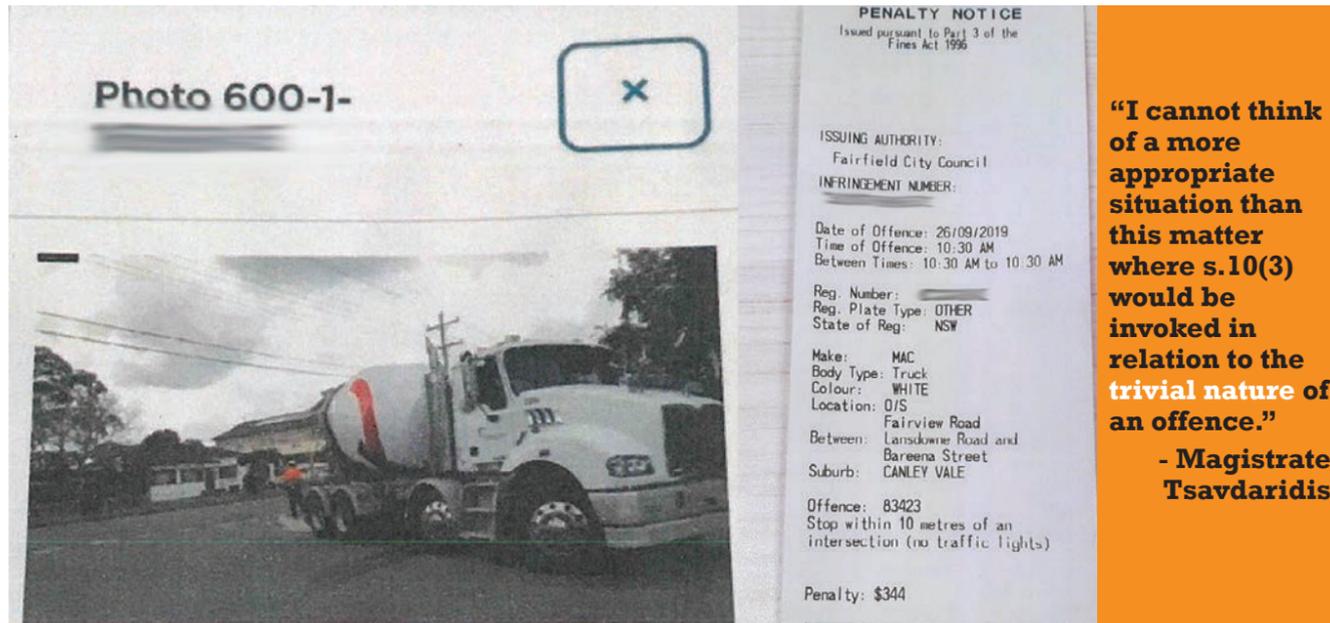
new employees on the same rates and conditions as the existing employees, and allow the TWU access to induct any new employees.

Increasing your rates

The TWU legal team were involved in winning a variation to the TI – Excavated Materials Contract Determination that means in an increase to the rates for owner-drivers by 3.1% from 16 March of this year. The last increase for owner-drivers under this Determination occurred in March 2019.

MEMBERS WIN

SECURING JUSTICE FOR TRANSPORT WORKER SAFETY



AN OWNER-DRIVER MEMBER, driving a concrete agitator as a contractor for Holcim for 32 years, with a clean driving record. He drops a load at a worksite operated by Fairfield City Council, delivering 4 cubic metres of concrete for kerb and guttering works. Whilst parked up with the concrete pouring, a Fairfield City Council Ranger took a photo of the truck and sent our member a traffic infringement notice with a fine, unnecessary behaviour on part of the Council.

In the NSW Magistrates Court, the TWU secured justice, our intervention on behalf of our member meant he did not receive a conviction from the Court, the matter dealt with a “section 10” court order that establishes no conviction on the record of our member.

His Honour, Magistrate Tsavdaridis agreed with the TWU that it was an unusual situation our member faced with the Council as both prosecutor and the client for the work completed by our member. His Honour went on the record with words to the effect: “I cannot think of a more appropriate situation than this matter where s.10(3) would be invoked in relation to the **trivial nature of an offence.**”

The fight against incompetence over safety

The TWU believes that Holcim Australia Readymix and Fairfield City Council have failed in their duty of care when it came to the safe delivery of concrete to a Fairfield City Council worksite.

