



TRANSPORT WORKERS' UNION OF NSW

# TWU NEWS

ISSUE 100 • SPRING 2021

## STRIKE VICTORY AT TOLL



TWU MEMBERS  
**STANDING**  
STRONG

**NOTHING WILL STAND IN OUR WAY!**



## CONTENTS

President's page	2
From the State Secretary,	
You are never alone	3
TWU in the time of COVID	4
TWU is suing Toll for \$51,870,000	5
Time for the majors to pay up	6-7
HSR training providing a	
voice for safety	8-9
Qantas Failures	10-11
TWU BUSES:	
Time for industry standards	12
Delegates talk about the	
agreement in their yard	12
TWU power delivers	
lockdown protection	13
A COVID-safe transport roadmap	14
The key to reopening Australia	
The TWU road survey	14
No accountability at Aramex	15
Amazon who pays?	
Join the fight for \$40	15
Solidarity with transport workers	16-17
Without trucks australia stops	18
Members win!	18
LEGAL UPDATE:	
Scott's failures and their	
enterprise agreement	19
A reinstatement for	
Joy Mcgrath at Toll	19
COVID-19 update	20
TWU GEAR:	
Show your union pride	21
Sydney Sub-branch News	24
South Coast & Southern	
Sub-branch News	25
Newcastle & Northern	
Sub-branch News	26
ACT Sub-branch News	27
NATIONAL UPDATE:	
Wins don't come much bigger	28
VETERANS:	
COVID won't beat the TWU Veterans!	29
Become a member	
of the 1888 Club	29
You said it on Facebook	30
Kids' corner	31

## CONTACTS

**Editorial:**  
Colin Henderson 02 8610 8080  
colin.henderson@twunsw.org.au  
**Advertising:**  
Antoinette Atkin  
Antoinette.Atkin@twunsw.org.au  
**Contributor:**  
Harshil Nijhawan  
22 John Hines Avenue, Minchinbury 2770  
Print Post Approved 100008176

## NEVER BACKING DOWN



**IN THE FIGHT** against unsafe practices and lowering of standards in your workplace, the Union is never backing down.

The Pandemic has seen large profits for major players, like FedEx. It's you that is delivering that, in the most unsafe and busiest of times. TWU members have been on the frontline and delivering essentials.

Our members are taking on companies negotiating new Enterprise Agreements. It's clear there is disrespect shown to us from the major companies who are refusing to acknowledge the last twelve months, as if they never happened. They have consistently demonstrated they do not want to pay fair wages owed to you, and they have been dodging their responsibility.

We are looking for industry standards across the board because of the unrealistic targets set on the supply chains by companies like Aldi in the retail sector.

I'm immensely worried and feel personally disrespected when a company like FedEx doesn't commit to paying the workers. Other majors, the likes of Toll, Linfox and Startrack have followed suit and are equally guilty in dodging their duty of care. Such callous disregard of members shows that the current trend of industry standards and safety at workplaces is on the decline.

**WE ARE LOOKING FOR INDUSTRY STANDARDS ACROSS THE BOARD BECAUSE OF THE UNREALISTIC TARGETS SET ON THE SUPPLY CHAINS IN THE RETAIL SECTOR.**

Everyone knows these are dire times due to COVID. The health and safety of drivers is at risk. It's also risky for your families and co-workers. We have to be mindful of that. While the management are working from home, it's the drivers out there that are literally driving business forward, then being disregarded and not heard is absolutely infuriating.

I want to pass on my congratulations to everyone involved in the landmark decision that meant Qantas was told they were wrong, for sacking workers. These people were dismissed unfairly and the Union fought beside them to get them what they deserved. My personal congratulations to the union leadership involved in the work they do at our Airports.

We want you to stay vigilant and help us prevent exploitation. Help us spread the word about the TWU message. It is about fairness, doing the same job, for the same pay. Talk to those you work with about why it is important to be part of the Union.

*Tony Matthews,  
TWU President*

## YOU ARE NEVER ALONE



**THE PRESSURE THAT THIS INDUSTRY IS PLACING ON DRIVERS AND ON THEIR FAMILIES IS COSTING US DEARLY. WE MUST MAKE OUR VOICE LOUD, OUR FIGHT STRONG AND WE MUST BE THE LEADERS TO ENSURE A SAFER AND FAIRER TRANSPORT INDUSTRY.**

### IT HAS BEEN A LONG PANDEMIC.

The TWU is still here to help you during this lockdown. The hard work of members past and present does mean the TWU has a strong future.

The past year has shown that transport workers are essential to our economy. Truck drivers and couriers have operated at a pandemic level of demand for over 12 months to keep our shelves stocked and retailers have reaped huge profits from their hard work. Bus Drivers remain on the frontline and are gearing up for their Enterprise Agreements and industry standards. Aviation workers continue to suffer an uncertain year of stand-downs, mass redundancies, outsourcing and numerous abuses from Qantas. The safety fight is on for Food delivery riders.

The TWU is taking a stand against the current NSW Government to ensure that all workers who will be prevented from working under the Berejiklian Government's Public Health Orders will have an assurance that they will not be at risk of dismissal and that they will be able to access accrued leave entitlements while unable to work.

The Federal Government is yet to come to the table having failed to set up a national plan for Transport that would address border issues and make it easier for the freight load to keep moving while drivers who need it have better access to testing or vaccinations that they will need to access where they work.

We have taken Protected Action at Toll, and are preparing for similar action at StarTrack, FedEx, Linfox and Bevcchain. I acknowledge the leadership of those members at Toll, who took a stand to say no to Toll's attack on job security. Toll want members to accept an offer that has devalued their wages, they want to get in lower paid workers to do your job. Together we are seeking job security, a safer workplace, better superannuation and a commitment to better standards across the industry.

We are looking also for those binding standards to be set in Road Transport to lock in job security and abolish gig economy models that threaten the job security of current workers right across transport because of the actions and demands of companies like Amazon

and Uber.

The pressure that this industry is placing on drivers and on their families is costing us dearly. We must make our voice loud, our fight strong and we must be the leaders to ensure a safer and fairer transport industry.

The TWU is serving claims on over 50 major retailers warning of their responsibility to ensure that they are paying transport operators enough to guarantee that their goods are being delivered safely.

I want to acknowledge the TWU Officials and Staff members working out of our Branch and Sub-Branch offices. Across the lockdown we have walked together in solidarity, ensuring TWU support to members through actions and negotiations across all sectors. Our Delegates and Members have maintained the strength of the TWU in their own yards, providing leadership to the industry that strengthens the future of Transport Workers in NSW.

*Richard Olsen,  
State Secretary*



# TWU IN THE TIME OF COVID

## HANSON HYMIX – NO CONCRETE ANSWERS

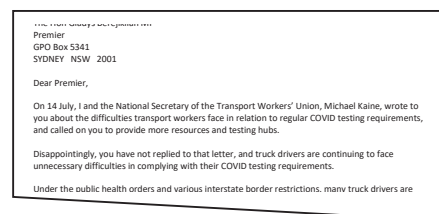
The TWU sought answers from Hanson Concrete after two of its truck drivers in Greenacre tested positive for COVID, with 97 other workers having to isolate. Members deliver concrete to major infrastructure projects like the WestConnex. Drivers at the site learnt of the infection through Union delegates rather than the company.

Drivers were angry that Hanson did not tell them or as we understand, NSW Health, immediately after the first driver tested positive. Richard Olsen told the media, “Hanson’s lack of action, their incapacity to manage their duty of care shows they have do not fully accept their responsibility for the safety of employee and owner drivers right across their fleet.”



## COVID-19 TESTING CHAOS

The NSW Government has a shared responsibility for the shambles that transport workers are facing battling to do their jobs whilst continuing to comply with varying testing orders.



State Secretary, Richard Olsen wrote to the NSW Premier. It is not acceptable that we have truck drivers, bus drivers, and aviation workers, rideshare drivers, delivery drivers and others sitting waiting in queues at centres and then having to go to work.

Many truck drivers and bus drivers out in the regions and those doing inter-state work don’t even know where they can get tested and if they can do so safely without breaching fatigue rules.

The Union supports any measures that keep communities safe but we are frustrated at the lack of planning and foresight regarding the health orders on testing.

We still have truck drivers forced to wait for testing under logbook hours, required to self-test in their trucks and face the delays of getting results and or not having test kits available where they work. We have offered solutions to the Berjakian Government, and yet we have had no response.

## MANAGING COVID: FIVE NSW GOVERNMENT FAILURES

- 1) The border and local government areas permit systems clearly were designed without any consultation with transport workers or the transport industry more broadly. A complete shambles.
- 2) The TWU had to call on the NSW Government to urgently roll out rapid COVID testing and pop-up vaccine hubs for transport workers, where they work, across NSW.
- 3) The NSW Government telling workers that they could be locked out of work if they don’t get the vaccine, without doing anything to improve their access to vaccines.
- 4) The NSW Government removed workplace rapid antigen testing as a COVID-19 control measure available under the Public Health Orders. Regular PCR testing requirements for authorised workers were also axed.
- 5) The NSW Government refused to extend paid vaccination leave to cover bus drivers employed by private operators – not just those working for State Transit.



## GAPS IN AUSTRALIA’S BIOSECURITY



The Transport Workers’ Union is looking for an audit of transfers of international flight crew after a driver from Sydney airport caught COVID-19. The TWU understands that a limousine company was contracted to transport cargo plane flight crew from Sydney International Airport. As far as the TWU is aware, no real protocols were in place for flight crew transport despite the Federal Government being responsible for quarantine. Any rules that existed, the Federal Government had allowed to be set up between the airlines and transport companies.

Flight crew transport vehicles (buses, vans and taxis) have not been subject to a regulated hygienic cleaning programme. The TWU is also concerned that vehicles used have been used for other transport activities without cleaning. The COVID-19 infection of drivers transporting international flight crew shows huge gaps in the rules surrounding COVID safety for transport workers, and subsequently biosecurity for all Australians.

