



TRANSPORT WORKERS' UNION OF NSW

TWU NEWS

ISSUE 97 • SPRING 2020

**JOIN THE
FIGHT
FOR \$40**

**TWU MEMBERS
IN THE TIME OF
COVID**

**SEPTEMBER 12:
ARE YOU READY?**

**RALLY AGAINST
ROAD TOLLS**

WARNING
Seat Belts
MUST
Be Worn.
This is a Work Cover requirement.

25

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NEVER LET GO OF YOUR UNION



THE PANDEMIC has shown us that in times like these when the wages are not coming in you should not let go of your union. We remain the collective voice for transport workers. Since the pandemic was announced we have taken a strong stand right across our industry. We are fighting for the aviation industry and those that struggle without the benefit of JobKeeper from the Federal Government. We are fighting in road transport to ensure drivers can get on with the job across borders. We are fighting for the bus industry to ensure a safe work environment. Stand with us. Sticking with the TWU means that you have the assurance that you don't walk alone, the people we need are standing by your side in our yards and right across our industry.

The union is your insurance policy that you need when something does not go right. Where else can you find the support and even the legal advice you need?

Our solidarity shows the blunt message we can send to those corporate Australians still making a profit yet trying to blame Covid-19 as they try to reduce workers and increase their profits as a result.

We know that much of the transport industry is going gangbusters, working harder. More freight is moving than ever before.

A shout out to the FedEx workers that are integrating into the TNT yards. We look forward to working with you as the two yards become one.

Our badges are changing at the end of the year. The badge reminds me of the honour of being part of a strong TWU family that will be there with you

at the time you need it. We are a union that is moving with you into the future of the transport industry, keeping your workplace safe and fair.

As an owner-driver I am concerned that the major transport companies are opposing the inclusion of cost recovery agreements for those who use toll roads to do the job. Many agreements currently do not have the mechanism in place to enable drivers to recover their costs which are increasing as more toll roads are being built.

Owner-drivers face extra costs on the M5 East after a new toll on an old road was put in place. It has always been free. There will be additional, unavoidable costs too when the NorthConnex opens. Heavy vehicle users will be forced to use the NorthConnex toll road or face a \$191 fine.

Our Tip Truck members have told me that some of them are already facing \$3000 worth of toll charges every month.

This is a fight we are prepared to have, and we are in the courts and preparing to take part in an active campaign. We need to change the heavy handed nature of Government. We need your support.

The Minister for Transport has said that they are building the NorthConnex for the truck drivers, that's great, thank you. We hope it achieves its goal of making the roads safer, but at what cost?

If there are costs we cannot recover, because heavy vehicles are being forced to use the tunnel, then that is not democracy. Our bills will be higher because of this new road, 10 trips a week adds over \$230 to our expenses.

*Tony Matthews
TWU President*

FACING THE CHALLENGE TOGETHER

It's a rough time for many of our members, for some the future still seems uncertain. We understand that and remain standing beside you, ready to help.

WE WILL NOT STOP the call on employers and government at all levels to take on their share of the responsibility for your pay, your conditions, and your safety. They must continue to value the critical nature of your work.

In road transport we have the extraordinary situation of border closures. The NSW and Victorian border was closed for the first time in 100 years. Your union has kept the NSW Government on notice. We wrote to Premier Berejiklian on your behalf seeking clarity on how transport workers moving freight between the States would be dealt with.

Truck drivers face added complications when they are not given adequate access to rest areas, roadhouses and are made to wait for prolonged periods at checkpoints. We asked the Premier to allow truck drivers to pass through the border checkpoints swiftly - ensuring they are not adding excessive hours to their time on the road.

We have shone the spotlight on the failures of government when it came to the issuing of permits and won changes that have made it easier for transport workers to deal with the bureaucratic red tape at Service NSW.

Our officials are in yards where they can and we are training Health and Safety Reps to make sure that employers are minimising the risk from Covid-19 for all that work in transport. Truck drivers are critical workers transporting essential goods.

Since early March we have set the Union example in the private bus industry. We have shown bus operators and Transport for NSW what a determined membership looks like,



Richard Olsen supported by NSW opposition Leader Jodi McKay and Shadow NSW Roads Minister John Graham - fighting for a fairer deal on road tolls.

creating a safer transport system for drivers and passengers, putting in place measures that mean social distancing is observed, that buses can continue to run.

We are awaiting for assurances from the NSW Government that special leave will apply for all bus drivers. If any bus driver is required to cease work or self-isolate due to Covid-19, we would expect that they be paid their usual weekly expected income and not be penalised through that being taken out of their leave entitlements.

In Aviation, we have all taken some blows, some members are out of work or finding new jobs and the fight for Aviation Keeper is continuing. What we do not need is extra pain. We are still seeing across the industry, corporate greed overtaking corporate responsibility.

Companies and the Federal Government have been very fast to

allow workers to bear the brunt of the pandemic crisis. Many workers are being forced to use their accrued and future leave or surviving by dipping into their retirement savings. The TWU was among the first unions to call for wages to be subsidised and for workers to be compensated for leave they are being forced to take.

We remain beside you, we are learning from what is happening and we need corporations to learn with us that this is a time of shared responsibility. The transport industry needs a stronger future after Coronavirus.

When we emerge from the pandemic the TWU will keep up the fight to ensure that governments hold corporations and companies to account and recognise the transport workers who never stopped but kept going.

*Richard Olsen,
State Secretary*

COVID-19 UPDATE



An important message from TWU NSW State Secretary Richard Olsen

The TWU has been working to ensure members remain protected from the ongoing spread of Coronavirus.

We have continued to work in all industries on the ground and in the air to ensure that your employers, or those that you contract to, are taking on their share of the responsibilities to maintain your health and safety at work.

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 minimise risk of COVID by implementing control measures specific to your workplace, and the work you do.

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

ENTERPRISE AGREEMENTS

The Federal Government made changes to the amount of notice time that an employer needs to give to amend an Enterprise Agreement. Under the changes to workplace rules, employers can put changes to pay and conditions to a vote one day after proposing them, instead of a week.

The TWU recommends you vote no to any proposed changes to your enterprise agreement until you speak to your union.

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.

2021 - MAINTAINING THE FIGHT TO LIFT THE STANDARDS WHERE YOU WORK

In 2021, your TWU membership badge updates to our new logo symbolising how TWU members have walked together, continuing to see the standards lifted where they work. Union members are working people helping to make a difference.

AS THE WORLD ADAPTS to the conditions imposed by the pandemic, TWU members are amongst those who have steered the nation through this time of Covid-19. Transport workers have played a leading role in keeping the economy on the move.

Now is the time to remain united to maintain the fight for better, safer jobs. The same pay for the same job, regardless of what company you work for. TWU members will ensure the wealthy companies at the top of the transport supply chain pay their fair share.

Your membership badge is the symbol of your involvement in that fight. TWU badges may have changed over time but the legacy they represent remains the same.

The TWU has over 130 proud years of history. Each membership badge issued by the TWU and our historical predecessor, the Trolley Draymen and Carters Union represents a time in history where members who carried them were winning better pay, conditions, and stronger workers' rights.

Members of the Union over the years may not have fully realised their impact on the history, the solidarity and the future of the workforce. Their struggle

YOUR BADGE HAS A ROLE IN TWU HISTORY!



and the impact they made as union members has left a strong and lasting legacy.

Historically, union badges date back to the beginning of the 19th century. Records of the eight-hour day marches around the end of the nineteenth century show that unionists wore identifying emblems, colored ribbons and hand engraved silver badges.

In 1912 groups of workers were banned from wearing union badges while at work. Unions went into action with 43 Unions joining the strike. Badges became a symbol of solidarity.

"No Badge, No Start" was a rule proudly applied in transport yards over the years as a symbol of union strength and unity in the transport industry.



In 1917, the biggest strike in Australian history took place, lasting over a 2-month period. Over 100,000 workers including Carters and General Carriers participated in the strike. The government of the day responded by engaging in a campaign of deregistering unions and led a campaign of arrests of union leaders. This Union issued a badge for those involved in the strike, which remains in our extensive historical badge collection today.

Your membership of the TWU contributes to the strength of the ongoing fight in 2021 for fair pay and decent conditions. State Secretary, Richard Olsen invites you to remain part of the fight and take your place in a strong union history.

If you have questions about your membership, or need to update your details, call the Members Service Centre on 1800 729 909 or login to the members' portal on the TWU NSW website.