We alongside our member are asking the chain of responsibility questions. Why did Fairfield City Council not put traffic management in place? Where were the permits that Holcim should have arranged with Fairfield City Council? Our member should have been able to turn up to the site and know that he and his truck would be safe as well as members of the public. Fairfield City Council should have ensured that traffic management was in place, based on the needs of a heavy vehicle and a concrete pour.

Currently the shared responsibility for safety is not equal; transport workers are still copping the major part of the load. In our member’s case, a loss of income, an unnecessary day in court simply because a simple act of communication and the provision of a traffic management plan was missing.

Legally enforceable changes are required to ensure driver safety and that is not just in the driver’s cab. Changes right across the supply chain will push clients like Fairfield City Council to take their shared safety responsibilities more seriously.

If you ever feel that you have been asked to do something by your employer or someone else in the supply chain that creates a safety risk call the TWU Members’ Service Centre on 1800 729 909.

ARE YOU AN HSR OR DEPUTY HSR?

CHOOSE THE TWU FOR YOUR HSR TRAINING!

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

YOUR RIGHTS AS A HSR

TRAINING

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

PAYMENT

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

CONSULTATION

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

TWU HELP

TWU officials can help you with this process.

COURSE AIMS

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

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

* Person conducting a business or undertaking

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

What have

Union

won for me?

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

And there's still more to be won.

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

Join the fight. Join the Transport Workers' Union.

Call 1800 729 909 or speak to your delegate.



IT WAS WORTH THE FIGHT. ALDI WE'LL BE BACK

Aldi failed in their attempt to silence TWU members



For years, Aldi has refused to acknowledge the role it plays in creating pressure on the transport industry despite truck drivers speaking out.

This is a huge win for drivers and for the union movement.

Multinational corporations cannot silence workers' rights abuses.



ALDI HAS FAILED TO SILENCE

Members on safety issues. Now the TWU will continue to hold the company to account for safety and fairness throughout their supply chains.

On 6 March, truck drivers were victorious when Aldi lost its Federal Court case against the TWU, a case in which Aldi attempted to gag us on safety.

For years, Aldi has refused to acknowledge the role it plays in creating pressure on the transport industry despite truck drivers speaking out. This is a huge win for drivers and for the union movement. Multinational corporations cannot silence workers' rights abuses.

The Court threw out Aldi's charge of "misleading and deceptive conduct", stating: "The pressure put on drivers transporting Aldi goods inevitably, but regrettably, occasioned contraventions by drivers of safety standards imposed by Aldi."

Evidence by a truck driver heard in the case about being forced to drive a faulty Aldi truck "would warrant serious injury", the judgement adds. The



decision came after Aldi had already dropped several key charges including accusations of trespass, nuisance and secondary boycott.

Aldi preferred to try silencing workers over listening to their concerns, which are valid and far-reaching. Truck driving is Australia's deadliest profession, with 60 transport workers killed while at work just in 2019, and Aldi truck drivers have spoken out about countless serious issues, from being pushed to drive long hours to skipping safety procedures, pushed to operate faulty trucks and pushed to unloading alone at night with no lights.

TWU has also uncovered evidence of transport operators in the Aldi supply chain not training drivers adequately, not maintaining their trucks and failing to pay drivers proper rates and superannuation.

We've been listening to drivers on these issues while Aldi tried to silence their concerns. If Aldi's case had succeeded, it could have led to all unions and civil society groups gagged against raising issues to do with human rights, environmental and worker abuses.

In other areas of the retail sector, progress has undeniably been made.

A major agreement between the TWU and Coles was signed during the Union's National Council two years ago, involving statements of principles to ensure safe and fair conditions for workers in the Coles supply chain and the on-demand economy. A separate charter has been signed previously with Woolworths. Now we need Aldi to work with us to ensure drivers remain safe on the roads.

This is a significant victory, but it doesn't end here. We'll continue our fight to make sure that safe rates are guaranteed throughout Aldi's supply chain and across the industry.



THE JETSTAR FIGHT



ALL EYES WERE ON JETSTAR WORKERS from December through to February as they stood together in a show of strength the aviation industry has not seen for years. After months of Jetstar refusing to come to the table, TWU members sent a strong message with a unified 94 per cent vote for protected action. Our membership grew to over 85 per cent density across the country with workers eagerly joining the fight for better pay and conditions.

In December, workers bravely took national strike action across two days that received overwhelming support from the public despite disrupting Christmas travel for many Jetstar customers. The hard work of TWU delegates and bravery of members paid off. Members strong action forced Jetstar to the negotiation table at the end of January.