# TWU IS SUING TOLL FOR \$51,870,000

The Transport Workers’ Union is suing Toll for almost \$52 million in the NSW Supreme Court for breaching its contracted payment terms with owner drivers on more than 5000 occasions during the pandemic Christmas period.

The case, which will be heard in early September, could see Toll pay penalties of up to \$10,000 for each of the 5,187 late payments it made to almost 250 owner drivers.

Delayed payments cause owner drivers to struggle with the costs of running their trucks. Evidence shows an inexplicable link between pay and safety.

State Secretary Richard Olsen told TWU News, “Over the last year, Toll’s treatment of hardworking truck drivers has been an utter disgrace. While transport workers pulled in record profits for retailers whose goods they transport, they’ve faced a threat to their own income. First, workers were forced to bear the brunt of two cyber-attacks, then owner drivers endured months of late payments during the high intensity Christmas period. At the same time,



“Over the last year, Toll’s treatment of hardworking truck drivers has been an utter disgrace. While transport workers pulled in record profits for retailers whose goods they transport, they’ve faced a threat to their own income.”

- Richard Olsen

Toll was cooking up a plan to obliterate the decent jobs of its employees.”

Owner-drivers run small businesses – usually just one person with one truck. They operate on wafer-thin margins, yet in good faith they agreed to extend their payment terms with Toll for six months. Once that time was up, Toll spat in their face and refused to go

back to paying them weekly as per their contracted terms.

“This appalling treatment of workers while those at the top of transport supply chains reap multibillion dollar profits, highlights the urgency for the Federal Government to step up and regulate Australia’s deadliest industry,” Richard Olsen said

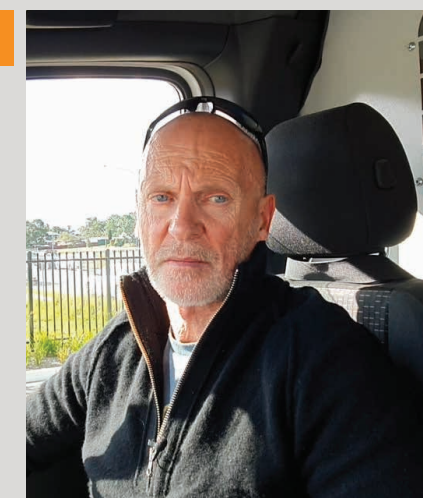
## OWNER DRIVER PAUL NEWTON TELLS HIS STORY

**PAUL NEWTON**, Owner Driver, told TWU News talked to TWU News about the blatant disregard by Toll for an agreement signed off on by Michael Rugendyke and owner drivers at Toll in April.

Members agreed with Toll that when cyber-attacks occurred, they would let the company withhold one week’s worth of their money to assist Toll in maintaining financial liquidity, to keep trading. The cyber-attacks meant Toll had no capacity to invoice.

What we were not aware of was that Toll’s integrity was missing; anything that was promised on the

negotiation table by Michael Rugendyke never eventuated. Members were not aware of planned closures at regional depots, members were not aware of planned outsourcing of work. Michael Rugendyke gave us his word there would be no closures, no short shifts and no outsourcing of work. Where is the integrity? We believe we were lied to. In September members told Toll that they no longer agreed about the money being withheld, this meant the money was to be returned and payment agreements were supposed now to revert to seven-day terms. Toll refused to send the money back. That is wage



theft. Michael Rugendyke has a total contempt and complete disrespect for his workforce.



# TIME FOR THE MAJORS TO PAY UP

Across the TWU, members sacrificed time, energy and the safety of their families battling COVID restrictions to move high volumes of freight and parcels.

Members need Job Security right across the major transport companies, and the TWU are gearing up with members to make sure that is the negotiated outcome. It's respect that is due, for the people that drive businesses forward.

## TOLL: OUTSOURCING THREAT AT THE HEART OF TOLL STRIKES

**THE MOMENT TOLL** group truck drivers slammed on the brakes, thousands of Toll transport workers went on strike on Friday 29 August, demanding that Toll provide job security through the Enterprise Agreement.

Your strong action has resulted in Toll finally signing a transfer deed, which means the current pay and conditions of all Toll employees transferring to Allegro have been protected. Likewise contracts of contract carriers will be assigned across to Allegro protecting owner drivers. For too long Toll refused to sign such a deed but your fight won it.

### TOLL STILL NEEDS TO DO MORE:

- 1) Site rates and safeguards for use of outside hire
- 2) Full utilisation
- 3) A decent payrise
- 4) Finalise local agreements

There is no grey area when it comes to job security. Either the jobs are secure, or they are not. Until these issues are addressed, the job security of every Toll worker is on the line. Together we've made sure B rates are off the table, and your conditions have been protected in the Toll sale process. We MUST now use our collective power to fix these other significant issues. After months of negotiations, Toll knows it must provide job security guarantees to reach an agreement with workers. The transport giant must stop playing games with people's livelihoods.

In the meantime, the TWU is suing Toll for nearly \$52,000,000 because the company has broken an agreement to pay Owner Drivers on time. The case,



will be heard in early September. It could see Toll pay penalties of up to \$10,000 for each of the 5,187 late payments Toll made to almost 250 Owner-Drivers.

Parallel bargaining will likely proceed with the both Toll and Allegro groups. We are seeking meetings with both management teams and will report back ASAP on the details and next steps.

## FEDEX NEEDS TO TREAT WORKFORCE WITH RESPECT

**FEDEX HAVE SAID NO** to members. The National negotiating Committee advise that FedEx accepted only 2 out of 32 claims lodged; have declared no limits on outside hire; are saying no site rates; are offering no 2020 payment; minimalist increases and a demand that all other claims be dropped.

FedEx demanded in their "Final offer" that we drop the majority of our claims that would ensure job security. Members are angry over the company's attempt to remove fair dispute procedures from disciplinary matters, which further threatens jobs.

However FedEx are signing agreements elsewhere. In Turkey, 900 Unionised FedEx workers have

"It is very frustrating that negotiations with Toll remain at a standstill because the company still expects workers to sign on to an agreement that would see droves of workers pushed out of their jobs. The company can say all it likes about pay, workers cannot make it any clearer that pay is irrelevant if their job is not secure. This has gone on long enough, workers want to sign a fair deal and move on, but they cannot sign away their livelihoods."

- Richard Olsen



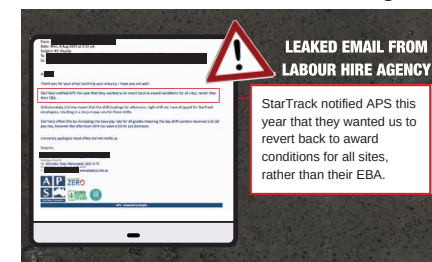
signed a collective bargaining agreement receiving wage increases, a bonus payment, fuel cost assistance, meal fees, and more.

In June, FedEx reported record full-year results with revenues jumping to US\$84 billion and net income over US\$5 billion. FedEx runs a golf tournament with a \$60 million prize, but won't pay up to workers.

## STARTRACK UNDERMINING YOUR CONDITIONS

**IF STARTRACK IS WILLING** to undermine your conditions now, how will we stop them without protections in the new agreement?

A leaked email from a labour hire agency, proves StarTrack is directing its Outside Hire agencies to pay its workers under cheap Award conditions, rather than ensure they are paid the same conditions and wages as StarTrack workers. Doing this means it would be cheaper and easier for StarTrack to use Outside Hire, a direct threat to StarTrack workers' jobs and overtime. The TWU is now investigating



the leaked email between an Outside Hire company and one of our members and it speaks for itself.

Members at StarTrack are pushing for Protected Action over job security. Members feel they have no choice but to disrupt parcel deliveries as a means to have the company negotiate properly.

StarTrack negotiations broke down after they stopped backpay that made up for the extremely demanding 2020 year. StarTrack has refused to prioritise employees over lower paid outside hire. Workers have already reported a hit to their income due to overtime hours going to outside hire instead of employees.

StarTrack is Australia Post's most profitable division as a result of workers' efforts last year, with Australia Post reporting a 15.5% increase in revenue and profits of \$166m in the six months to December 2020.

## BEVCHAIN ATTACKING YOUR RIGHTS!

**BEVCHAIN** want to: introduce B-rates, water down status quo provisions, give no backpay to the expiry date and a wage freeze in most states, give no increases to superannuation, change the span of hours affecting take home pay and make a reduction in terms and conditions by the removal of Transport Industry State Award (TISA).

It is clear by now that BevChain is attacking your rights by reducing job security, especially with the introduction of the 2-tier "B-rate" system. That's why your national and state delegates across the country endorsed preparing for a Protected Action Ballot.



Your TWU bargaining committee will continue to fight for decent pay and conditions. It's time Bevchain respected their workers.

Are you going to let BevChain attack your hard-fought for conditions? Tell your workmates we need to fight back, ask them to join the TWU too.

## LINFOX WAGE FREEZE PLAN



Linfox's intention is to provide a wage freeze and no backpay to the expiry date of the Agreement, change the span of hours affecting take home pay, and introduce B-rates, while watering down status quo provisions.

Linfox also want to change hours. Increases to the span of hours will affect pre-shift overtime and access to overtime would only kick in after 8 hours.

Linfox didn't present a pay offer, which may mean a 3-year wage freeze. Instead, Linfox spoke about how it wants to close the gap between its rates of pay to its competitors. When pressed about who their competitors are, management cited Glen Cameron, Ron Finemore and Goldstar.

Linfox B Rates mean that all new employees who are engaged after the new EA is approved will be paid Award + 10% and only 10% superannuation. Effectively Linfox want a 2-tier system. This is a direct attack on job security and we need to fight this. We can't let that happen here or anywhere. Not on our watch.