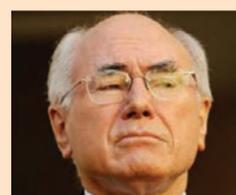


Trolley, Draymen and Carters Union of Sydney. First prize for Best and Best Dressed Team, 8 Hour Day Parade, 1903

THE TWU FIGHT FOR \$40

GETTING PAID FOR EVERY HOUR, FOR EVERY KILOMETRE

IN 2006 ...



John Howard was still Prime Minister



Pluto is downgraded from a planet to a dwarf planet



Pirates of the Caribbean 2 was released



Bon Jovi were still popular



The rate for owner-drivers was set at \$27 per hour (it's still the same in 2020).

In 2020 let's make the change together – join the TWU fight for \$40

THINGS HAVE CHANGED. I HAVE HIGHER COSTS BUT ITS AT THE SAME RATE AS WORK I WAS DOING IN 2006. WE NOW WORK FOR MORE HOURS FOR LESS MONEY. WE NEED A HIGHER RATE IN OUR INDUSTRY THAT GIVES US BETTER COST RECOVERY. OUR RATE SHOULD BE GOING UP TO COMPENSATE FOR THE ACTUAL WORK WE DO.

- TONY MCNULTY, OWNER-DRIVER DELEGATE



IN NSW IN 2006 if you were an owner-driver, driving a vehicle 2 tonne or under, you were being paid \$27 per hour.

IN NSW IN 2020 if you are an owner-driver, driving a vehicle 2 tonne or under, you are being paid \$27 per hour.

This rate is currently so far below where it needs to be that the TWU is now working towards organising members to take action. We need to lift that rate of pay to today's standards.

Will you join the TWU fight for \$40?

Your pay rate remains the same yet the TWU knows your costs have increased.

The TWU has done the calculations and sees today's standards as \$40 plus per hour for vehicles under two tonne.

That \$40 minimum per hour takes into account the cost recovery you need to have as an owner-driver, contract carrier in NSW.

Every day there are vehicle costs, workers compensation, leave entitlements, fuel, rego, insurances, tyres, maintenance on the vehicle and the administrative or running costs of owning and running your own vehicle and small business.

The \$40 needs to be the bare bones rate, a rate that underpins your take home pay. A minimum rate of \$40 means that like an employee driver, there is a floor on the

amount you can earn, which allows you to do your job, meet your costs and still support your family without driving every hour of the day.

You should be paid for every hour, for every kilometre, that's only fair.
Join the TWU FIGHT FOR \$40 for a safer and fairer future.

THE NSW GOVERNMENT TAX ON PUBLIC ROADS - TOLL ROADS

In 2017, the TWU gave evidence to the NSW Parliamentary Inquiry into the operation of Toll Roads in NSW. The TWU let the inquiry know that the transport industry is sick to death of carrying the can and being used as a punching bag when it comes to toll roads in NSW. We note very little has changed since then.

NORTHCONNEX

The NorthConnex Tunnel, Sydney's brand new toll road opens soon. Trucks MUST use it or face a \$191 fine.

Truck Drivers are paying \$23.20 every trip. Drive via the M7 and M2 to use the NorthConnex and you will pay around \$60 for all three roads.

It will affect what you earn every week.

Being forced to drive on a toll road will cost you a truckload of cash - where is the fairness in that?

The NSW Government is taking money out of your pocket to fund private companies like Transurban and their subsidiary Linkt in deals you were not involved in.

THE TOLLS AND ROAD TAX RALLY

On **SEPTEMBER 12** transport workers are fighting back against the double dipping road tax that impacts transport workers, road tolls.

You as a transport worker are wearing the costs of the NSW Government gouging money from public roads through Toll Roads, Fuel, Rego, Wages, Workers Compensation and more.



TAKE A STAND WITH THE TWU FOR A BETTER DEAL
REGISTER TO TAKE PART IN OUR CAMPAIGN HERE [HTTPS://BIT.LY/TWUROADTAXES](https://bit.ly/twuroadtaxes)
OR SPEAK TO YOUR OFFICIAL OR YOUR DELEGATE ABOUT TAKING PART.

TRANSURBAN

The Australian Newspaper has it right, Transurban the largest toll operator in Australia is going to find it hard to seek forgiveness from Transport Workers. Transurban, in a cosy deal with the NSW Government raised the costs of its Sydney toll roads in April, during the pandemic. We could wish it was an April fool's joke, it's not. Transurban is keen to have trucks and other commercial vehicles maintain the company's revenue.

"... it's good for Transurban that large vehicle traffic can keep generating some earnings for the infrastructure business."

- Scott Charlton, CEO Transurban

THE M5 TOLL

TWU Members protested at the introduction of a big new toll on an old road, the M5. MP Greg Warren a TWU Member and the NSW Shadow Minister for Western Sydney knows how it is as a former truck driver.

"I know exactly how tough it is for those in the transport industry. Margins are slim at best for many so any increase in costs must either be absorbed by the business or passed onto the customer. That is why the new toll on the old M5 East Motorway is particularly concerning. As it stands, heavy vehicles will be sluggish more than \$20 for a one-way trip.

That's more than \$40 a round trip which if you make five days a week, is over \$200 per week."

THE COSTS

Toll Road Costs: Owner-drivers say there is no visible reason as to how the costs of toll roads are set, or why the costs keep rising.

Three Times More: The NSW Government is blaming road damage on heavy vehicles and charging you for it through toll roads and your rego.

"The amount of money Transurban has raked in from transport workers has left members frustrated, unable to understand how the charges are actually determined and unable to see over the mounting pile of expensive toll notices on their kitchen tables".

- TWU State Secretary Richard Olsen

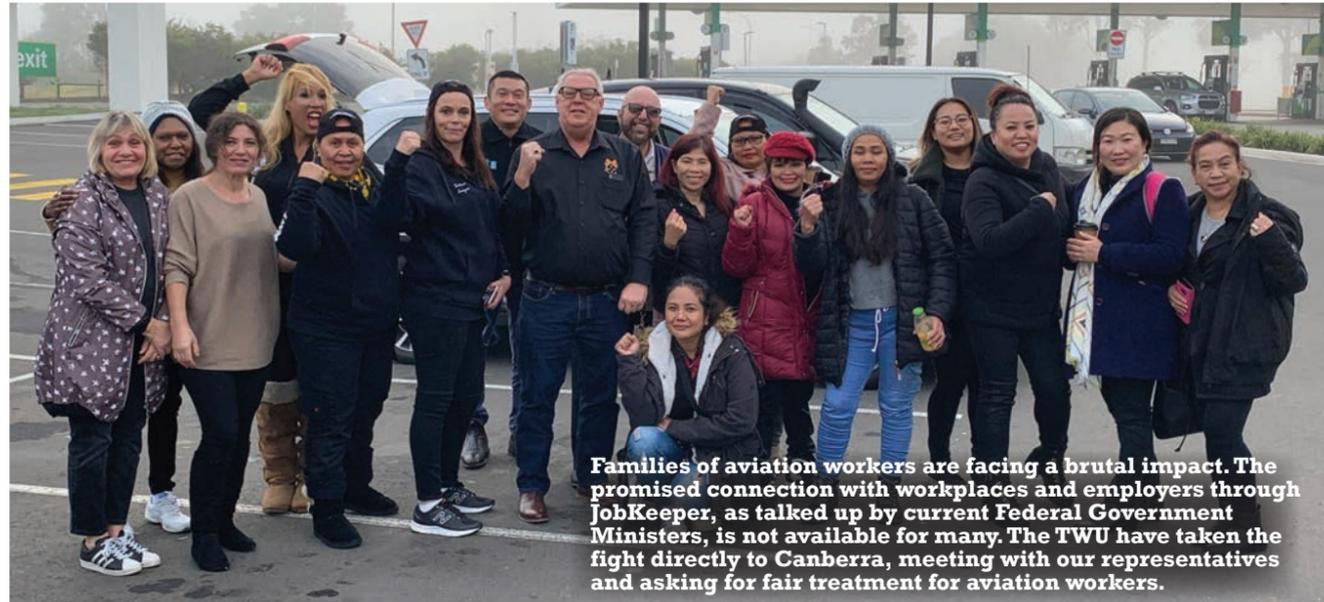
Transport Workers are wearing the cost of the Government's tax on public roads.



It's time to take action.

SYDNEY IS SAID TO HAVE THE MOST EXPENSIVE ROADS IN THE WORLD AND TRANSPORT WORKERS KNOW THAT. ROAD TAXES ARE EATING AWAY AT YOUR INCOME AND IT'S TIME TO TAKE ACTION!