Jetstar could still not be trusted to negotiate in good faith, and in a despicable response used the first negotiation meeting to strip workers of their hard-earned bonus for exercising their industrial rights to protected action.

In true Jetstar style, the company then threatened to take backpay off the table to pressure workers into signing a substandard agreement. Workers across the country responded with more strike action, joined by aviation workers from all sectors in airport protests against the blackmail tactics put forward by Jetstar. Jetstar's scaremongering edged through a



#jetstarsolidarity



"It is not easy to stand up at your workplace along with your mates and say no to your manager. Jetstar workers did this and for that they must be highly commended."

- Michael Kaine, TWU National Secretary



yes vote on the deal, with workers maintaining a strong opposition to their scare tactics that the company never expected.

Overall, Jetstar delegates and members should be extremely proud of everything they achieved. Their strength forced one of the biggest companies in Australia to negotiate after almost a year's stalemate. Jetstar workers secured

backpay to March last year and 3 per cent pay rises for the next three years.

While Jetstar also provided some improvements in relation to our other demands such as rostering, we continue the fight for job security and improvements to safety, holding Jetstar to account for SafeWork NSW notices that Jetstar shamefully has still not actioned.

INCREASING THE RATES

THE EXCAVATED MATERIALS CONTRACT DETERMINATION

THE TIP TRUCK OWNERS SECTION of the Transport Workers' Union, in conjunction with TWU Officials made an application to increase the minimum rates in the Excavated Materials Contract Determination earlier this year. As we all know, costs keep rising and our rates are staying stagnant.

The TWU pressed to have rates increased by 3.10% due to the fluctuation of costs in the market. The Industrial Relations Commission enforced the new rate increase to begin on 16 March 2020.

The Transport Workers' Union will bolster its efforts to enforce these rates over the next 12 months as we see the industry getting more fractured as every day passes.

It is important for all Tip Truck Contractors to enforce the rates and to be Union members to ensure that the industry becomes a safe and profitable place to work.



THE TWU MEMBERS' SERVICE CENTRE WORKING FOR YOU



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

\$150,000

Since the beginning of this year the MSC team have supported members in negotiation with their employers with unfair dismissals, provided direct assistance to many members with responses to allegations made and/or show cause letters. A large number of members were reinstated and in a number of cases, members received a monetary payment to have the matter settled.

So far this year your Members' Service Centre has won back around \$150,000 for members when dealing with unfair dismissals, backpay and redundancies.

HELP US HELP YOU

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

- Setting up Direct Debit
- Address changes
- Phone Number Changes
- Change of job or workplace

Whatever the problem, our Members' Service Centre is there from 8:00am each weekday to help answer your questions on 1800 729 909.

SHOW YOUR UNION PRIDE!



ARE YOU A PROUD MEMBER OF THE TWU? WANT TO LOOK THE PART?

Keep safe and warm this winter while showing solidarity with your Union.

TWU gear is now available to purchase online, through our Facebook page or you can contact the Members' Service Centre

You can grab a 100% Australian made TWU Hoody or a polo shirt or be seen in a TWU hi vis vest for your Yard.

Jump online and check it out or contact the MSC on 1800 729 909 for more information.



Check out more! www.twunsw.org.au/shop

Dispute with your insurer?

WIRO helps you to:

- resolve a dispute with your workers compensation insurer
- access funding for legal advice



SANTONE CONVEYANCING

Fixed fee Conveyancing



WHAT WE OFFER

Santone Lawyers have an experienced team who can:

- review and advise you on the contract for your proposed purchase, including the important aspects of a purchase at auction, or when there is a cooling off period;
- assist you in obtaining property reports including pest, building and strata inspection reports and providing advice based upon their contents;
- draft your property sale contract;
- liaise with property agents and mortgagees; and
- attend to all conveyancing procedures including the preparation of the transfer and arranging settlement.

SANTONE LAWYERS

Santone lawyers are proud to be the preferred lawyers of the TWU.

We recognise that not only do members and their families depend upon sound, trustworthy legal advice in respect to workplace matters, but there are other circumstances outside of work whereby it is important to have reliable legal assistance. We gladly can offer a range of services, at a discounted rate to members, for legal matters such as conveyancing.

If you are thinking of selling or buying a property make sure that you contact us to obtain our fixed fee quote.



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INSURANCE BROKERS

Supporting Your Union

Transport Insurance Income Protection Business Insurance

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transport@midlandinsurance.com.au
www.midlandinsurance.com.au

COMING SOON !!!!



Ambulance cover will soon be available for TWU members and their families by Direct Debit from \$2 per week or single cover for just \$1 per week.