ARE YOU READY FOR ACTION?  
Keep in touch with the information being sent out from the TWU via SMS and Email or talk to your Delegate

## TOGETHER WE WILL WIN

Our action is crucial. We are strong and when we stand together, we have power. It's time to let the bosses at the top of supply chains squirm, because they can't bring in the millions without us. **Together**, we will change this industry and make it safer. We will do it for the 200 truck drivers who've been killed since the Federal Government abolished the Road Safety Remuneration Tribunal. We will do it for our families and our communities. When we stand strong together, we will win.



# HSR TRAINING PROVIDING A VOICE FOR SAFETY

Since 2020 and the start of the Pandemic, the TWU has continued the fight for safer yards, providing a powerful means by which workers' voices are heard.

Whether a casual, labour hire, owner-driver, full time or part time employee, the WHS act recognises all workers to be equal. The power of HSR training is supporting workers across a range of transport yards.



SCOTT MCGRATH, ALDI

"Prior to HSRs, very little was happening for the drivers and things were just swept under the carpet.

Now there's real progress, the morale is strengthened in yards, the management takes things more seriously."



ASSAD MANZOOR, DELIVEROO

"It's been a really long struggle against Deliveroo. A process that should've taken two months, took more than a year.

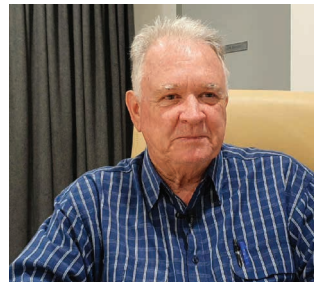
Deliveroo was against the HSRs training because of the power it gives the workers and the position it puts us in."



THEO SEREMETIDIS, QANTAS

"I was the HSR Qantas tried to get rid of because I called them out on safety when COVID started.

I'm working with the TWU closely on prosecuting Qantas. They breached the discrimination part of the Act."



RAY CHILDS, HOLCIM

"We went through the process with our company, which was lengthy because they didn't want to recognise we had any rights as HSRs or with training. But going through the legislation and the regulator and the advice that was given to us, the company had to come back to us saying they'll do it our way."

## WORKING TOGETHER FOR SAFETY AT FEDEX

THE TWU CAN SUPPORT YOU in your yard, safety is all about workers working together and raising issues with management. Doug Fox, Delegate in the FedEx Carrington yard, north of Sydney says, "This is the start of change in the workplace. If you don't speak up nothing will change." In Doug's own words, here is how workers made change.

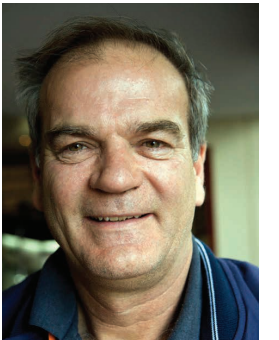
According to some of the bigwigs and HR people who visited Carrington yard, we were breaking every safety rule in the book because of the amount of trailers, trucks and forklifts we had in a company managed, confined area. This year, the bigwigs put all the B Doubles outside, still on their property.

Our problem, the amount of rain, with recent east coast lows. Forkies and others in the yard had no PPE gear and no prime movers available to move the trailers into the shed. It felt like we were being drowned. Drivers from other yards when visiting in the rain made commentary like "What are you guys doing? No one else does this".

Members and non-members alike were exposed to discomfort, dangers and problems related to the rain, the lack of lighting and the winter conditions.

Workers on the "Bulk Shift" got together and we consulted with management, letting them know, if that amount of rain happened again and the trailers were still outside, the shift members would cease unsafe work. We made the call that

**DELEGATE DOUG FOX:**  
"THIS IS THE START OF CHANGE IN THE WORKPLACE. IF YOU DON'T SPEAK UP NOTHING WILL CHANGE."



we were not working in unsafe conditions anymore.

I brought in the expertise from the TWU, speaking to Marija Marsic. For workers it was unsafe, there were insufficient work processes. We consulted with management on the problems, yes, there was paperwork, but the TWU helped with that.

Managers asked us for our suggestions and we gave it to them, a plan on how to take the majority of the B-Double Cargo inside. As it turns out it was extremely productive, loading times reduced, it worked, and we were dryer. Then they wanted to put it back to the original system, but we reminded them about our right to cease unsafe work.

Two days later they came back to us wanting to keep our process permanent. That is the power members have in a yard to be safe!

## THE RIGHT TO ASK, ARE YOU SAFE AT WORK?

The TWU stands behind Health and Safety Reps (HSRs) in yards. HSRs are having the right conversations with work colleagues and management to ensure safety is not compromised and to ensure consultation occurs about safety.

Strong WHS legislation backs up the role that HSRs do and the TWU will seek enforcement where necessary to ensure that an HSR is allowed to do their job and ensure managers are keeping workers safe.

Terry, a driver at Community Transport Central Coast (CTCC) copped a written warning because he engaged in his role as a TWU trained Health and Safety Rep, informing workers of their legislatively protected rights to cease unsafe work regarding the risks of COVID.

**"It is strongly hoped that you will take this opportunity to reflect on your conduct and to improve it."**  
- LETTER FROM THE CEO COMMUNITY TRANSPORT CENTRAL COAST.

Terry's story highlights the need for TWU trained Health and Safety Reps in yards. The TWU trains members to have the knowledge, as we know so many managers are not well informed when it comes to WHS legislation.

The TWU announced to CTCC that we represented Terry and we told the company we were looking to meet. We also exercised our right of entry under Section s117 of the WHS Act.

They lawyered up, so the union contacted SafeWork NSW to

**TWU RESPONSE:** "We allege that by punishing Mr Mobbs for exercising his workplace right to cease unsafe work, and as an HSR, engaging in discussions about safety concerns with other workers you and the PCBU are engaging in prohibited behaviour under the WHS Act."

investigate and subsequently support the TWU's position.

Following a meeting between CTCC and TWU Officials, CTCC have now withdrawn the warning letter.

Marija Marsic, TWU Assistant State Secretary, Director of WHS & Education reminded the company, "Workers have

*continued >>*



Central Coast Community News

a duty under the WHS Act to take reasonable care for their own health and safety, and engaging in high risk work where an immediate or imminent risk to their health and safety is present, would be contravening their own duty under the Act. The PCBUs contractual obligations do not negate a worker's right to cease unsafe work if they have a reasonable belief that engaging in that work would lead to an immediate or imminent risk to health and safety."

## HSRS FIGHT PROFIT OVER SAFETY

On 16 August, at the FedEx, Matraville Depot, a worker tested positive to COVID and the TWU understands FedEx managers allowed a shift change to occur as normal. Several workers then entered the site who were later deemed close contacts and have since been ordered into self-isolation.

When TWU trained HSRs learnt of the situation several hours later, they immediately directed all workers to cease unsafe work, empowered by the Work Health and Safety (WHS) Act. Despite this, FedEx instructed a small number of workers to remain at the site to continue working – in direct contravention of the WHS Act. It was up to the worker health and safety representatives to do what management failed to do, end this unsafe work."

FedEx's behaviour was a disgraceful example of their 'profits over safety' mentality.

The TWU believes FedEx knowingly and recklessly exposed their workers to a health and safety risk. The site should have been immediately shut down and cleaned top to bottom while the contact tracing took place. The TWU has lodged a formal complaint with both Comcare as the safety regulator, and SafeWork NSW over FedEx's failure to adequately protect its workforce from a known COVID exposure.

It's the second such example of an inadequate response from Fedex, after a COVID exposure at their Enfield site earlier this month also revealed the absence of a COVID Safety plan, no COVID control measures and a failure to consult with workers on COVID protection in their workplace.



# QANTAS FAILURES

The TWU took Qantas to the Federal Court and the Court told Qantas that their outsourcing decision was illegal.



**IN A RULING** that was in favour of workers and the TWU, the Court confirmed what the TWU and workers long suspected: Qantas saw the pandemic as a “transformational opportunity” and that there was a “vanishing window of opportunity” to make significant changes to its workforce. Qantas grabbed the opportunity with both hands, deciding to illegally axe and outsource over 2,000 ground workers in the middle of the pandemic.

In typical fashion, Qantas won’t be told, they have decided to appeal, while the TWU is fighting for all workers to be reinstated or compensated as soon as possible. A recent TWU survey found that three quarters of outsourced workers have been unable to secure full-time work since they were sacked by Qantas, and 77% want their jobs back.

Qantas actions are an attack on a unionised workforce. It was an attack on workers prepared to fight for fair wages and decent standards at the airline.



**Qantas' actions were an attack on workers prepared to fight for fair wages and decent standards at the airline.**



Qantas managers were motivated by minimising costs to maximise profits and thought the company would get away with outsourcing work to third parties on low cost, take-it or leave-it arrangements because everyone was distracted by the pandemic. They were wrong and Qantas lost.

This decision is an incredible, once-in-a-generation win for the workers. It sends a clear message to the \$11 million man Alan Joyce and the Qantas

## HOLDING QANTAS TO ACCOUNT ON SAFETY IN THE FAIR WORK COMMISSION

**IN FEBRUARY LAST YEAR** Qantas stood down a cabin cleaner trying to keep his workmates safe from COVID 19. The TWU will take Qantas to the Fair Work Commission.

The worker, a TWU trained Health and Safety Representative, advised colleagues not to clean planes arriving from China in early 2020 due to the risk of COVID-19 exposure. At the time, Qantas was not providing cabin cleaners with appropriate personal protective equipment (PPE) while at work.

Qantas at the time insisted the risk associated with COVID-19 was “negligible”.

Qantas threatened other workers with



sacking and stood down the worker pending an internal investigation. It gets worse from Qantas because this case is linked to a SafeWork NSW investigation into Qantas’s cleaning standards, which found an “inadequate system of work used to clean planes”.