FIGHTING TO SAVE AUSTRALIAN AVIATION



Families of aviation workers are facing a brutal impact. The promised connection with workplaces and employers through JobKeeper, as talked up by current Federal Government Ministers, is not available for many. The TWU have taken the fight directly to Canberra, meeting with our representatives and asking for fair treatment for aviation workers.

THE FIGHT FOR AVIATIONKEEPER

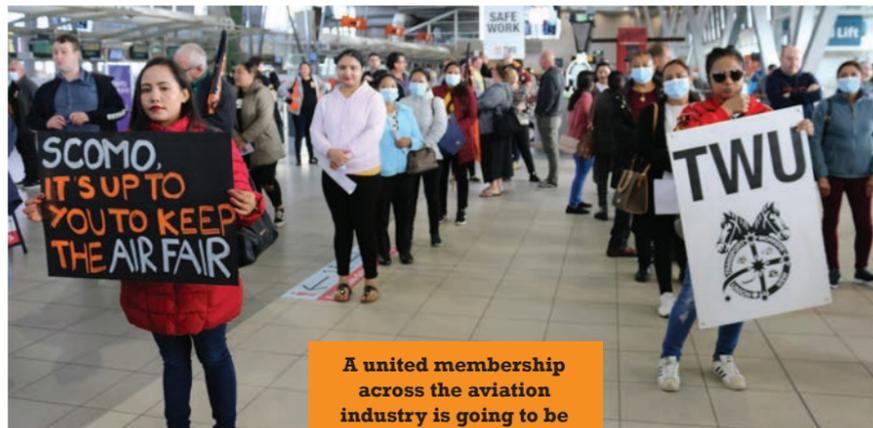
IT'S BEEN A TOUGH YEAR FOR AVIATION. The TWU knows it will be one of the last industries to recover from the pandemic. Aviation is continuing to be neglected by the Federal Government. Thousands of aviation workers have been stood down across the country; with thousands more jobs now in jeopardy.

This is where AviationKeeper comes in. As one industry, you have fought for an AviationKeeper system for all aviation workers, sharing support for each other no matter what company you work for.

However from the start, workers from companies like Dnata, SNP and Cabin Services Australia were abandoned by the Federal Government simply because they are wholly or partly owned by foreign governments.

Workers stood up, shared their stories and lobbied politicians along with others from across aviation to ask why they were left behind as Aussie workers in Aussie jobs paying Aussie taxes.

Together we continue to fight for the best possible outcome out of this difficult situation.



A united membership across the aviation industry is going to be crucial as we continue the fight for AviationKeeper and everyone else who's been left behind.



The Federal Government is slashing JobKeeper and JobSeeker rates past September, and has again failed to announce a national plan for the aviation industry. A united membership across the aviation industry is going to be crucial as we continue the fight for AviationKeeper and everyone else who's been left behind.

THE FIGHT TO SAVE JETSTAR JOBS



MEMBERS AT JETSTAR have told the TWU that the company has a lack of compassion and did not consult with workers when Newcastle staff were notified in June that around 200 jobs are to be slashed at Newcastle Airport. Members were only given two-weeks-notice, and there has been no support offered by the company since.

Local families are devastated by this announcement. Jetstar has offered to let some workers go to Melbourne or

Brisbane to follow their jobs, however no relocation costs have been offered. Questions are also being asked of the company about their use of labour hire rather than fulltime workers in Sydney.

The TWU has taken a stand at Newcastle with the support of local members of parliament, Yasmin Catley, Meryl Swanson, Kate Washington and the Newcastle Mayor Nuatali Nemes all who have been advocating for the Jetstar workers alongside the TWU.

QANTAS' SHOCKING RESPONSE TO A GLOBAL PANDEMIC

FROM THE BEGINNING of the pandemic, Qantas has let workers down. From threatening workers for raising legitimate safety concerns regarding Covid-19, to misusing JobKeeper, and even refusing terminally ill workers their sick leave, the company has shown its true colours.

Qantas dealt another massive blow to workers by prematurely announcing 6000 job cuts, with a further 15,000

workers to remain stood down. These job cuts were made without any consultation with workers or the TWU and before the planned JobKeeper extension announcement was made by the government – just another example of Qantas' disregard for its workforce.

In a meeting on July 1, the TWU told Qantas it is unacceptable to force through redundancies while getting wage subsidies from the taxpayer. Qantas was also contacting workers individually to inquire into voluntary redundancy, a process that is completely out of line and considered as bullying and harassment. We will continue to work with delegates, members and Qantas to make sure the redundancy process is fair from start to finish.



A STRONG VOICE AT VIRGIN

The push for a revamped Virgin is ongoing with delegates and members working hard with officials to hold the new owners to account over the future of the airline. Workers have had a strong voice at the table in fighting for what is best for Virgin.



We have continued to push hard for principles from the new owners Bain Capital that we outlined from the very start of the administration process:

- ✓ To maximise the footprint of the new look Virgin to ensure as many jobs as possible are protected
- ✓ To work with unions and Virgin employees to ensure a fair and transparent workplace
- ✓ To develop a plan for not just the short term, but to ensure the longevity of the company and job security of the workforce

The Federal Government's actions on Virgin have been disgraceful and we will hold them to account over it. The Government refused to step in with a plan when Virgin was in financial difficulties after the impacts of pandemic restrictions hit.

TWU delegates and members have been vital in highlighting the Government's lack of action by lobbying politicians, petitions and speaking out publicly about the need for intervention. Australia needs a strong second airline.

WINNING IN STRONG UNION YARDS



Visa Logistics drivers got organised and they became Union, building the strength in their yard to lift the standards and take back what they had.

THE COVID-19 PANDEMIC, has had a significant impact across the transport industry. TWU members and officials are seeing it every day and are taking a stand to ensure that pay and conditions are maintained and ensuring members have safe working environments.

A strong Union membership in your yard is the best way to get a fair deal at work. A strong local TWU membership group makes the difference.

It means you have power as a group to collectively negotiate or ask for what you need. The collective strength of a strong union yard creates the difference between an employer who will listen and one who won't.

Compare the pair

Here's proof. This is the story of two transport yards at Port Botany, AST and Visa Logistics, both companies transporting shipping containers from the NSW ports.

Both AST and Visa hire employee drivers. Both companies at around the same time, independently of each other, dropped the pay rate that drivers were receiving, all the way down to the award rate.

Here's what then happened, a TWU official went to work with both yards.

The difference between the two yards? Visa Logistics drivers

got organised and they became Union, building the strength in their yard to lift the standards and take back what they had. Visa Logistics management heard the collective voice and the rate was put back to where it was before.

Visa Logistics workers are now fully organised and are in the process of negotiating a new Enterprise Agreement which will strengthen the future for workers and their families.

AST workers did not. AST now has their drivers on lower rates, whilst the company continues to make a higher profit from their work. For AST workers, no union, no organised response and the company is treating them with disrespect.

Ask yourself these questions, during this current Covid-19 period, have your rates of pay been reduced? Have your hours of work been reduced? Has your company carried out redundancies or forced stand downs? How can your union help you?

Every day, TWU members are taking a stand to lift standards in their yards. The right conversations are being held with managers on behalf of drivers, forkies and more

The TWU walks with you every day ensuring a quality future for workers and their families. Have the relevant conversations in your yard today, tell them why belonging to the TWU is important. **When you are union you win and you will never walk alone.**

WHERE DO WE REST?

As the borders began to shut down State Secretary Richard Olsen wrote to the NSW Premier, Gladys Berejiklian asking that transport workers be supported during the pandemic. We reminded the premier that "transport workers are performing critical roles ensuring the movement of freight across the country" and "truck drivers must be given adequate access to rest areas and roadhouses – to take a much-needed break, have a hot meal, a coffee, nap or even a shower to avoid fatigue."

In NSW rest areas in many cases fall below the standard that enable truck drivers to be able to pull up and properly spend time off the truck.

Steven "Skull" Newton with State Secretary Richard Olsen – determined to fix rest areas



MEET STEVEN "SKULL" NEWTON a former linehaul truck driver and now the NSW TWU Safety and Research Inspector. He's out on the road for members bringing a truck drivers perspective to inspect and bring attention to the on the road issues faced by our members when they are at work.

Skull is travelling around NSW doing research on truck stops, the condition and safety standards of rest areas and the facilities they offer and road conditions where truck drivers travel.

Skull told TWU news, "There are some places you just would not want to pull up, in one rest area I had to stop another driver going in to use a toilet, telling him 'Don't go in there – there is s*** all over the handle and syringes all over the floor.'"