TWU members who are residents of NSW or ACT who opt into this offer will receive:

- ✓ Unlimited cover
- ✓ Emergency transportation
- ✓ Medically necessary non-emergency transportation cover.
- ✓ Cover applies no matter where you are in Australia

Couples/family covers both parents and any dependants up until the age of 21.

For more information on this fantastic new members benefit, contact the Members Service Centre on 1800 729 909.

THE GOOD GUYS
COMMERCIAL

Great deals for members at The Good Guys

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

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

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

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

UNION SHOPPER 1300 368 117
unionshopper.com.au

HSR Elections At Cement Australia

FOLLOWING the establishment of an Enterprise Agreement and the building of TWU Members in Cement Australia yards, we are now working with members to elect a number of Health and Safety Representatives at the five Cement Australia yards up and down the east coast of NSW. The company has seen strong growth in recent period and this has meant the growth of employee numbers and TWU members.



Linfox Goulburn

COLES are amongst many wealthy retailers who have placed price pressure on the transport industry. As a result, Linfox Goulburn responded with an attempt to push 28 permanent drivers out the door, threatening to replace their employees with sub-contractors. Your union were able to negotiate an outcome that preserved all permanent jobs. The union was able to preserve jobs but a deal had to be struck which sees reduced earnings. The TWU is placing this firmly at the feet of wealthy retailers, who need to start taking their share of the responsibility for a safer industry.

Linfox 32, Games With The Delegate

OUR FIRST EVER co-delegate working for Linfox South 32 yard has been in his first major skirmish with the company who attempted to move him to a less profitable shift. We had a win with Linfox backing down and our delegate regaining his roster that was worth \$420 extra a week.

Waste Tenders For Shoalhaven City Council

SHOALHAVEN CITY COUNCIL are doing what councils often do, looking for ways to reduce costs. This means local workers often bear the brunt with loss of pay and conditions and entitlements like annual leave. The local Shoalhaven City Council tender for domestic waste services is up for grabs, The TWU is concerned that there is a lack of protection in the tender conditions for job security, built up leave, pay rates and conditions. We want these conditions to carry over to the new contract. Drivers are Council constituents who live where they work, Council must support the drivers' stance.

K&S The Fight For Respect Continues

TWU MEMBERS have stood up for respect and consideration in the K&S Yard. The company played the avoidance game when it came to redundancies following the loss of the South 32 Contract.

In a move that the TWU believes was designed to push members out of the company, K&S only provided them 38 hours work, an action the TWU believes was designed so the company could avoid paying redundancies. Members held out and the company has now passed on redundancies.

There are still members who missed



out and when approached about them K&S responded with a stance of not negotiating so we are again in the Commission to sort the problem. Because the company did not initially consult on the redundancies The TWU are now running 16 unfair dismissal cases.

Supporting local bushfire affected communities



THERE IS NO DOUBT that the southern region of NSW copped a sizable hit from recent bushfires. I want to acknowledge the work of firefighters who everyday stood for their local communities in the face of the flames. Chris Nolan, local TWU member (head Delegate at Prix Car) and member of the Committee of Management, is one of the many transport workers who took on a tough assignment



The TWU has also been involved in fundraising efforts for south coast families affected by the fires. The ACTU and the South Coast Labour Council held formal meetings in Merimbula with the TWU and other local unions in attendance. A fundraising event held where your Union contributed to a fundraising total of \$25,000 that was used to support a local family who had lost their home. TWU President Tony Matthews, National Secretary Michael Kaine and myself Joined the ACTU's Sally McManus and Michele O'Neil at the fundraising event.

Rob

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

CONTINUING THE CAMPAIGN FOR SAFETY AT HUNTER VALLEY BUSES IN THORNTON

TODD MARSELOS, Health and Safety rep at Thornton's Hunter Valley Buses is keeping in place a Provisional Improvement Notice (PIN) in order to protect bus drivers who are under direct attack on a bus route that goes through the Rutherford shopping centre. Until permanent solutions are implemented, TWU members will continue with the current PIN we have in place.

Young people from 11-18 years old have targeted drivers with verbal abuse, physical violence, threats, spitting, throwing of objects at buses including rocks, ice, cans of soft drink, tampering with bus safety devices and playing chicken with moving buses. The notices and changes to routes have effectively prevented the attacks from continuing for now, allowing the public and drivers to be safe.