Richard Olsen, State Secretary told

TWU News “Qantas must be held to account for violating the rights and duties of the Health and Safety Representative. If Health and Safety Reps at Qantas can’t stand up to unsafe work practices without being stood down, then no worker is safe. We are taking Qantas to the Fair Work Commission because we believe it is vital that workplace Health and Safety Representatives have the full backing of the law.”

We are pretty sure that Qantas CEO Alan Joyce would have refused to board planes coming from China in February 2020 without proper PPE – but that’s exactly what they stood this employee down for doing.



Board that they are not the Spirit of Australia, but rather, it’s the baggage handlers, ramp workers and cabin cleaners working hard each and every day that have built the trusted reputation of Qantas.

The TWU has launched a new campaign calling on the Qantas Board to do the right thing by the outsourced workforce,

drop any plans for an appeal, and immediately reinstate or compensate affected workers.

**You can show your support by signing the open letter to the Board here:**  
[bit.ly/386yR8b](https://bit.ly/386yR8b)

### A MESSAGE FROM RICHARD OLSEN, STATE SECRETARY

“Big congratulations to our members and delegates at Qantas on their massive court case win. This is the biggest win for Australian workers in more than 2 decades. And it was all possible because of the TWU delegates and rank-and-file members who joined the fight. Those who attended our rallies at Sydney Airport and Parliament House in Canberra. Those who spoke to their workmates and encouraged them to join the fight. Those who stood up against Qantas management’s cruel decision to outsource 2,000 jobs in the middle of a pandemic. Alan Joyce and Qantas tried to silence their workforce, but the TWU has won a remarkable victory against one of the biggest, most powerful businesses in Australia. But the fight isn’t over yet. Alan Joyce is now standing down 2,500 Qantas workers, despite receiving more than \$2 billion in Government support. This is a kick in the guts to the Qantas workforce, and the TWU will keep fighting for Qantas jobs.”



# TIME FOR INDUSTRY STANDARDS

The TWU is negotiating with bus companies across NSW for new Enterprise Agreements. Members are seeking to add in industry standards that properly support workers when it comes to safety, pay and conditions.

## INDUSTRY STANDARDS SOUGHT:

- ✓ Setting standards for maximum driving times to enable on-time running and realistic timetables
- ✓ Setting standards of working hours and fatigue management
- ✓ Setting standards that strengthen union power in a yard
- ✓ Setting standards for industry training
- ✓ Strengthening workplace health and safety
- ✓ Setting standards on wage increases
- ✓ Setting standards on superannuation increases

## DELEGATES TALK ABOUT THE AGREEMENT IN THEIR YARD

STEWART, DELEGATE AND A HEALTH AND SAFETY REP (HSR) AT CDC DURAL YARD



The negotiation of a new EA is a time for us to rattle cages. With the support of Mick Pieri, and Nimrod Nyols at the TWU, we are rattling cages every time we confront management across a table. Right now, we are in a terrible situation with safety, superannuation and the need for industry standards across NSW. You should be proud to be union, in your yards talking to the non-union members to join and build our numbers and strength. Everybody benefits from the work Mick and Nimrod are doing on the EA.

GREG, DELEGATE AT TRANSIT SYSTEMS IN REGION 3 YARD AT SMITHFIELD



"Where we sit (in Region 3), Transit Systems is the only bus company that has underpaid drivers working under NSW Government contracts. When we negotiated the last EA, managers, Clint Feuerherdt and Doug LaMont said what they could offer was the best they could do at the time but promised they would make it up for us at the next enterprise agreement. We are going to hold them at their word. Transit Systems employees under the Region 3 contract will need to get a 5% pay rise this year just to be equal with the other companies. Let's build our Union numbers in the yard."

DARREN, DELEGATE AT TRANSDEV MT KURING-GAI YARD



"I have been in unions for 35 years, and I love the career I am in now. Coming together and communication in the yard, building our Union strength, will bring across the line our claims and the industry standards we need. There is safety in numbers and we can ensure management don't have it all their way. The importance of superannuation increases in the claim for young drivers beginning their career and the more senior drivers cannot be underestimated. You get paid 9.5 percent on your ordinary wage, but it is not paid on overtime. How does that help years down the track? We must be getting the value in Super for all the hours we do."

MANISH, DELEGATE AT BUSWAYS PENRITH YARD



"A new EA binds Busways to a contract with drivers and empowers the TWU to protect workers' rights and prevent exploitation in the workplace and provide drivers with a better work and life balance. We are looking for 12 hours maximum a day to be used at the workplace. Too many extra hours at work can lead to fatigue and less time available for family. I want to see superannuation strengthened because like all drivers I want to retire with dignity. Superannuation at 9.5% is not a fair rate compared to the 15% we should be receiving in line with other workers in public transport."

MARTA, DELEGATE AT TRANSIT SYSTEMS REGION 6 YARD AT LEICHHARDT



"Let's prepare for action and a new agreement that provides the best pay and conditions for all drivers. Transit Systems are hoping to keep drivers separated under two agreements. Working with all drivers we are picking the best out of both expired agreements in Region 6 and presenting them packaged as one agreement. That would be best for all drivers. We are all in this together, fighting 13 hour working days for split shift drivers, and the shortfalls in superannuation. Together we are tough and we will get there!"

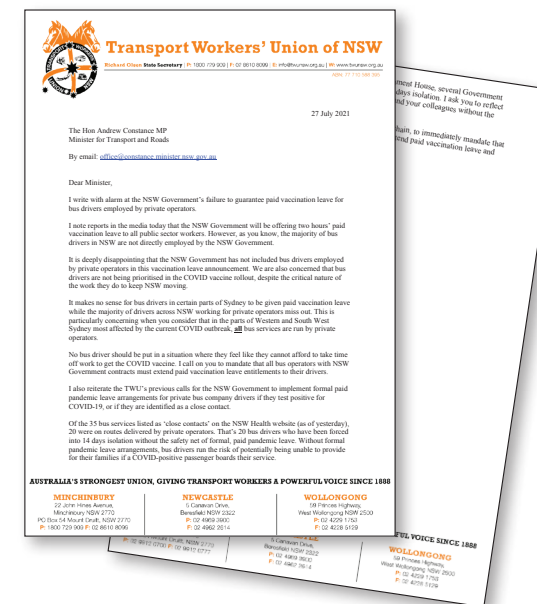
# TWU POWER DELIVERS LOCKDOWN PROTECTION

- Bus drivers are on the frontlines of COVID every day and they need to be kept safe so that bus services relied on by so many essential workers can continue to operate.
- Rapid testing arrangements have been in place for drivers transporting hotel quarantine passengers to and from Sydney Airport since before Christmas.
- The TWU has successfully negotiated arrangements with private bus companies for affected drivers to be paid as normal while in isolation
- Transport for NSW has come on board, building on measures introduced by TWU members including, exclusion or buffer zones, opal and cash handling bans and screens that protect drivers from coughs and sneezes.

## PAID VACCINATION LEAVE

Drivers are still in a situation where too many have told us they were not assisted by their employer to go get their jabs. The TWU has made calls to the NSW Government, the head of the public transport supply chain, to extend their paid vaccine leave arrangements to bus drivers employed by private operators – not just those working for State Transit.

Read the letter to the Minister for Transport here: <https://bit.ly/2YbS6e0>

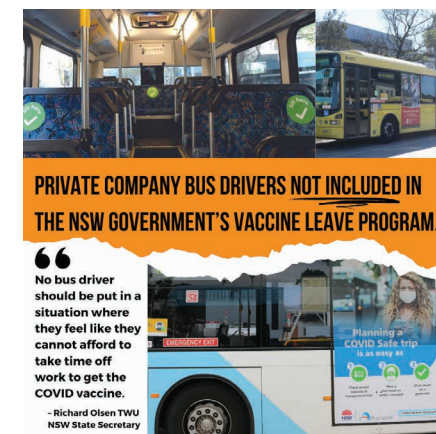


## RAPID TESTING AND VACCINATIONS SHOULD BE DONE AT DEPOTS

The Union made the call louder for rapid COVID testing and vaccines to be offered at bus depots, following chaos at depots in the Inner West.

Bus services across Region Six (servicing Sydney's Inner West and Southern Suburbs) were thrown into chaos with the Leichhardt depot forced to close after two drivers tested positive for COVID-19 and at least 20 others were forced into isolation. The TWU received reports the chaos had spread to the nearby Tempe depot, with dozens of close contacts and cancelled services as well.

The chaos at the depots in Leichhardt and Tempe shows that the status quo just isn't good enough when it comes to protecting bus drivers from COVID-19.



Over the past few months we've seen dozens of bus services listed as close contact exposure sites, but the NSW Government has done very little to improve access to testing and vaccines for the people driving those buses.

## RAPID ANTIGEN TESTING - PULLING UP ON SAFETY

The TWU has been in discussions with the NSW Government about the need for rapid antigen testing in bus depots since the decision was made to end workplace testing of bus drivers. Under current arrangements, bus drivers are not subject to any regular COVID testing requirements whatsoever, which presents a significant risk of COVID transmission to bus drivers and their families.

## URGENT SAFETY NOTICE

THE NSW GOVERNMENT WON'T PROVIDE COVID TESTING FOR YOUR BUS DRIVER

WE NEED YOUR HELP TO KEEP YOU SAFE!

PLEASE REGISTER A COMPLAINT! CALL 131500 – PRESS ZERO

OR USE THE OPAL APP ON YOUR PHONE TO PROVIDE FEEDBACK

Members at four bus depots across Western Sydney walked off the job for a two-hour safety stoppage. The NSW Government needs to fix this immediately - they can't expect thousands of bus drivers across Sydney to continue working under unsafe conditions. While vaccination is our most effective defence against COVID-19, it is not a silver bullet as it is still possible for vaccinated workers to unknowingly transmit the virus to colleagues and/or passengers who may not be vaccinated.