The TWU is calling on the NSW Government and local councils to do better. A strategy must be put in place that actually ensures adequately provisioned rest areas across NSW, proper maintenance of rest area facilities, the separation of Trucks and other road users in rest areas.

Skull said "There are truck stops registered on the RMS website that are not truck stops. They are either inspection bays with no toilet facilities, or facilities with no soap, no identifying markers. What do you write in your logbook when you pull up at an unlabelled truck stop out the back of nowhere? How do you find a truck stop that provides adequate facilities?"



"I have to work my trip out and know when I'm going to stop... It annoys the hell out of me when I can't stop because it's full of caravans ... there's not another rest stop around the corner."

TRUCK DRIVERS COMMENT THROUGH OUR SURVEY ABOUT THE INADEQUACY OF REST AREAS.



"Makes you keep driving ... and that isn't fair. We deserve places to stop, rest, wash and go to the toilet."

"It causes frustration, anxiety, health issues, stress."



"We are supposed to be professional drivers, but we have inadequate facilities. Where do our taxes go?"



"Using the RMS online directory is hazardous. They list a lot of rest areas as being suitable for heavy vehicles but they are only suitable for cars."



TELL US YOUR REST AREA STORY

Take our rest areas survey <https://bit.ly/2XRnAnf>

LOOKING AFTER YOURSELF A HEALTHY MIND IS EQUALLY AS IMPORTANT AS A HEALTHY BODY.



As frontline Transport Workers, stress can affect you in many different ways.

Practising social distancing, good hygiene and caring for our immune systems are all essential to our physical health.

We also need to tend to our mental health.

TWU Officials are ready to help.

The Workers Health Centre has provided training to TWU officials, our Members' Service Centre team, our membership team and our legal team.

We are aware that there are days you will be impacted by mental health issues, depression, anxiety or more. If you are in distress, you can reach out to a TWU official.

We can provide assistance to access mental health services, or help you towards developing a plan that enables you to better look after your own mental health and wellbeing.

Call the TWU Members' Service Centre on 1800 729 909.

Or there are a number of other options available to help you:

You can find resources online like: **mycompass.org.au, MoodGym**

The Workers Health Centre at:
www.workershealth.com.au
Call: (02) 9749 7666

1300 Driver Drivers have a tough job and 1300 Driver are there to talk when you need to 24/7
Call: 1300 374 837.

The **Beyond Blue Coronavirus Impact line**
Call: 1800 512 348

Lifeline, want to talk about it?
Call: 13 11 14

Sane, for mental health help at a difficult time: you can call their help centre on Monday to Friday 10am to 10pm Call: 1800 187 263

MensLine Australia is a telephone and online counselling service for men with emotional health and relationship concerns.
Call: 1300 78 99 78

TWU HSR TRAINING: IT'S YOUR CHOICE

Who do you want training you in health and safety? Your personal choice of the TWU as your preferred Health and Safety Rep trainer is enshrined in law. You no longer need to consult with your boss on that issue.

Health and Safety Representatives (HSRs) trained by the TWU in NSW are able to save the lives of workers, prevent injury in the workplace, and keep bosses accountable. With TWU NSW trained HSRs involved in the decision making process we know that they will prevent managers cutting corners and costs which lead to unsafe work places, death and injury.

HSRS NOW HOLD ABSOLUTE CHOICE

The Health and Safety Representative now has the ultimate choice as to where they can get their training following changes that have been made to the NSW WHS Act.

Section 72 - Obligation to train health and safety representatives

- (1) The person conducting a business or undertaking must, if requested by a health and safety representative for a work group for that business or undertaking, allow the health and safety representative to attend a course of training in work health and safety that is—
 - (a) approved by the regulator, and
 - (b) a course that the health and safety representative is entitled under the regulations to attend, and
 - (c) chosen by the health and safety representative**

ONCE YOU HAVE BEEN ELECTED AS AN HSR:

Make A Formal Request for Training		Tick
1.	Ask your TWU Official for the 'Request to PCBU* for the provision of HSR Training' form Your Official can email you the form or arrange a physical copy to be sent to you	
2.	Fill in the form The first page has space for your personal information and the name of your manager. Fill this information in and sign at the bottom of the page.	
3.	Email this form to your manager It is important that you keep a record of this training request, which is why we recommend you email it to your manager. If you cannot do this, keep a copy of the request yourself and hand it to your manager in person. This will satisfy a formal request for training. The PCBU must now allow you to attend an approved HSR training course s72(1)	

After making this request the HSR and PCBU must consult to allow the HSR time off work and to pay the course fees and any other reasonable costs. This consultation is **not** to challenge, question or propose an alternative to the HSRs choice of training provider.

* 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.



THREE THINGS MAY HAPPEN:

Consultation with the PCBU	
1.	The PCBU may release you to be trained The PCBU may accept your request to be trained at the TWU without disagreement. If this happens contact your official and let them know.
2.	The PCBU may begin the consultation process The PCBU may arrange a meeting to consult with you. This meeting should only be to arrange time off work and the payment of course fees and other reasonable costs related to training with the HSRs chosen training provider.
3.	The PCBU may ignore your request to be trained at the TWU If the PCBU ignores your request to be trained at the TWU and instead attempts to book you into a non-TWU course please contact the union ASAP.



SAFETY IS TWU BUSINESS



A strong Union membership means a safer yard safer because people are not scared to speak up on safety issues.



To ensure that members are able to work safely, TWU members belong to a Union leader in industry safety.



International studies show that Unionised workplaces have an injury rate 24% lower than non-unionised workplaces.



All TWU Officials are **trained in safety and are permit holders** under the Work Health and Safety Act (the Act), meaning they can be on site with you to help achieve safe workplaces. The TWU are the best placed to fight for a **safe workplace**.



The TWU are entitled to **represent** transport workers in negotiations for Workgroups and Health and Safety Representatives (HSR) to make sure you have **elected workers in your site** to represent your safety interests.



The TWU is an **Approved Training Provider**, approved by the Comcare authority and SafeWork NSW to **deliver** Workplace Health and Safety Training and HSR Training.



The TWU has a **seat on the Board** of the WHS Labor Council for both the ACTU and Unions NSW to ensure **transport workers have a strong voice**.



The TWU **sits on the Boards** for the Workers' Health Centre and the Industrial Health and Research Foundation to ensure that transport workers' health and safety **issues are voiced as a priority**.



The TWU is **partnered with leading Workers Compensation Lawyers** – Santone Lawyers, to ensure the **rights of workers are upheld** when their safety at work is compromised or they are injured.



The TWU is **sponsored by WIRO** who are there to help workers resolve disputes between workers and the workers' compensation insurers. They also help with **access to funding for legal advice**.

The TWU partners with RT Health, a **private health insurer built by transport workers** for transport workers.



TWU Sponsors, Midland Insurance, ensure **members have access to a cheaper range of insurances** like workers compensation, public liability and greenslips (NSW) so vehicles and drivers remain protected.

The TWU built and continues to work with **TWU Super** who provide access within the fund for **Personal Injury and Illness insurance** as well as **Permanent Disability and Death insurance**.



TWUSUPER



Journey Claim – Financial TWU members are covered for injuries sustained **travelling to or from work** – a right that was taken away by the state government in 2012.



Free Emergency Ambulance Cover – Financial members of the TWU paying their membership via direct debit are eligible for 24/7 Free Emergency Ambulance cover. Rest easy knowing that as a TWU Member you are covered. Some conditions do apply.

Join. For a Safer Workplace.

www.twunsw.org.au/join

If you're having problems at work, speak to your HSR or Delegate **or call 1800 729 909**.

A SAFETY WIN AT RUTHERFORD

Violence and anti-social behaviour from members of the community has meant that for a number of years bus drivers at CDC Thornton have been under direct attack on a local bus route in and around the Rutherford Shopping Centre. Buses and drivers are being targeted with physical assaults, projectile throwing of rocks, soft drink cans and urine filled water balloons. Drivers and buses were subjected to property damage and theft. Drivers copped verbal and physical assaults.



DRIVERS CEASED UNSAFE WORK as they are entitled to under the WHS legislation, putting provisions in place that meant bus drivers avoided sections of the bus route to remain safe in their workplace.