Todd Marselos said "The decision to implement route changes wasn't done lightly, there was genuine fear that if something wasn't done urgently, someone would have been seriously injured. Having being trained as HSR, and with the



Todd Marselos and Members at CDC Thornton

full support of our members and TWU, we took the action needed and have achieved a much safer work place"

A committee, that includes the TWU, NSW Police, NSW Government, Local Government, SafeWork NSW, centre management and others, have continued to implement security measures that are still in place.

DONNY CROMARTY CLOCKS UP 50 YEARS OF MEMBERSHIP



TWU yard delegate Wilko Wilkinson, Mick Forbes, Donny Cromarty and Members

2020 AND DONALD "DONNY" CROMARTY clocks up 50 continuous years as a full financial member of the TWU, and counting. He's 76 years young and is still working as a full time driver for the Toll Carrington Yard. I was honoured to present Donny with an award on behalf of the Sub-branch and the NSW State Secretary Richard Olsen.

TWU yard delegate Mark ("Wilko") Wilkinson let us know that Donny is a real character in the yard, a great bloke and true supporter who has "seen it all" throughout the years.

When we handed Don his award he told us, "Without people joining unions we would all be far worse off. I've been a part of many disputes over the years, many of them we won, some we didn't, but all of them worthwhile. My message to young people coming into the industry is that all workers should be in the Union. We are the only ones who will stand up for our wages, our conditions, safety, our rights and dignity."

STRONGER TOGETHER

I'M PROUD OF THE COMMITTED DELEGATES, HSR'S & ACTIVISTS who contribute to the working lives of our members, and the successful outcomes in yards.

Due to the pandemic, the TWU 2020 Campaign has been deferred. We will be working to ensure standards and conditions are maintained in yards until this pandemic is done.

Our success relies on your involvement as a TWU member. I can tell you first hand that the leadership of the TWU in NSW, Richard Olsen and Mick Pieri are committed to responding to the big issues in your particular industries. With your help, we can deal with the greater needs, meeting the pandemic's impact and spiral in workers' rights, wages and conditions.

We are still seeing the squeeze from those at the top of the supply chain. They are still on the road to make bigger profits out of the transport industry at the expense of safety and fairness. We must hold them to account.

Let us know at the Sub-branch what is happening in your yard, remain in touch with your officials. All Sub-branch members need to contribute to the fight in whatever capacity we are legally able to do. It's everyone's fight to join, for the future of our industry.

If you have any questions about the campaign, and/or how you can help, please contact your delegate, official or our Newcastle office.

Mick

WAGE THEFT HAVE YOU HEARD?

THE TWU IN THE ACT has secured over \$40,000 in stolen wages for members employed in food distribution in 2020. We have had members report chronic underpayments in a number of companies operating in Hume ACT. As a result, the TWU secured one member over \$22,000 in unpaid wages and superannuation.

Members are encouraged to get advice and talk to fellow workers about what they are and are not being paid. You should never have penalties adjusted without getting the right advice. Call the TWU today and make sure you are not being ripped off.

At the TWU we want to hear your wage theft story - chances are you've got one. Share your experience to help us change that. bit.ly/stolenwagesurvey



ACT COURIERS READY TO NEGOTIATE

MEMBERS FROM THE ACT Major Courier yards at Toll and TNT unanimously endorsed the TWU 2020 claim. I met with members and I know that members across the industry are ready to stand shoulder to shoulder to help even the playing field in Australia.

Toll IPEC delegate John Chick said to the meeting "for the first time we have a real chance to raise conditions for all workers.

Negotiations were due to start soon for a new Enterprise Agreement (EA). However with great uncertainty, increasing restrictions and isolations, growing concerns about the impact of this on you and your families health and your job security, it is not a strong time to start a negotiation for a three year agreement. TWU consultation with Delegates across the country means the current EA remains in place with the Coronavirus related conditions including an interim pay increase, provision of additional sick leave and protections to compensate for the impact of the pandemic and negotiations to recommence no later than 12 months from now.



ACTION ON BUS SAFETY

ACTION BUS DRIVERS have lead the industry in taking action on preventative measures against the spread of Coronavirus, Covid-19.

ACTION members were successful in introducing immediate measures to ensure social distancing and a ban on cash handling by drivers. Drivers have demanded action from management and succeeded in the outcomes they sought ensuring greater confidence for drivers in their interactions with the community.

Klaus

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

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

STANDING TOGETHER IN A CRISIS

Rarely has our world or our industry seemed more uncertain.

BUT AMIDST THE CURRENT CRISIS we can be sure of one thing: how important transport workers are and how in a crisis we stand together.