# A COVID-SAFE TRANSPORT ROADMAP THE KEY TO REOPENING AUSTRALIA



**The TWU has launched a plan for a national covid-safe Transport Roadmap to protect workers, the public and our economy, including:**

- ▶ Vaccination and rapid testing hubs to suit transport shifts
- ▶ Paid leave for vaccination and recovery
- ▶ AviationKeeper and rapid pre-flight testing
- ▶ Uniform rules for borders, testing and vaccine requirements

The roadmap is supported by leading epidemiologist Professor Adrian Esterman. Transport has been a critically

overlooked industry throughout the pandemic, leading to mass covid outbreaks and subjecting transport workers to laborious and punishing testing regimes, border chaos and lack of access to truck stops. The Federal Government failed to prioritise vaccines for transport workers in road or aviation, or put in place uniform covid rules guided by industry.

The aviation plan would retain skilled airport workers through AviationKeeper and ensure all airports have rapid pre-flight testing in place for passengers and crew to shield the beleaguered industry from future covid shocks and inspire greater confidence in travel as restrictions ease.

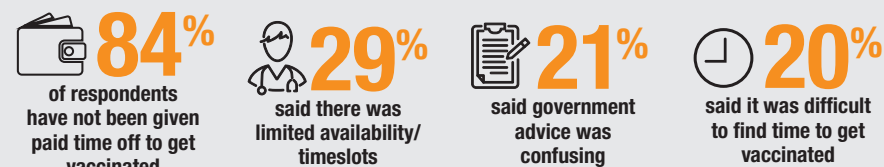
## THE TWU ROAD SURVEY

**A TWU survey of 1,200 truck drivers, bus drivers, couriers, rideshare drivers, food delivery riders and distribution workers has found that 54% are not vaccinated against COVID-19.**

The respondents of the survey claimed over 84% do not have paid vaccination leave, with many left to navigate limited appointment times or confusing government information without support from employers. One member so concerned he said in the survey, "I wish the company would make arrangements for drivers to get their vaccine. I believe they don't care."



**In the survey, over half of all truck drivers who participated could not find open truck stops to shower, get a hot meal or rest as a result of recent lockdowns, while one-in-three were forced to self-isolate in their trucks after receiving a COVID test, one driver said, "Testing centres are only open between 8am – 4pm... Most drive-in centres don't cater for heavy vehicles."**



A bus driver responds to the survey:

**"timetables are so tight, you don't have two minutes to get your bus cleaned by the professional cleaners the government has paid to clean your bus."**

Without support, many transport workers are forced to make a terrible choice: put food on the table, or not work to get vaccinated and deal with possible side effects. The TWU is fighting for priority vaccinations and paid vaccination leave, so no transport worker is forced to make that choice.

Prioritising transport workers for vaccinations and providing paid vaccination leave will go a long way to protecting essential workers in our most mobile and critical industries from contracting and transmitting the virus.

## NO ACCOUNTABILITY AT ARAMEX

**COMPANIES LIKE ARAMEX** are putting drivers at risk, doubling the amount of freight and not increasing the number of freight handlers to sort the freight and help manage the increasing load.

Aramex won't invest in the simple infrastructure that all courier companies have, to ensure the sorting and loading of freight is a reasonable and safe.

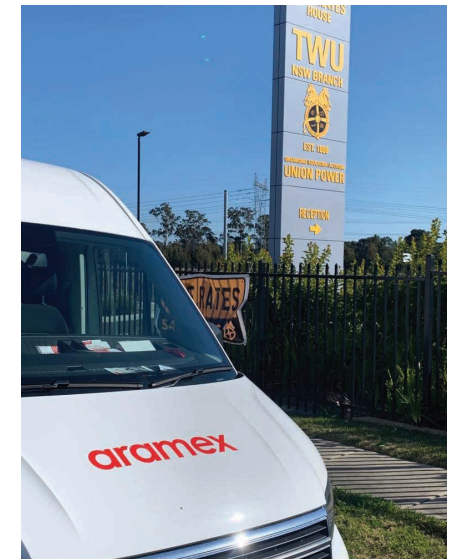
There is extra work, and the risk has increased and the company has failed to address the growing demand in their business.

The company is ripping the profits off workers, who have ended up working harder for less in an environment that

means their safety, while loading, is at risk.

The non-franchised areas of the company, are left vulnerable to losing clients, because Aramex hired ad-hoc couriers that were not provided a proper understanding of the Aramex model of business and the way the Aramex franchisees work. The company has no accountability system in place for these couriers and is not ensuring that the work is done in a way that drives the Aramex business forward.

Remuneration, job security and safety are the issues that the TWU are supporting the Aramex Franchisees in improving.



## AMAZON WHO PAYS? JOIN THE FIGHT FOR \$40

**JEFF BEZOS** launched himself into space in July, dressed in his space suit, all smiles for the camera. He let us know this when he said before hopping onboard his rocket:

"I want to thank every Amazon employee and every Amazon customer because you guys paid for all this."

Amazon has made its founder the richest man in the world at \$240 billion. But what makes this so galling is just how much Amazon's workers have paid to make him this rich.

Amazon may be new to Australia but it is already displaying worrying behavior - and rule breaking. Workers delivering packages for Amazon Flex were engaged for months last year without receiving safety training mandated by NSW regulations. Training only began when the TWU complained to Amazon.

Amazon has also revealed the anti-union behavior it is known for across the world. The company called the police on two occasions in May last year when NSW TWU officials tried to access a Sydney distribution centre to talk to workers, despite giving prior notice and showing right of entry.

When TWU did gain entry, officials observed workers loading up personal



cars to deliver packages, in some cases not able to see out windows. Workers reported earning between \$10-\$15 per hour after costs are deducted, well below minimum rates.

In a similar vein to Uber, Amazon Flex drivers have no right to guaranteed minimum wages, annual leave and sick leave. They are regularly sacked unfairly without warning or the chance to appeal.

When Amazon appeared at a Senate Inquiry on Job Security in June, the TWU revealed details of the company's behaviour. Former TWU National Secretary, Senator Tony Sheldon grilled Amazon representatives about the underpayments of drivers and the refusal of entry to union officials. Of course, they denied it and had their cronies in the Federal Government on hand to ask soft questions.

Amazon flex has arrogantly driven into

Australia with a business model that will block up our roads with desperately underpaid delivery drivers and potentially unsafe vehicles.

The Industry standards need lifting - Amazon will not lift them for their drivers, driving their own cars and getting work through an online App. This leads to questions about duty of care, the TWU knows that corporations like Amazon, Uber and Australia Post want to undercut drivers in the legitimate parcels delivery industry made up of owner drivers.

The TWU Fight for \$40 is ensuring that you are properly paid for the work you do and the vehicle you run. As a result the delivery industry is a safer and fairer workplace for those with vehicles under two tonne.

**Join the TWU Fight for \$40 Facebook page here - [bit.ly/2DeMJkX](https://bit.ly/2DeMJkX)**





# SOLIDARITY WITH TRANSPORT WORKERS

## TRANSPORT WORKERS JOBS ARE BEING ATTACKED. WE NEED YOUR SUPPORT.

With no regulation, wealthy retailers, manufacturers and oil companies are putting a deadly squeeze on transport supply chains despite raking in record profits last year off the back of truckies' hard work.

Amazon has made billions in record profits, but is crushing transport supply chains and threatening to eradicate decent jobs by growing its exploitative courier service AmazonFlex. This pays people less than minimum wage, pushing people to work unsafely to deliver large volumes of parcels in unrealistic timeframes.

To compete, transport operators like are trying to slash entitlements and force through changes that could see good, safe transport jobs outsourced to the lowest bidder.

**This is catastrophic in what is already Australia's deadliest industry.**


Transport Workers are taking strike action to protect good, reliable transport jobs. The Federal Government must step in and end this chaos. We need regulation to stop the deadly squeeze on transport by the likes of Amazon.

**Take a stand with us by signing this petition to the Prime Minister to regulate the transport industry and provide safe wages and conditions to save lives on our roads.**


Together, let's send a clear message that our truckies deserve better. After you've signed, share your support on social media using #TruckieSolidarity

**SCOTT MORRISON: PROTECT TRUCKIE JOBS**

Target: Scott Morrison



**#TRUCKIESOLIDARITY**



Transport workers have been heroes of the pandemic. Now their jobs are being attacked.

With no regulation, wealthy retailers, manufacturers and oil companies are putting a deadly squeeze on transport supply chains despite raking in record profits last year off the back of truckies' hard work.

Amazon has made billions in record profits, but is crushing transport supply chains and threatening to eradicate decent jobs by growing its exploitative courier service AmazonFlex. This pays people less than minimum wage, pushing people to work unsafely to deliver large volumes of parcels in unrealistic timeframes.

**Complete the petition at:**  
<https://actionnetwork.org/petitions/truckie-solidarity>



Yasmin Catley MP



Independent Education Union of NSW/ACT

### THE TOP OF THE SUPPLY CHAIN

Amazon announced profits up 224% to \$US8 billion in just the first quarter of this year. Apple said its profits have more than doubled to US\$23.6 billion while Aldi's annual revenue in 2019 was \$US109 billion. Bunnings' revenue grew 24.4% to \$9 billion in the six months to December 2020.