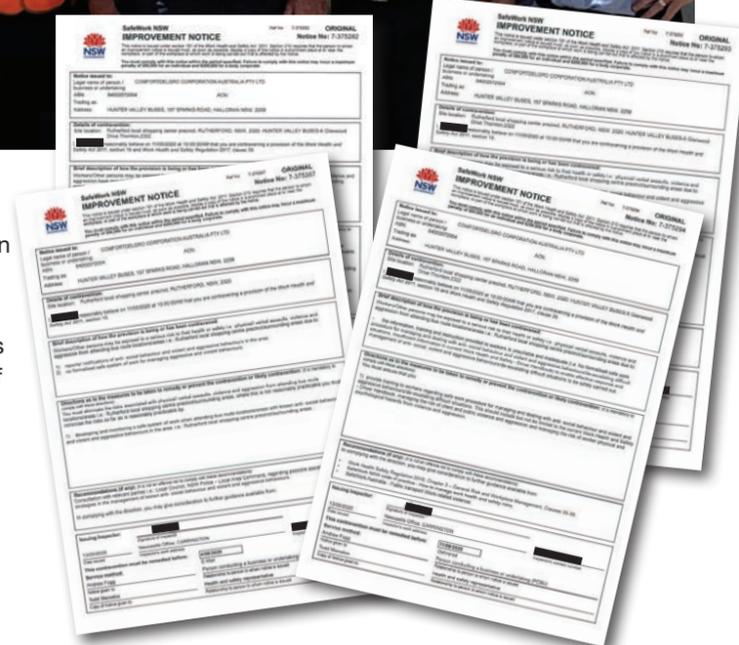
Todd Marselos, the Health and Safety Rep (HSR) at Thornton's Hunter Valley Buses worked to protect bus drivers under direct attack by seeking permanent solutions on behalf of members.

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 full support of our members and TWU, we took the action needed to achieve a much safer work place."

The company employed security guards to reduce the risk to workers, and bus services were reduced. The Police also made some arrests and moved people on. However, the problems kept coming back.

The membership sought the assistance of the TWU to bring in the regulator, SafeWork NSW, concerned that the company was not taking any real action or putting any permanent controls in place, as required of them under the WHS Act to ensure workers health and safety. The company told the HSR that services were returning to normal and members took a stand.

Members were worried that the company was also hiding issues from the HSR where incidents had been reported but company representatives had denied or claimed there were no incidents.



SafeWork NSW have now issued four safety notices, which tell the company they need to do more to keep their drivers safe. They are required to make sure drivers have better access to communication with the company when incidents occur. They must find ways to minimise the risk of violent behaviour towards drivers and the company must provide better training for violent situations that occur.

These are safety solutions for drivers that must be permanent, must ensure that drivers get home safely at the end of the shift to their family and are also an example of how a TWU Trained HSR is supported by the legislation in a yard.

If you have safety concerns in your yard, speak to your HSR, Delegate or TWU Official or call the TWU Members' Service Centre on 1800 729 909.

TWU BUSES DELIVERING ON SAFETY

The TWU remains the **ONLY** union that has fully represented all NSW bus drivers during the pandemic. As a result members have seen measures they suggested put in place to ensure their safety in the workplace and the safety of their passengers.

Leading the way

To ensure safety, TWU members have lead the way with measures that mean social distancing and passenger limits are occurring on buses. NSW is the only State in Australia actively promoting specific social distancing and passenger limits on public transport.



Since early March, the beginning of the pandemic, the TWU has been working with private bus operators to ensure that Covid-19 Safety measures are in place. Since March, the NSW Government through Transport for NSW have been listening and implementing the recommendations of the TWU for bus driver protection across the network.

“ We don't need to wait for people to tell us what to do, we are just doing it, we need to be safe at work. Transport for NSW have taken on board the advice from drivers who know that the passengers and industry needed to keep moving and keep moving safely. ”

- Marta Folkard
(TWU delegate TSA Leichhardt R6)

Members persisted, winning the right to hang information posters in buses that ensured passengers were aware of the need for Covid-19 safety. Transport for NSW originally directed companies to remove posters designed by members from the bus network. Now the posters have been fully adopted and are on display through the NSW bus, train and ferry network.

New jobs have been created as a result of the actions of TWU bus members. Passenger limits on buses mean that Transport for NSW have now added 3000 bus movements to the network, employing more drivers to enable passenger and driver safety.



I-R: Nimrod Nyols (TWU NSW Lead Official), Greg Tsolakis (TWU Delegate Smithfield), Neville Trinder (TWU HSR Smithfield), Marta Folkard (TWU Delegate Leichhardt) inspect the first Covid safety screens fitted on buses at the Leichhardt depot.

At bus interchanges, there are Marshals to enforce social distancing. Drivers should not be the enforcers of safety measures on buses. The TWU saw in the implementation of cash handling bans on buses. We fought for and won the ability to create buffers separating drivers from passengers which includes banning the use of the front Opal Card reader.

The TWU are very aware that the NSW Police are investigating some spitting and coughing attacks on bus drivers. At the urging of the TWU backed up by the private bus operators Covid safety screens are now being installed. The NSW Government through Transport for NSW is providing the funds to install them across the bus network.

For the safety of all who work in and use public transport, we are seeking that protective measures extend across the entire Sydney Metropolitan and Outer Metropolitan / Regional network in NSW.

There are still no provisions for bus drivers in the private industry to get special leave if they have to self-isolate or if they receive Covid-19 through their job. The NSW Government are in control of this and if they subsidised 20 days special leave for workers to self-isolate, it would provide a safer environment and a means for a driver to continue to earn an income whilst safely isolating. State Transit drivers have special Covid-19 leave if necessary.

WHERE'S THE F#%@ING MONEY GONE?

The workers compensation scheme in NSW is failing NSW workers. There are allegations that icare, administered by the NSW Treasurer Dominic Perrottet, is in crisis, with about 52,000 sick and injured workers who have been potentially underpaid around \$80 million.

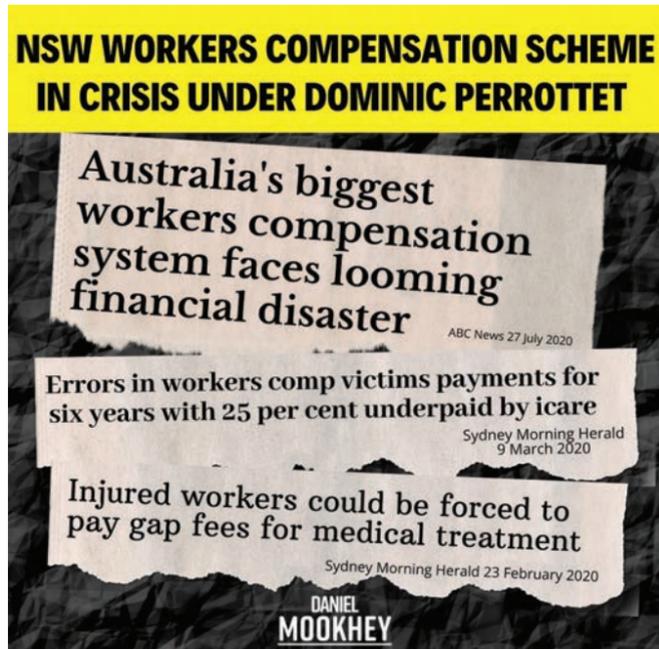
IT'S BEEN DESCRIBED as "the worst case of wage theft by an Australian Government" yet executives of the agency were still paid their bonuses.

TWU member and NSW Upper House MP Daniel Mookhey is pushing for the NSW Treasurer to step in and take control of his agency, replace the icare leadership so that "Everybody who contributes to workers compensation insurance in NSW can have confidence that the Agency in NSW is being run by people with integrity."

"Four corners showed a deliberate practice of workers compensation authorities shopping for the medical advice that suited their financial interests," Mr Mookhey told Sky News.

Alleged practices of mismanagement, poor governance and conflict of interest issues have been explored in a NSW upper house inquiry into the workers compensation agency.

The ABC Four Corners program also revealed allegations about the awarding of contracts at icare that have had Daniel Mookhey asking "what does it take for governance to apply to the icare agency".



TWU MEMBER RAY SHARES HIS EXPERIENCE OF THE WORKERS COMPENSATION SCHEME:

"Every Lorry Owner Driver, every employer pays enormous workers compensation premiums, yet when it comes to making a claim you are treated like a criminal.

In my experience with the workers compensation system, there has been endless paperwork. It takes weeks or sometimes months for payments to come through and every medical visit, every scan or procedure takes months to be approved.

I have found that if you don't have a solicitor or WIRO (the Workers Compensation Independent Review Office) supporting you, it just becomes too hard and you want to walk away.

To get a payout takes years. This system is a rip off to all workers.

In my experience, case handlers change every month, and every time you get a new one, you have to start again, explaining the story and repeating everything.

I want to know how much money is paid to the managers and board members at the top of icare, because it seems too difficult for them to help my family, despite the amount I have paid in premiums.