If ever the public were in any doubt about what a vital service is and which workers they rely on most, now the importance of our work in transport has been acknowledged by all.

On the frontline

Right from the start transport workers were on the frontline, with cabin crew, airline cleaners, caterers, baggage handlers and security personnel raising the alarm over the pandemic and how it was putting workers and the public at risk.

Aviation companies like Qantas pushed back trying to silence workers' voices but workers stood strong and stood up, winning important protections. The safety regulator even confirmed workers' fears and showed how important a united worker voice is for public health.

As the pandemic moved through the economy all aspects of our lives and our jobs have been affected. As airlines cut their flights and shops closed up, hundreds of thousands of workers were stood down, many of them TWU members at the airports and in road transport companies.

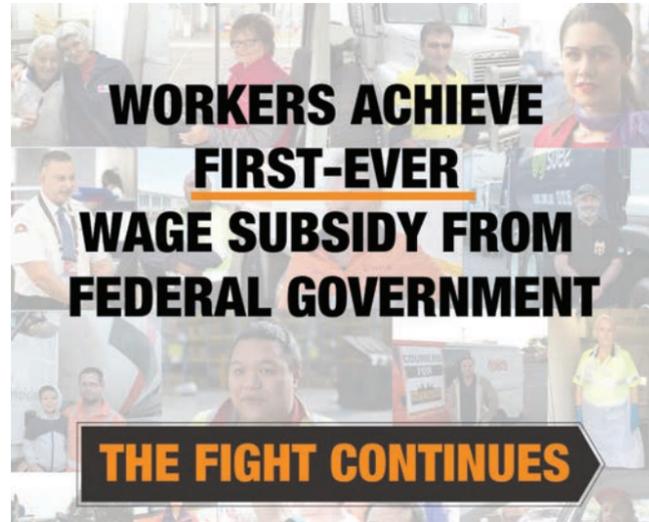
Standing together

Times were tough but we stood together. Delegates, members and officials worked around clock to win important changes to make the situation fairer. The union lobbied the Federal Government demanding it ensures companies get the help they needed but with workers at the forefront of protections.

Companies and the Government were all too quick to allow workers to bear the brunt of the crisis, whether by forcing workers to use their accrued and future leave or by dipping into their retirement savings. The TWU was the first union to call for wages to be subsidised and for workers to be compensated for leave they are being forced to take.

It would be a disgrace for executive bonuses and shareholder dividends to be paid before workers are paid back what they have lost.

As the country ground to a halt to stop the spread of the virus, transport workers showed their worth and kept food,



fuel, medicines and other necessities moving. Borders were shut but airport workers kept working, truck drivers kept trucking, couriers kept on the move, bus drivers kept driving, garbos kept collecting, taxi and rideshare drivers got people to their destinations and food delivery riders kept restaurants in business and people fed.

We fought for important protections for workers to minimise the risk of infection for these vital services. We brought the entire road transport industry together to lobby the Government for assistance to save jobs and companies.

We won't stop

The crisis has shown us how important our union is, how we are there for each other to show support and to fight to the bitter end for what's right. When we emerge from this crisis we will keep up that fight to ensure that governments hold companies to account and recognise the transport workers who never stopped but kept going.

And we won't stop there. Our push for better industry standards is now more important than ever. Transport as a vital service must be put in a better position to deliver good jobs. We will be moving to continue our plan to hold airports, airlines, retailer, manufacturers, oil companies and banks to account for the practices in their supply chains.

The pandemic showed not just how vital the transport industry is but how we can pull together and achieve change.

Michael

NEWCASTLE VETS STAND READY TO SUPPORT CURRENT AND FUTURE MEMBERS

TWU VETERANS in the Newcastle and Northern Sub-branch and right across the State, bring their experience and time from a varying cross section of the transport industry, including coal, long distance, concrete, sub-contractors, general freight and more. We are proud to be associated with these blokes, they could all be kicking back in retirement, yet they turn out, donating their time and experience to the causes of TWU members still working.

Newcastle Vets led by president Les Fetch and Vice president Joe Brugnioni called the first meeting for 2020. The first matter on the agenda was the all-important 2020 campaign. Our vets know all too well how important it is to stand united, fighting for a fair go.

Les Fetch told the meeting "There needs to be major change in the industry to make it safer & fairer. Newcastle Veterans are ready to support where ever we can, bring on the 2020 campaign!"

With the campaign deferred we know that when it comes back – our Vets will be standing strong, ready to walk beside us.