Sally McManus - ACTU Secretary



Michelle Rowland MP



David Harris MP

## TRANSPORT WORKERS ARE GATHERING SUPPORT FROM ALL OVER NSW.



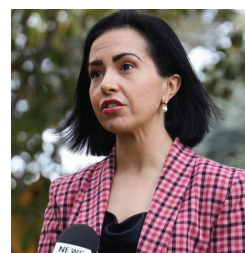
Unions NSW



Mark Buttigieg MLC



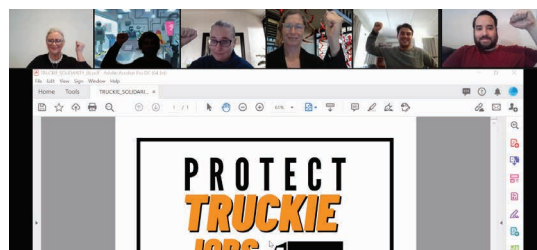
Jenny Aitchison MP



Prue Car MP



Michelle Myers MUA



Colliery's Staff and Officials Association



Shaoquett Moselmane MLC



United Services Union



Robert Borsac MLC



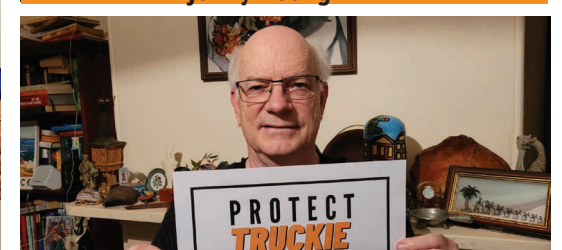
Jodie Harrison MP



Sophie Cotsis



Jenny Leong MP



Peter Murphy



## WITHOUT TRUCKS AUSTRALIA STOPS:

The development of a viable, safe, sustainable & efficient road transport industry

**SENATOR GLENN STERLE**, truck driver and TWU member chaired a Senate Inquiry into transport that heard directly from truck drivers, industry representatives and State Secretary Richard Olsen on behalf of members.

The report from the inquiry recommends the Federal Government “establishes an independent body” to “set universal, binding standards” in road transport. Regulation of this sort would eliminate gig economy models of exploitation at the likes of AmazonFlex and Uber. For the independent body to succeed it must be genuinely industry-led and dedicated to addressing the economic,



social and contracting pressures that make transport Australia's deadliest industry.

The Prime Minister only needs to look at the thousands of transport workers forced to pursue strikes over an assault on good, safe jobs across Australia's major operators to see that implementing the recommendations of the Senate report is a national priority. The Report has made ten comprehensive recommendations to Government which are based on extensive research and evidence taken from witnesses and submissions.

**Read the report here!**  
<https://bit.ly/3DQljuV>

## MEMBERS WIN!

### CDC LONG SERVICE LEAVE WIN

A TWU Member at CDC Buses resigned and asked the HR department representative to help him draft his resignation letter. Details were not included, and we are not saying this was a deliberate act, but the member did not receive his Long Service Leave entitlement when he left.

The distress this caused our member meant he turned to the Union for help. He was retiring early to move to Bathurst and look after his wife who is unwell.

The TWU took up the fight for him. The Members' Service Team, who understand the rules, reminded CDC that there is an entitlement for Long Service Leave to be paid when there is illness or another pressing necessity involved.

Our member got paid, it pays to belong.

### MENULOG EMPLOYEE TRIAL WELCOME BUT MORE CHANGE IS NEEDED

The TWU and delivery-riders have campaigned for years to bring public awareness and change to the gig economy, which exploits workers with pay well-below the minimum wage and forces riders into dangerous working conditions just to make ends meet. Now Menulog is commencing a Sydney CBD employment trial, in an Australian-first. The trial has seen riders employed directly by Menulog, marking an important milestone in achieving minimum rights and protections in the food delivery industry.

We still have a long way to go in the fight to improve pay and conditions for workers employed by the biggest platforms like Uber. However, building on our successes in the Hungry Panda and Deliveroo fights, this Menulog trial shows the TWU and riders are slowly turning the gig economy tide in favour of workers.

### THE FIRST AGREEMENT AT COPE SENSITIVE FREIGHT

With the support of the TWU, members at Cope Sensitive Freight got their first registered Agreement this year. The Agreement puts them on a path to be paid in line with the rest of the industry, with a 4% increase. The TWU congratulates members for sticking together, and showing solidarity and strength in a long hard fight that lasted around two years.



## THE TWU NSW LEGAL TEAM STRENGTH IN ACTION FOR TWU MEMBERS.

The TWU Legal team continue to make a stand, involved in negotiations and ensuring that members have their voices heard.

### SCOTT'S FAILURES AND THEIR ENTERPRISE AGREEMENT

#### IN THE MIDST OF NEGOTIATIONS

Scott's dropped a management written Enterprise Agreement. Scott's made application to Fair Work Commission for approval, and the TWU stood up for members. Scott's came up empty handed now being required by the court to follow procedures that make bargaining for a new agreement, fair.

Scott's has also been told by the Commission that they have not fully shared the implications of signing up to their new agreement and Scott's have been told they did not properly explain what was in the agreement to the members in yards.

The Commission also found that Scott's had changed the expiry date of the agreement to a date other than the previous agreements expiry date.

The Court found that Scott's only went so far to explain increases to rates of pay but did not explain anything further. We questioned the calculation that Scott's used for shift loading rates, seeking allowances and conditions that are standard across the industry and easy to understand.

The proposed agreement sought to make “unprotected” any industrial action for the life of the agreement. The proposed ban on industrial action was not explained to workers when required to vote on the agreement.

The proposed Agreement proposed failed the ‘BOOT’ test, that an employee was better off overall with the new agreement.

The Fair Work Commission has sent Scott's back to the negotiating table, because that is fair.



### A REINSTATEMENT FOR JOY MCGRATH AT TOLL

**JOY MCGRATH** is 64 years old, and has been working for Toll Transport for 14 years, doing 10 to 11 hour days.

The TWU legal team took up Joy's case following a not-at-fault car accident on her way to work, that left her unable to work for over 12 months. Joy had to access her TWU Super income protection insurance to support herself financially.

When Joy's injuries had healed and her Doctor allowed her to return to work on restricted duties, Toll refused to accommodate her return.

Joy had no choice left but to access her superannuation, that was supposed to be for her retirement.

In June this year, Joy received a full duties certificate and notified Toll that she had been cleared to return to work on full duties.

In a meeting between Toll and TWU Officials Toll informed Joy that her previous role was no longer required to be performed.



In reality, her previous role had been filled by another worker.

The TWU advised Toll they were in breach of the Disability Discrimination Act 1992 (Cth) by not accommodating her return.

We sought immediate reinstatement and have now reached an in principle agreement in which we are negotiating for Joy's return to work.





# 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 a Health and Safety Rep (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

## GENERAL INFORMATION ON THE ROAD

The situation and advice is changing frequently. Please monitor the NSW Government website <https://www.nsw.gov.au/covid-19> for the most up to date advice.

The TWU has been advocating for better testing facilities to be available for Transport Workers, where they work. Truck drivers now have more available "freight friendly" testing sites

### Transport for NSW advises that the freight-worker, asymptomatic testing services are available at:

- 250 Victoria Street, Wetherill Park, Sydney. Assisted testing by pathology staff 24 hours a day, 7 days a week.
- Taree Service Centre, Pacific Highway. Assisted testing by pathology staff 24 hours a day, 7 days a week.
- Narrabarba rest area, Princes Highway. Telehealth is available 24 hours a day, 7 days a week.
- Forbes Caltex Service Centre, Newell Highway. Assisted testing on weekdays, with telehealth in place at night and on weekends.
- Narrandera Roadhouse, Newell Highway. Assisted testing by pathology staff 24 hours a day, 7 days a week.
- Tarcutta truck change-over yard, Sydney Street, off Hume Highway. Assisted testing by pathology staff 24 hours a day, 7 days a week.
- Yass Ampol Service Centre, 1715 Yass Valley Way, off the Hume Highway. Assisted testing by on-site pathology staff 24 hours a day, 7 days a week.
- Marulan BP Service Centre, southbound, Hume Highway. Assisted testing by on-site pathology staff 24 hours a day, 7 days a week
- Armidale Airport Business Park, Cameron Road (off the New England Highway). Council-run Open: 8am to 3pm weekdays 8am to 12pm weekends.
- Moree, 3 Blueberry Road, off Newell Highway, behind Puma Petrol Station. Council run Open 9am-3pm, 7 days a week.

**In NSW you do not need to self-isolate after taking a COVID-19 test if you do not have symptoms and are taking the test to comply with mandatory testing requirements.**

# SHOW YOUR UNION PRIDE!



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

Show solidarity with your Union this summer.

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](http://www.twunsw.org.au/shop)



### \$500 instant cash back on vehicle finance for couriers

- New and Used Vehicles
- Cars, Vans and Trucks
- Competitive Interest Rates
- Fast Track Approvals & Settlements (TAP)

### Immediate 100% tax write off on commercial vehicles under \$150,000 delivered before 30th June 2022

Finlease score 4.9 out of 5 stars on over 800 independent reviews: [finlease.com.au](http://finlease.com.au)

Call your Vehicle Finance Specialist, Charles Matthews today on 0402 607 671 or email [cmatthews@finlease.com.au](mailto:cmatthews@finlease.com.au)



Charles Matthews  
Vehicle Finance Specialist

#betterthanabank

finlease+

## UNITED SERVICES UNION SPECIAL OFFER FROM THE UNITED SERVICES UNION Solidarity rates for our TWU mates!

### You're invited

As a TWU member you are invited to stay at the USU's Riverside Resort @ Port along the beautiful Hastings River in Port Macquarie at a special discounted solidarity rate.

**SOLIDARITY RATES FOR TWU MEMBERS**  
By being a TWU member you receive a 10% discount!

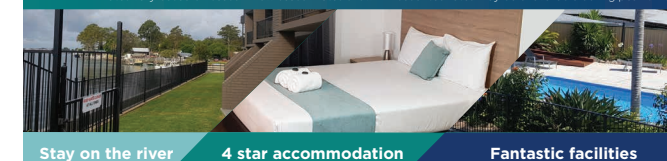
### We love our Riverside Resort @ Port and we're sure you will, too.