Workers Compensation is supposed to be a safety net for workers, it seems like it's not, so I have one question for the NSW Government, "where is the f#%@ing money?"

“ IT JUST BECOMES TOO HARD AND YOU WANT TO WALK AWAY. ”

THE BENEFITS OF BELONGING

The TWU NSW Legal Team is working with officials and members every day ensuring that Transport Workers in New South Wales have a powerful voice across all aspects of our industry.

VISA LOGISTICS – IT PAYS TO BE UNION

THE TWU LEGAL TEAM has backed workers at Visa Logistics who knew it was their right to negotiate for a better deal. Members supported by the TWU made an application for a Majority Support Determination, asking for the right to bargain with their company. There was some initial reluctance from the Fair Work Commission who wanted proof of prior bargaining and Visa was hostile and very unwilling to bargain with TWU members. The company engaged the managing partner of a top tier law firm who opposed members in the court.

A great outcome resulted with TWU members confronting the company and convincing them to come to the negotiation table. Visa Logistics have now issued a notice of employee representational rights (NERR) on the terms of the TWU and members are in the process of establishing a registered enterprise agreement for Visa heavy forklift drivers and truckies. It pays to be union.

TWU PROVIDES HOPE

THERE ARE DAYS that some members fall foul of the rules at work, and if it's a first offence we can help a member set themselves up for a second chance. One member was caught

out breaching the drug and alcohol policy at his workplace. The policy allowed the issuing of a written warning for a first offence, but the company terminated his employment, an action we saw as harsh given the options the company could have used to assist their worker.

The TWU negotiated with the member's company for a better deal, given the company's own breach of their own policy. Following an attempt to negotiate the company into the right position, the matter was listed for conciliation and just days before the hearing the company agreed to reinstate our member and issue a warning for failing the drug test. The Company could have done this in the first place because their actions have left a member with uncertainty and a lack of income for a number of months.

KEEPING THE GIG ECONOMY SAFE

THE TWU IS WORKING to keep the members at Deliveroo safe through the appeal of a decision by SafeWork NSW which allows Deliveroo to continue avoiding its work health and safety obligations to thousands of delivery drivers and riders across NSW by delaying its workers the opportunity to form work groups. Deliveroo has intervened in the appeal, supporting SafeWork NSW's decision and requesting the appeal be kept private.

NSW GOVERNMENT NEGLECT OF THE POINT TO POINT INDUSTRY

THOSE WHO WORK in the Point to Point Industry, that is traditional taxi and hire car drivers and the drivers in the unregulated rideshare industry are subject to neglect from the NSW Government.

The TWU has sent in a submission to the NSW Parliamentary Inquiry set up to review the effectiveness of the *Point to Point Transport (Taxis and Hire Vehicles) Act 2016*. The submission has highlighted the failures of the NSW Government in regards to worker protection in Point to Point industry.

The legislation was designed to create an equitable playing field between the traditional taxi and hire car industry and the unregulated rideshare industry. The TWU is accusing the NSW Government of indifference because they have failed to regulate rideshare platforms operators who are doing little to address low earnings and high rates of harassment, assault and sexual assault.

The TWU also told the inquiry that the NSW Government's adjustment package for taxi licence holders is not as generous as other States and Territories. Overlooking taxi and hire car drivers' access to compensation shows indifference to transport workers who were deemed



uncompetitive compared to rideshare counterparts that operated without regulation for years.

For rideshare workers, we are seeking minimum wage entitlements, secure access to workplace health and safety training, access to worker's compensation, the opportunity to take part in collective bargaining and establishing dispute resolution procedures.

We continue to fight for the voice of transport workers to be represented on the Government's hardship panel, the TWU does not have a seat at that table which is another negligent failure by the NSW Government to ensure workers' voices are heard.

The TWU will continue to advocate the plight of gig-economy workers exploited through sham contracting arrangements to ensure the point-to-point transport sector is fair for all into the future.

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.

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



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- 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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TOLL ROADS ANOTHER GOVERNMENT ROAD TAX

PHIL RAMONDINO of the Tip Truck Owners Section says he can't work out how the Government has come up with toll road fees, for example the ramp on Military road, costs \$5.51 for about 500 metres of road. At the end of the day, people are just struggling to work, we built these roads, we worked every day with them we did the tunnels and all that. But there is no help for us, we are getting rorted all the time and being charged.

We have excess registration for load permits, which is another \$6000 a year extra and we are just getting destroyed.

Tip truck drivers are wearing the cost of the Government's tax on public roads.



It's time to take action.

Take a stand for a better deal – register to take part in our campaign here <https://bit.ly/TWUroadtaxes>

In the daily run of our work we can see bills of \$1500 a week, It takes us 60 to 90 days to recoup our money. Now they want to force us to use the Northconnex or face a \$191 fine.

Tipping Point

It's enough to drive a Tip-Truck driver to the tipping point. Tip Truck drivers like many transport workers are being gouged by the NSW Government and Transurban's big tax on toll roads along with the taxes you pay on fuel, rego, wages, workers compensation and more.

UNDERPAYMENTS IN THE EXCAVATED MATERIALS INDUSTRY

YOUR TWU is keeping an eye out for wage theft. We have come across three companies that the Union has taken to the Industrial Relations Commission. In order to get them to make payments we are going through and systematically making sure that we are holding to account all of the principal contractors that choose to do the wrong thing to hold payments later than they should! A word of warning is –

if you are doing the wrong thing we will be coming to get you. There is still zero action from the NSW Government on these issues even though our prosecutions come from their projects. The Industrial Relations Commission made an order in favour of the TWU for the payment of contractors who completed work on the WestConnex. Just another example of the WestConnex ripping off members.

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FINEMORES IN GOULBURN



RON FINEMORE TRANSPORT have opened a new centre in Goulburn, as they start to operate a new ALDI contract for Southern NSW and the ACT. The yard also houses local Finemore fuel drivers who have been in Goulburn for a long period of time, they finally have a place to call home.

The TWU and Ron Finemore transport are starting to negotiate an enterprise agreement which will get terms and conditions sorted for these new workers on the ALDI contracts, with benefits that will exceed the award. Something which is not the normal state of affairs for ALDI contracts.

FAREWELL LEE LAWLER

WE SAY THANKS to TWU Official Lee Lawler who finished with the TWU on the 31st of July this year. Starting back in 2007 Lee made a significant contribution to the union and NSW Transport Workers especially at the South Coast and Southern Sub-branch. Lee thanks for your service to the union and we wish you and Noreen and your family the best for the future.



Lee was farewelled at the Figtree Bowling Club with Rob Pirc, Pat Armstrong, Grahame Devenish, Brian Beckwith, Gary Jorgenson, Chris Nolan and Lee's wife Noreen Hay. Officials Brad Gibson and Karen also attended.

K&S TRANSPORT REDUNDANCY ISSUE CONTINUES

WE ARE NOW in the final throes of working out the final details of the redundancy process that the company has been running for 18 months. The TWU is asking for members for the full redundancy entitlements that must be paid following the loss of the South 32 Contract. The TWU is taking the company to the Fair Work Commission in September.

TOLL KEEP COMING BACK AND WE ARE READY FOR THEM EVERY TIME

I ACKNOWLEDGE the strength and integrity of four local delegates working at Toll Express Yards in the region. Ryan, Matt, Peter and Brad have remained committed and have run a solid fight with members against a range of issues Toll have thrown at us.

Three times this year, Toll have come at members initially trying to reduce working days from five to four. Then the company tried to shut down two depots and make 14 people redundant and followed that up with an attempt to close all depots down and make everybody lose their jobs.

CJ DEAN, THE END OF A TRANSPORT ICON



THE END OF AN ERA, the shutting down of CJ Deans Transport. The company started in the 1950s carting fruit and vegetables to the Snowy Mountains Scheme workforce. A company with plenty of history that saw them become part of the early Finemores in 1994, eventually purchased by Toll.

70 years on from the 1950s an icon of the rural transport industry has now died partially because of the loss of a major timber contract by Toll, a loss which impacted 60 odd drivers. The drivers that were left carted for Batlow Apples and Toll has now let that contract go.

It's been good to fight for the members over the years and in good news we have been able to assist those long term members to other jobs in companies like (the new) Finemores.

Rob

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

JETSTAR ABANDONING LOCAL WORKERS

JETSTAR HAVE AVOIDED THEIR DUTY OF CARE to their workforce, choosing to abandon their workers in the Hunter region through the shutting down of their Newcastle Cabin Crew base and Maintenance Base at Newcastle Airport. We took a stand at the Newcastle Airport to fight back.