TWU Vet and former contract carrier, Greg, spoke out, saying, "I know only too well how hard it is to make a reasonable income in the industry, it's very competitive. When your transport competitors feel the economic pressures and feel forced to cut corners, and often cut safety standards, it makes it even harder to compete on a level playing field."

"There is something very wrong in the industry when large corporations like coal companies, retail giants and alike are making record profits, and all too often at the expense of the struggling owner driver and/or transport operator both large & small. Something needs to change to make it fairer for all."



TWU Veterans Fighting for your future



"BEING A UNION MEMBER FOR AS LONG AS I HAVE, IT'S IMPORTANT TO CONTINUE TO SUPPORT MY FELLOW WORKERS AND STAND UNITED."

- TWU VETERAN JOHN HANLEY

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 at the Safe Rates Convoy

You said it on Facebook:

**QANTAS
FACES
PROSECUTION
ON SAFETY**



2 April 2020:
SafeWork NSW has served a notice of a formal investigation on Qantas and their CEO Alan Joyce related to claims that the company has committed serious offences over the suspension of an aircraft cleaner who raised concerns about workers being exposed to the coronavirus.
As a result, Qantas faces the first prosecution of its kind in Australia, with the airline now facing multiple breaches for "discriminatory conduct and prohibited behaviour" against the worker, who is also a trained and elected Health and Safety Representative.
Each breach carries a fine of \$500,000.
The Sydney worker was stood down on February 2. Qantas has refused to reinstate the worker.

-  **Trindale Martinz**
I love the work TWU does for its members. We must stay united.
-  **Julia Putua**
Proud to be in this magnificent organisation TWU for people 🙌👏 looking forward to see the result. Don't let those rich corporate get away with it bad enough they rort the system, and the list goes on.

26 March 2020:
In light of the recent state border closures, your TWU has addressed a letter to Transport and Roads Ministers around the Country. In NSW we sent one to Andrew Constance MP in his role as Roads and Transport Minister. We are seeking for clarification on the measures and protections are in place for truck drivers. Transport is an essential service which is vital to ensure that goods continue to be made available to the public and other essential services in this time of crisis. you can view the letter in full here: <https://bit.ly/letter-constance>
Paul Toole MP we would not mind you taking a look at the letter either!



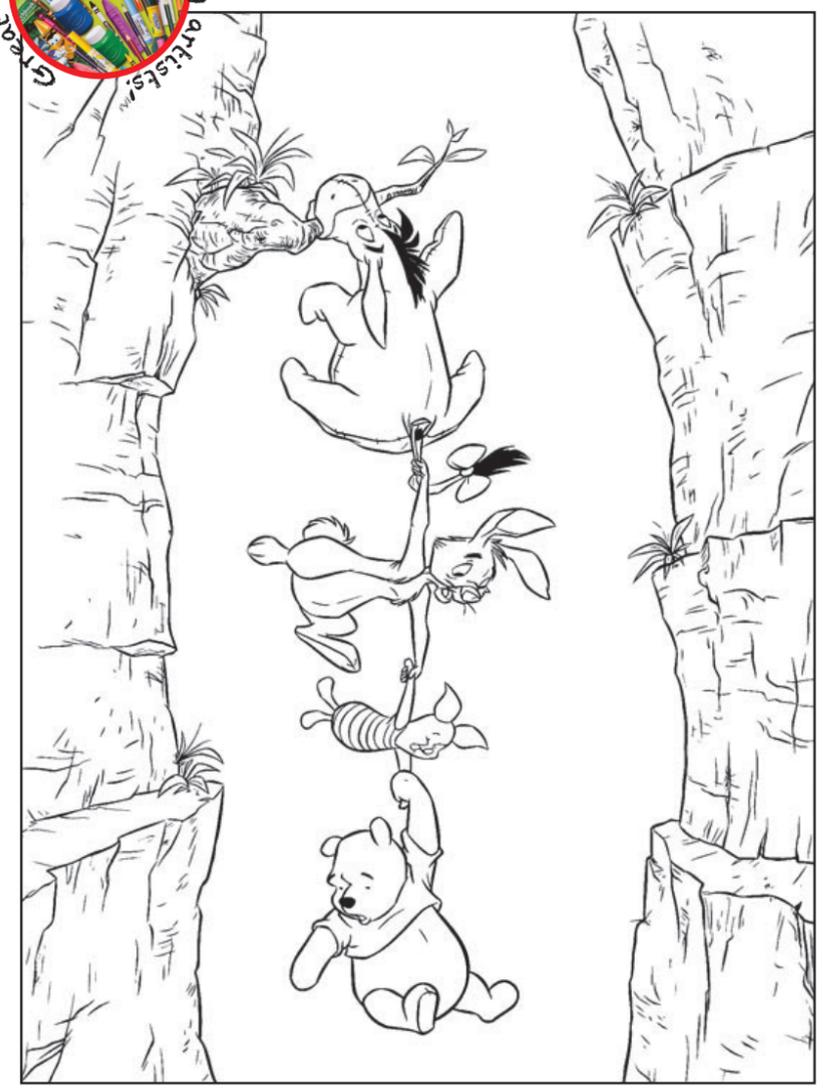
 **Paul Noyeaux**
At this point of time of the hours these truck drivers are doing I believe that they should be exempt from all tolls if delivering to shopping centres till this virus is over.