The members and executive of the USU invite you to holiday at our caravan park and 4 star hotel on the beautiful Hastings River in Port Macquarie. We're proud of our resort and excited to offer every member of the TWU a special 10% discounted Solidarity Rate.

Accommodation	Public Rate*	Solidarity Rate*
1 and 2 bedroom waterfront cabins	From \$92/night	From \$82/night
Waterfront Motel Room	From \$128/night	From \$115/night

Because when we say solidarity forever, that means on holiday, too.

\* Rates vary based on season. Low season rates shown. Discounted rates may be unavailable during peak times.



Stay on the river 4 star accommodation Fantastic facilities  
For more information: [www.riversideresortatport.com.au](http://www.riversideresortatport.com.au)  
(02) 6584 9155 | [riversideresort@usu.org.au](mailto:riversideresort@usu.org.au)



# SANTONE LAWYERS

Delivering Legal Services to TWU Members

## MEET DEAN LESTAL

Meet one of the team at Santone Lawyers dedicated to delivering the best legal services to every client, in a practical, professional and cost efficient way.

At Santone Lawyers each inquiry is handled directly by an experienced lawyer who will personally manage your matter from start to solution. When you have a legal issue that needs the help of Santone Lawyers, Dean Lestal has the runs on the board you need!

As a Solicitor, Dean has been with Santone Lawyers since March 2014. Dean specialises in Family Law, Employment Law, Criminal Law and Administrative Law.

In law as in sport, Dean is relentless in the pursuit of a win.

As a Cricketer he is a feared opening bowler, who has been terrorising opening batsmen for many years.

In Family Law, Dean is an experienced advocate in interim and final family law proceedings, Conciliation Conferences and legally assisted mediations.

In Employment Law, Dean has assisted many clients in unfair dismissal proceedings, general protections proceedings, contract disputes and restraint of trade issues, underpayment matters and discrimination/harassment claims. He has also attended numerous Conciliation and settlement conferences in employment matters, which have resulted in settlement outcomes for his clients without proceeding to litigation.

Dean also provides advice and appears as an advocate in criminal law matters and traffic offences, civil claims, such as property damage, debt recovery and contract disputes.



## 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 TWU members.



Level 11, 276 Pitt Street Sydney, NSW 2000  
DX 13005 Sydney, Market St | PO Box Q1590, QVB Sydney NSW 1230  
Ph: (02) 8115 9820 | Fax: 9261 0088  
[www.santone.com.au](http://www.santone.com.au)

## The bank for the TWU.

### Exclusive private banking for TWU members by Beyond Bank.

At Beyond Bank, we understand that the measures of success are different for every individual. That's why we're offering, exclusive banking services to members of the TWU.

- A personal, dedicated relationship contact.
- Focused on your individual banking and lending needs.
- Access to special product offers.

### Get in touch.

To find out more about this offer for TWU members, contact **Paul George** on **0439 929 151** or email [twuprivatebanking@beyondbank.com.au](mailto:twuprivatebanking@beyondbank.com.au)

**Beyond Bank**  
AUSTRALIA

This information has been provided without considering 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. Beyond Bank Australia Ltd ABN 15 087 651 143 AFSL/Australian Credit Licence 237856

## Midland.

INSURANCE BROKERS

Transport Insurance.  
Uncomplicated.

1300 136 055

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

We get you  
from A



We know you work hard to keep Australia moving. So rt health is here to support you to make sure you get from A to B and all the way to Z with your healthcare needs.

1300 886 123  
[rthealthfund.com.au/twu](http://rthealthfund.com.au/twu)

**rt health**

## CHALLENGE UNION SHOPPER

to find you a better deal

Great discounts and deals for members on a huge range of products and services. Take advantage of Union Shopper's **collective buying power** & be part of the savings!



**UNION SHOPPER**

1300 368 117



SCAN ME

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



# NO STOPPING US

**AVIATION HAS BEEN HIT** from many angles, once again we are moving into a period of stronger Covid lockdowns, made much worse by the arrival of the Delta strain into the country. As that happens, I am angry and not surprised at all at the continued Qantas disregard for workers. Qantas are now looking at getting rid of another 2500 people. I am sure that means another court case where I have no doubt they will be flogged again as they have just been by the TWU. We continue the fight.

We are working with members hit hardest at dnata, Cabin Services, REX, Gate Gourmet and through SNP. Some of these members were denied a chance at providing for their families when the Federal Government denied them JobKeeper. For a moment there, it seemed there was a chance for them to start working on a regular basis, and they got hit again.



# THE PUSH FOR SAFETY ON THE BUSES

**THERE HAS BEEN OVER A DECADE** of the Union dealing with tenders in the Bus Industry in NSW, over a decade of having to negotiate with many Enterprise Agreements instead of an Award, it's been a long run to where we are now. The TWU is finally back at the point where we can fight for and see in an industry standard, that reflects the need for same job, same pay across the bus industry.

The hard work of TWU organisers in yards helping members take a stand has brought us to where we are today.

As we begin negotiations with the bus companies across NSW there are a significant number of issues we are seeking a better outcome on.



TWU Bus Delegates

Bus Drivers are still asked to do split shifts, this means that companies want them to work over 13 hours in a day, and only have 8 hour breaks before working again. This is an unsafe practice for bus drivers, the Union is making claims to companies that you don't work over 12 hours in a split shift. We are saying there needs to be ten hour breaks between driving shifts.

Bus Drivers are not taking toilet paper from point A to point B, Bus Drivers are taking our mothers, fathers, kids and grandkids to places.

What we have learnt over the past decade or so is that companies don't care whether you drive for 5 hours and 15 minutes when they put you behind the wheel. As a bus driver you don't have a right to go into the toilets when you feel like it whereas a truck driver can. The reality of this is, if you are driving for four hours straight, you need a 15 minute crib break.

That's our safety ask.

At the introduction of Superannuation, Paul Keating, said that everybody should be at 15%. Now Prime Minister Scott Morrison needs to be congratulated, he is getting 15.4 % super. Bus Drivers are nowhere near this rate.

When Superannuation was brought in for bus drivers, bus drivers were being ripped off by being paid 4% only in Super when the rest of the country were getting over 6%. That rip off lasted 8 years.

Everybody in the State Government on trains and trams got paid super on every hour they work, our fight for bus drivers includes superannuation to be paid on every hour you work.

The top of the supply chain is the NSW Government, its time they paid up because apart from the route work drivers do, bus drivers go beyond, providing train replacements, running on Sundays, which we see as overtime and more. The bottom line is this, bus drivers must be paid properly for every hour they do.

## WHAT ARE CLEANAWAY UP TO?

On the Randwick Council Contract, they are not recognising the agreement already made between the Council and the TWU. That agreement was to stop workers being screwed over on pay and entitlements when they changed to new companies as wast contracts went to tender. Our negotiating team met with Cleanaway for months to ensure that the rights, entitlements, and protections that you had with Suez, are maintained. We ended up in disagreement on more than a dozen issues and Cleanaway's response was to shove through their dodgy EA. In the yard, members voted it down. Now the fight continues.



Mick Pieri, Nimrod Nyols, Peter Lane and members from Cleanaway

Mick

# POWER IN ACTION

## UNION POWER FROM THE TWU

In the Southern Region the TWU power is always in action, taking charge and safeguarding members' rights. When the pandemic hit the construction industry, with Hanson's, the TWU were looking to lodge a dispute in relation to the standing down of workers. With construction placed on a halt, we then focused our attentions to mitigating the impact on our members. Officials, Brad, Ryan and myself contacted every delegate and company to discuss how to best look after our members. We held Zoom meetings with delegates and also had one on one calls with members. In a situation that could have cost us members we instead picked up six new members without losing any in the construction sector.

## SAFETY MOVEMENT AT AUTO CARE

**AUTOCARE'S** administration period has finished and are the company are once again trading. Unfortunately, eight contractors were let go during the process. Autocare claim that because the decision to make them redundant was made during the administration, the contractors are deemed to be unsecured creditors and are likely to only be paid cents in the dollar. Autocare are also attempting to reduce the rates of pay for contractors.

Officials, Brad and Ryan with the HSR's and Delegates have conducted site safety inspections at the Autocare site and found numerous issues. A PIN was issued and we are now satisfied with the upgrades to lighting, traffic management, trip hazards and amenities. The TWU are starting negotiations for a new company EA. We are also in talks with the process workers at Autocare to join the TWU. This could potentially give us around 65 new members.

## WELCOME RYAN!

We welcome Ryan Smith to the TWU family, our newest official at our Wollongong Branch. Ryan has previously worked for Toll and brings a wealth of knowledge and experience from the industry to the TWU. For 5 of the 15 years at Toll, he has been closely involved with the TWU as a delegate.

Ryan has worked and fought alongside the Union, for the



betterment of his workmates leaving behind a strong, unionised yard. We all look forward to fighting the fight alongside with Ryan.

**K&S-** We are at the pointy end of negotiations with K&S. Industrial action is looking like a possible outcome. K&S first offered a 3 year roll over agreement going forward with no back pay for 2020 and 0% year 1 and 1.5% for year 2 and 3. We have moved them to a 30min paid prestart safety check for the CPK drivers and RDO's to be paid without employee contributions on top of 2%/2%/2.5%/2.5% pay increases. The members do not want a 4 year agreement and are willing to withhold their labour to reduce the term to a 3 year agreement.

## A WIN AT VEOLIA

We were negotiating three EAs with Veolia. One in Port Kembla and two in Woodlawn. The Port Kembla agreement was settled and we achieved a pay increase of 5%/3% and 3% along with a shift allowance.

The two agreements in Woodlawn are identical but the outcomes could not have been further apart. Both divisions were encouraged to vote 'No' to the initial offer. Unfortunately, only one division followed the advice. The yard that settled received 1% and 1.5% and the yard that had the fight received 1% and 1.5%, with paid lunch breaks. The paid lunch breaks equate to a 15.2% increase.