Jetstar has clearly not understood the impact of the loss of 200 jobs to our region. The company has expected workers to uproot their lives and go to Brisbane or Melbourne for work. No relocation costs are on offer, no offer to allow workers to travel to Sydney airport to work, rather Jetstar want to continue to use labour hire casuals at Sydney instead of supporting fulltime workers.

The TWU locally are prepared to work with Jetstar and any other company to get through this period, but Jetstar are refusing to come to the table. We have taken them to the Fair Work Commission.

The TWU thanks local MPs Meryl Swanson, Kate Washington,



and Newcastle Lord Mayor Nuatali Nelmes for their support of local workers. Local unions are standing in solidarity with Jetstar workers who were represented at the airport by Daniel Wallace of the Newcastle Trades Hall.

PROTECTING THE FUTURE AT HOLCIM

LOCAL MEMBERS AT HOLCIM are negotiating the renewal of their Enterprise Agreement standing firm knowing that “nothing is achieved if we don’t stand united”. Covid-19 has had an impact on the construction industry and it is now more important than ever to ensure families have protection with pay and conditions at work remaining protected.

Craig Watson is a long term TWU Delegate said, “we’ve been around for quite a while, so we are better established than some of the younger generation, but there is no doubt we all need the support of being Union now, more than ever before”. Craig’s message to the younger generation is “if you are not

a member, then do yourself and your family a favour and join! The immediate benefits alone, such as ambulance cover, journey coverage to and from work, provide you the support you need”.



“The Union supports you with representation, in the fight for wage increases, and all sorts of other benefits. There is no reason not to join the TWU”, said Craig.

CELEBRATING 30 YEARS.

30 YEARS IN THE TWU covers a significant industrial relations era.

Sue at the Newcastle Sub-branch has been with the union over that 30-year history, making her the longest serving employee in the NSW Branch of the TWU. Sue has been constant in her support for Secretaries, Sub-branch & State, along with Newcastle officials, delegates and members.

Aside from all the work Sue has done in supporting TWU members, Sue has

become heavily involved in community campaigns outside of the Union. The Newcastle Harbour Swim and fundraising for cancer sufferers are some examples. Sue has the respect of everyone in her local community, including many local politicians.

As Newcastle and Northern Sub-branch Secretary, I extend my gratitude and congratulations to Sue for all she has done in the past 30 years, and all that she continues to do. When I was talking to Sue about her 30 year history with the TWU, Sue struggled to name any one thing that she would like to see re-introduced from bygone years, but then couldn’t go past the “No badge, No start” sign hanging on her office wall. You will not find any argument from me on that one Sue! From ALL of us, well done, and congratulations!



Mick

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

TWU DELEGATES LAUNCH OUR ACTAS

YOUR TWU ACT Ambulance Service (ACTAS) Delegates held a two day planning and development seminar in July 2020. Guests included the Minister for Police and Emergency Services and the ESA Commissioner Georgeina Whelan. The Seminar has produced results, taking significant contributions from members who provided submissions which will feature in the future structural design of the Service.

Delegates have now secured a monthly roundtable with the Commissioner and Chief Officer to monitor measures set to improve infrastructure, opportunity, leadership and overall structure of the ACTAS. These forums will ensure accountability and transparency in providing a genuine change process.

At the September meeting ACTAS will deliver an additional Operations Manager, a composite for Comms and NEPTS, the Positions Descriptors for AP2 positions at DO, TDO and Team Leader. Caucus will keep members up-to-date as the parties meet.



PAB GETS NEGOTIATIONS BACK ON TRACK AT SUEZ



NOTHING FOCUSES THE MIND of an employer like a Protected Action Ballot Application (PAB) and the real threat of Industrial Action.

After a several months’ stand off, Suez Recycling and Recovery Pty Ltd have agreed to back pay to April this year, a wage increase of 3.4%. After many delaying tactics by the company through

the Fair Work Commission and days before the matter was to be heard, the company rolled over after the members voted unanimously to go to a PAB.

While negotiations for the next Agreement continue the company has behaved a bit more reasonably with the threat of industrial action hanging over its head.

The ACT Labor Government has also been more responsive to committing to a ‘transmission of business’ clause in the next Canberra domestic waste contract. It turns out that a PAB focusses the mind of Governments facing elections too.

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

TOUGH TIMES NEED TOUGH UNIONS

Times aren't just tough right now - they are also deeply uncertain. But whether it is holding employers to account over how they implement JobKeeper and redundancies or putting pressure the Federal Government to protect workers and jobs, this is an important time to stand together with your workmates.



WE'VE HAD SOME IMPORTANT WINS already in making sure employers and the Government do right by workers during the pandemic.

It was through TWU and pressure from other unions that we got JobKeeper in place initially and through our efforts that this has been extended.

We have been vigilant in monitoring how employers implemented the scheme and have collectively pressured them to ensure fairer systems for allocating work. We have taken high profile legal cases against employers which resist playing fair in discussions with workers, mostly notably Qantas which is ripping workers off through the JobKeeper scheme and refusing sick workers the leave they have built up.

In road transport we continue to ensure the ability of drivers to carry out their work and have access adequate rest and meal facilities despite the closed borders.

We've fought off attempts by some employers to take advantage of the uncertainty: turning Ceva around from trying to cancel workers' owed pay rise to signing a memorandum of understanding that protects workers until bargaining next year, and ensuring workers at Prosegur are not unfairly stripped of hours. We have forced Toll to finally reconcile payments, which were still outstanding from the cyber attacks.

We struck the first agreement with a food delivery company in Australia, DoorDash, establishing protections for riders and drivers during the pandemic on protective equipment and COVID leave. This agreement paves the way for discussions with DoorDash on other issues of concern for workers including insurance cover for injuries on the job.

In aviation we have been active in the Virgin voluntary administration process which has seen Bain Capital

announced prospective new owners. The efforts of members shut out of JobKeeper, such as those at Dnata, Cabin Services Australia and SNP, have been huge in informing the public of how they have been left behind.

These developments are important and they show how strong we are when we stand together. Now we must step up our efforts to continue the fight for our industry.

The Federal Government continues to refuse to get involved in Virgin and is failing to develop a plan for aviation which would protect jobs. Domestic and international borders remain shut because of State and Federal Government restrictions effectively grounding aviation, and despite this there is no plan to save the industry. This is in stark contrast to governments from France, Germany and Hong Kong which have been far more proactive in intervening and protecting their aviation sectors.

Pressure is intensifying in road transport, with clients and transport operators in far too many cases ignoring workers calls for fairness and safety during the pandemic. Deaths on the roads continue with transport workers again way out in front in terms of worker deaths this year - official statistics so far this year show 32 transport workers died at work out of a total of 95 workplace deaths.

We will hold the Federal Government to account over its failings in our industry, over the redundancies, job losses and business closures. We will continue to highlight how safety isn't given the priority it needs.

We will do this by standing together and using our collective voice. This crisis has shown just how essential transport workers are. We must now push for the best outcomes in our industry so that we can come out the other side stronger.

To find out how to get involved today, contact your delegate or official.

Michael

MEET HARRY: 100 YEARS STRONG!

MEET HARRY! Harry has recently celebrated his 100th Birthday and he has been a member of the TWU for 78 years. Harry was 14 years old when he started working for the Riverstone Meat Company in Hay Street Sydney - that's around the year 1934.

He first joined the Meatworkers Union and then joined the TWU after getting his truck licence. He is still a member to this day.

After 45 years at Riverstone Meats, Harry moved to the Central Coast and took up a position driving with Armaguard from where he eventually retired.

Harry's family tell us that what the TWU did for a young Harry was "ensure he was paid a man's wage for doing a man's job". This has made him a devoted and continuing member of the TWU to this day.

In the photo - Harry is seen with his membership badges from his years of membership.

Happy Birthday Harry from all of us at the TWU!

Proud TWU member for 78 years!



ED FENECH "YOU NEED A UNION"

ED FENECH, former Owner Driver, 56 years a union member had a chat to State Secretary Richard Olsen and TWU News on his retirement from Boral.

"You need a union, that is helpful right throughout your career as an owner driver!" Ed said.

Barney Reynolds was his first union delegate 56 years ago. Ed said, "You could not have met a finer man. He and a lot of blokes taught me a lot of things, I'd had difficulty with my first boss who never paid me, Barney took me to the old TWU office at Mays Hill, after a bit of a chat, the local organiser won some money for me. I have been in the union ever since."

Always be a part of the union he says, for those that say you don't need the union, "you never know when you might need to eat those words one day".