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

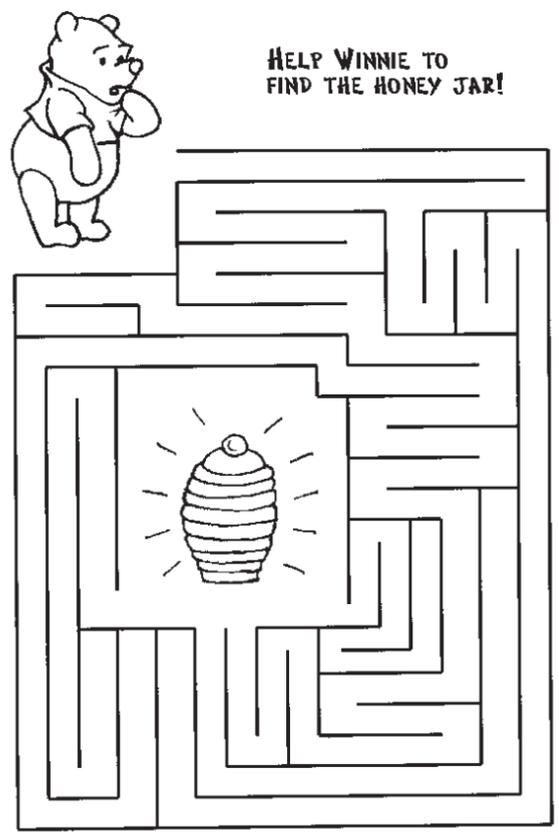
13 March 2020:
The TWU have implemented immediate bans on the handling of cash by all bus drivers in the private bus industry in NSW and the ACT.
This has come about as bus drivers have taken up their legal right to cease unsafe work practices, to reduce the risk of infection by the Coronavirus.
Richard Olsen, State Secretary says "The NSW Government and Transport for NSW are still delaying, still showing no further action in response to the TWU call for a clear plan that ensures the safety of bus drivers at work during the Coronavirus pandemic."
Bus drivers are a public facing and integral part of our public transport system. This action by bus drivers protects both the drivers in their workplace and the travelling public.
It is critical that the Governments and employers respect the decision of any bus driver who believes that handling cash poses a serious risk to their health and safety. To make it clear, the TWU will stand by the decision of any worker who elects to make this eminently reasonable decision."
Should any action be taken against any worker who elects to exercise this right the TWU will vigorously defend them.



 **Marty Holden**
Good move



CAN YOU HELP WINNIE?



Colour me in and enter!

Name: _____
Age: _____ Phone: _____
Address: _____

SEND ENTRIES TO KIDS CORNER C/O TWU NEWS, PO BOX 54, MOUNT DRUITT, NSW 2770.

CONGRATULATIONS TO OUR PREVIOUS WINNER

JAMES, AGED 6, MERRYLANDS



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

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

I would tell you my autumn joke but you probably wouldn't fall for it.

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



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*For the 2018/19 financial year. Before closing any of your existing super accounts you should check details such as your insurance entitlements and costs, and any exit fees that may apply. You may be able to transfer existing insurance cover to TWUSUPER without health checks. If eligible, you should do this before closing your other accounts and rolling your money into TWUSUPER. This information is of a general nature only and has been prepared without taking into account your objectives, financial situation or needs. Before acting on this information, you should consider its appropriateness having regard to your objectives, financial situation and needs. A copy of TWUSUPER's current Product Disclosure Statement should be obtained from us (by calling 1800 222 071 or visiting twusuper.com.au) and considered carefully before you make a decision in connection with TWUSUPER. TWJ Nominees Pty Ltd ABN 67 002 837 412, AFSL 231963, is the trustee of TWUSUPER ABN 77 343 563 307 and the issuer of interests in it. 56138_AD