Ed always liked trucks from when he



was a kid. "I'd watch out nearly every morning watching the old AEC trucks coming down the Great Western Highway, I'd run down just to watch the trucks go by. I never forget the old B Model Mack that was on the interstate runs, all silver and chrome, you'd see it coming from miles away, had a shine like a million dollars".

It was no doubt he was going to end up in the industry, "I started with Blue Metal and Gravel Quarries and eventually worked for Boral Quarries for 45 years".

Buying his first truck as around 1970, picking up a "single axle Ford D Series" he is pleased how was able to pay the truck off "it wasn't cheap".

The trucks got better - the rates did not.

"Those old trucks laid out the foundations for the transport industry by building the roads around Sydney. Over time the trucks got better, but the rates did not get better," Mr Fenech said.

The costs of the truck and the running expenses continued to go up. Road taxes used to be paid, rego and insurance, a bit of wear and tear on the trucks, "We were not quite meeting the increased expenses of running your vehicle. I was a young man who was part of the fight for the Contract Determination for better rates for our industry. We managed to keep things on a steady level to meet the costs".

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:



Peter Maguire
These are the sort of road side stops that are needed.

23 July 2020:
Rest Area Failures:
The TWU is collecting information to maintain the fight for adequate and well designed rest areas and we would like you to tell us about your experience of rest areas, after all you are out there every day. Go here to our survey: <https://www.surveymonkey.com/r/restareas>
A few weeks ago Michael McCormack MP, the Deputy Prime Minister and The Gladys Berejiklian, the NSW Premier told us all that \$398 Million in NSW Government and Federal Government Funding will be heading to roads and road safety.
We know for example that \$23 million will be put into regional areas as rumble strips (those things that make noise when you veer on to the side of the road).
What's missing is Rest Areas, to quote Federal Senator Glenn Sterle and Catherine King the Federal Shadow Minister for Transport "federal funding for road safety fails when it comes to Australia's truck drivers"
"Talk to a truck driver, and they will tell you again and again that what they need are adequate, well planned and well-designed heavy vehicle rest areas along our major freight routes"

Steve Tracey
I hope someone listens and does something about it

19 June 2020:
TWU NSW Member and aviation industry worker, Marion takes the JobKeeper story Nationally on ABC this morning. Marion is one of many who is struggling everyday because she like so many is denied JobKeeper by this current Federal Government. Aussie workers in Aussie jobs paying Aussie tax have been let down by their Government. Families are struggling.



Chelsey Lally
Awesome Marion make our story heard. Australian workers deserve JobKeeper. Take care dnata Family ❤️

5 August 2020:
TRUCK TAX TAKES ITS TOLL.
Transport workers wearing the costs of the Government gouging money from public roads - Toll Roads, Fuel, Rego, Wages, Workers Compensation and more. Take a stand with the TWU for a better deal - register to take part in our campaign here <https://bit.ly/3kTaoag>
It is affecting what you earn every week. Being forced to drive on a toll road will cost you a truckload of cash - where is the fairness in that? The NSW Government are taking money out of your pocket to fund private companies in deals you were not consulted on.

Transport Workers are wearing the cost of the Government's tax on public roads.

It's time to take action.

Craig Palmer
They want us to use these motorways charge the same as cars ?? It's over the top !!!

Craig Triffett
Government greed

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



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

Why is the letter A like a flower?
A bee comes after it!

What did the tree say to spring?
What a re-leaf.

What do you call a girl with a frog on her head?
Lily!

When do people start using their trampoline?
Spring-Time

Why are frogs so happy?
They eat whatever bugs them.



Colour me in and enter!

Name: _____

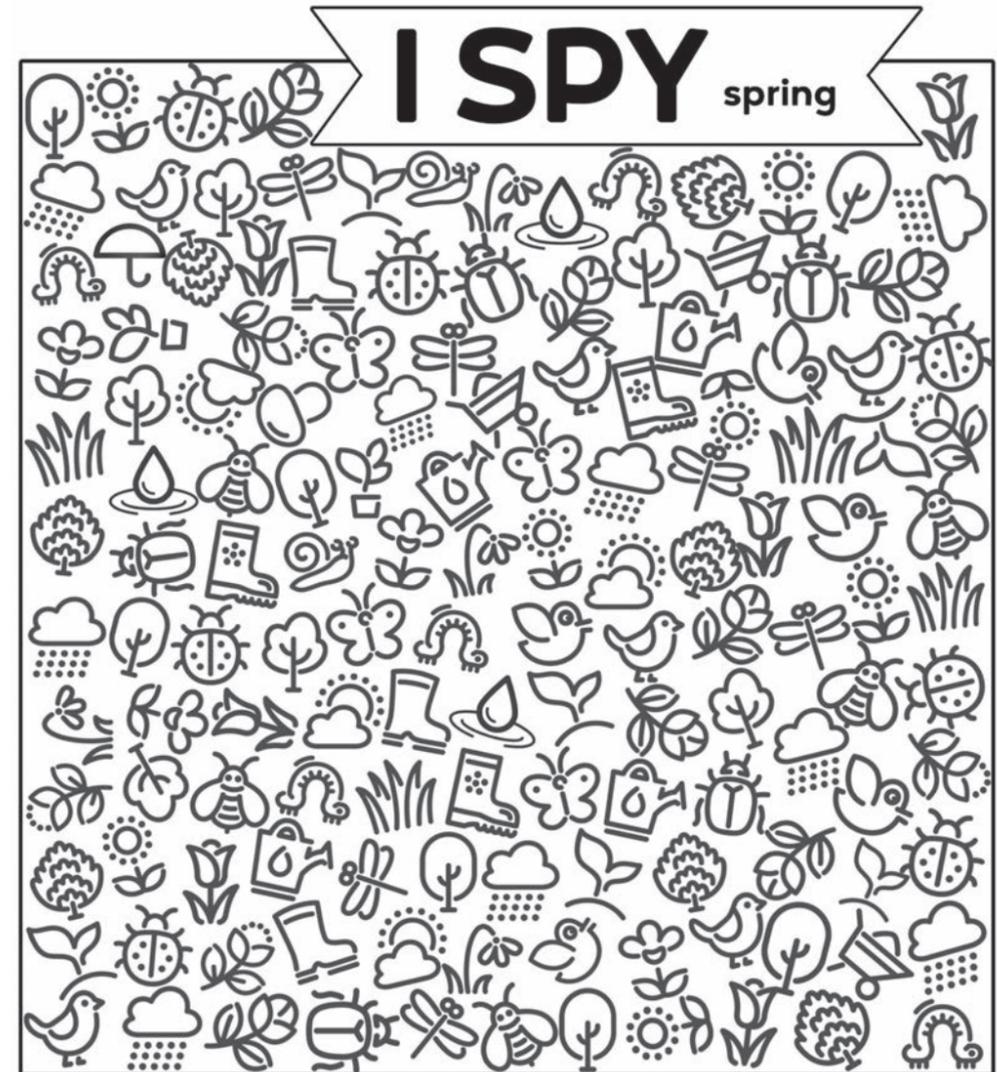
Age: _____ Phone: _____

Address: _____

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

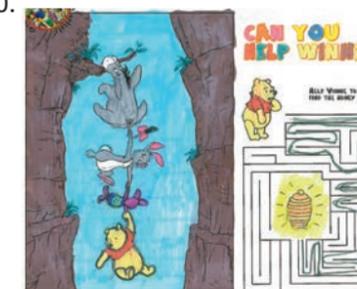
CONGRATULATIONS TO OUR PREVIOUS WINNER

ANAHITA AGED SIX
MACQUARIE FIELDS



Colour them in when you find them!
There are lots to be found! Will you find them all?

- | | | | | | | | | | |
|---|--|---|--|---|--|---|--|---|--|
| 2 | | 4 | | 4 | | 5 | | 4 | |
| 1 | | 6 | | 7 | | 1 | | 3 | |
| 3 | | 3 | | 4 | | 6 | | 2 | |
| 5 | | 7 | | 4 | | 6 | | 5 | |
| 6 | | 7 | | 4 | | 7 | | 5 | |
| 7 | | 5 | | 9 | | 6 | | 3 | |



We've found over \$50 million of lost super in NSW.



Let us round up yours.

Over the past year*, we've helped our New South Wales members round up over \$50 million worth of super into their TWUSUPER accounts – much of it lost or forgotten about, including some with the ATO.

This has saved them multiple fees, insurance premiums and paperwork, helping them to grow their super for a better future.

One call is all it takes.

1800 222 071

twusuper.com.au



*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. TWU 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