## ISSUE AT FEDEX YARD



FedEx continues to ignore the priority of its workers time and again as workplace conflicts become a serious concern. The local manager has caused further grievances among the workers with his workplace bullying. With growing complaints and a hostile workplace environment, the TWU issued a PIN which was upheld. FedEx, to no-ones' surprise, does not acknowledge this as a problem regardless of further instances. This is a serious cause for concern for the workers, negatively impacting the morale and their mental health, and we are going to fight for their justice. We've asked Comcare to come back with a resolution for the workers. We also plan on going back to FWC for an anti-bullying order, something that was already established when this toxic workplace environment issue was first brought to light.

Rob

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



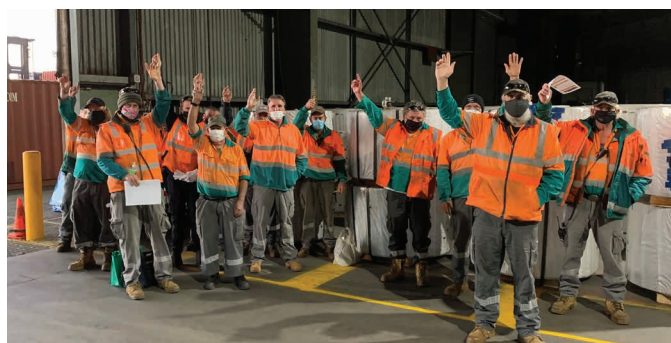
# STANDING UNITED TO WIN

## JOY BACK AT WORK AT TOLL

Joy McGrath, is a long term member who sub-contracts to Toll. Joy was in a not-at-fault car crash on her way to work, that left her unable to work for over 12mths. After 15 years of loyal service, Toll did not offer her job back until TWU representation got involved. "My dad told me to join the Union. I've been a TWU member ever since starting with Toll. With the help of the TWU reps, I got my job back, and because I'm a member, I had some income to pay the bills because of the TWU Journey Insurance. I'm grateful for the TWU support throughout, and if you are not a member, do yourself a favour and join!"



## TOLL PROTECTED ACTION BALLOT



Members came together and voted unanimously for the PAB, led by senior delegate and Newcastle Executive member Mark Wilkinson. "Our members recognise the ever-increasing need for job security, we need a level playing field in the industry," Mark said. "We are united, and if we need to take action, our members are united and we're ready."

## STARTRACK MEMBERS HEAD TO THE VOTE



Members at Startrack Edgeworth have demonstrated their support and unanimously voted in the favour of a PAB application. Head Delegate, Wade Creighton led the voting process, "It's time to make a stand, of course wage increases are important, but job security, wage parity, full utilisation of a permanent workforce, and superannuation are paramount. The level of unity in the yard show we are ready to stand united to win."

## DELEGATES IN TRAINING – TAKING A STAND

Delegates from across the Newcastle sub-branch took a break from their delegate training to show their united support for the 2021 Majors' campaign. Marija Marsic, Assistant State Secretary, Director of WHS & Education said: "Training is an integral part of the TWU, which is viewed as critical in the development and support of our delegates and HSRs. Our delegates always show great enthusiasm when attending our courses and a keen interest to further develop their leadership skills and knowledge to better represent their workers in the workplace."



## NEWCASTLE EXECUTIVE



Newcastle executive committee is made up of representatives from a range of industries across the Newcastle Sub-branch showing their support for the 2021 Majors campaign.

Newcastle Executive Chair, Doug Fox told the committee, "It's widely known that the transport industry is very competitive, but the gap between decent TWU rates and low paid workers is widening. We need to get back to a level playing field, what we do not need is a dangerous "race to the bottom". It is great to see such unity between all industry sectors in support of a united front."

*Mick*

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

# STAYING UNITED STAYING SAFE

**IN THESE DIFFICULT AND UNCERTAIN TIMES**, with people isolated from their friends and family, many members on reduced hours, with our front line workers like our ACTAS members bearing the brunt of the work load and stresses, I want to ask everyone to stay safe and united. Even in these times there is important union work going ahead led by Majors bargaining. I want to wish everyone good luck as these industry leaders push for better and safer conditions not just in their own companies but also across the entire sector. This is a very important battle for all transport workers.

## ACTAS CAUCUS TASKFORCE



The TWU ACT Ambulance Caucus has established a taskforce with the ACT Government to implement and monitor the 2021-2025 Accord. ACTAS TWU Delegates working with the Minister for Police and Emergency Services will oversee the implementation of major infrastructure and support services across the service over the next five years.

The Taskforce will be responsible for enhancing support and professional development to the ACTAS workforce with major commitments from the Government including secured resources for the Peer Support Program. The plan was presented to the ACT Chief Minister with delegates securing critical commitments to implement:

- ▶ Fit for purpose front line management and clinical support structure: immediate 2nd Duty Officer for people leadership and support.

- ▶ Immediate and short-term capital expenditure & infrastructure strategy
- ▶ The addressing of current station issues and accommodation for future growth
- ▶ Four-wheel drive redundancy for bushfire support and remote area ops.
- ▶ Tangible commitment to staff mental health and well-being: immediate and sustained recurrent funding of the Peer Support Program.
- ▶ Introduction of Presumptive Legislation for psychological injuries.
- ▶ Immediate and ongoing ICP Training funding, to underpin and ensure ongoing critical care capabilities.
- ▶ Commitment to fund the full Modernised and Sustainable Service Delivery Plan, 2021-2025, with the addition of an underpinning scalable funding model to address demand-based growth.

## TWU CREATING OPPORTUNITIES FOR ABANDONED QANTAS WORKERS

Former Qantas TWU Delegate, Damien Pollard, has been successful in lobbying the ACT Government to assist former Qantas workers to undertake training to assist in gaining work in the Government. The training course will help workers in how to apply for ACTPS Employment Opportunities.

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

## Vale Peter (PJ) Oreskovic



Last month we lost a true TWU stalwart, Sub-branch Executive member, ACTION delegate and great bloke to have a beer and a laugh with, PJ Oreskovic.

PJ's passion for the interests of his members was boundless and his ability to argue the point in the interests of those members with managers, Sub-branch Secretaries and anybody else was legendary.

As part of a team of four delegates, PJ turned ACTION buses from a basket case as far as shifts go to a place where most drivers comment are that the shifts are good. Those who are aware will understand what a huge achievement this is.

PJ was instrumental in protecting the rights and conditions of his fellow drivers through bargaining and representing individuals for many years.

If you asked PJ how he wanted to be remembered, he would probably say as a family man, a passionate advocate for his fellow workers, a fun bloke to have a beer with and a Bulldogs supporter. He will be remembered for all those things. My best wishes go to Nicole, Jake and Brody, we'll miss him.

*Klaus*



# WINS DON'T COME MUCH BIGGER

The bravery of Qantas workers has inspired us all, and right across our union, members were celebrating the win, whether you are a truck driver, bus driver, cabin crew, garbo, cash in transit driver, taxi driver, food delivery rider, rideshare driver or courier.



**THESE ARE TOUGH TIMES** with the pandemic still raging across the world and in Australia. But our Union and our members have done their fair share of lifting spirits right across the union movement. We have demonstrated that it is possible to stand up, even when it appears that the odds are against us. In addition, it is possible to win.

Wins don't come much bigger than our victory in court over Qantas. The Federal Court ruled that Qantas's outsourcing of 2,000 ground workers was unlawful. It stated the action Qantas took was illegal because it was done to prevent workers from exercising their rights to bargain for better wages and conditions and to take industrial action. Justice Michael Lee referred to evidence presented in court showing Qantas saw the pandemic as a "transformational opportunity" and that there was a "vanishing window of opportunity" for their airline to make changes.

We are now pushing ahead for these workers to be reinstated and compensated. Qantas are pushing back hard and have the Federal Government onside. But the public support for Qantas workers runs deep and we will keep fighting to hold Qantas to account over what it did.

The bravery of Qantas workers has inspired us all and right across our Union, members were celebrating the win, whether you are a truck driver, bus driver, cabin crew, garbo, cash in transit driver, taxi driver, food delivery rider, rideshare driver or courier. It has shown us all that there is a mighty power when we stand together and that our union is a force to be reckoned with.

Workers who are taking action in their yards will take this with them as they push to lift standards in road transport.

The negotiations for new agreements across the major

transport operators were met with some of the most outrageous attacks on jobs. Company plans for "B rates" to strip rights, rates, conditions back to the bone, and hard-fought standards on super brought back to minimums are some of the proposals negotiating committees have faced.

And we know why this is being proposed now: transport operators are in a race to the bottom to win work from wealthy clients and they are being pushed to quote work for less. To do this they are coming after rates and conditions that workers have built up over decades.

Never forget who these clients at the top are: Amazon whose profits ballooned 224% to \$11 billion in just the first quarter this year; and Aldi which has annual revenue of \$147 billion. Our fight is about holding these companies to account. Our aim is to raise our voices and say: road transport is Australia's deadliest industry; standards must be raised not lowered. Our claim is that profits must never be prioritised ahead of lives and livelihoods.

We know our fight is right but the way to turn this into victory is to stand together. It is vital that members keep themselves informed on the fight in their yard and company, and to support other members and delegates. It is important that members have conversations with workers yet to sign up to the union, explain what our fight is about and why it is important to stand together.

Our union is choosing to stand up and forge a future that we want for our children and grandchildren. Across aviation and road transport we are building power to lift standards. The coming months will be important in moving our aims forward.

*Michael*

# COVID WON'T BEAT THE TWU VETERANS!



## Message from Dave "Luppo" Lupton

To all 1888 members and TWU Veterans and members, A very warm welcome to our new members that joined the 1888's at our last meeting!

It's important that we have new members to support the Union's fight in protecting workers' conditions and wages from those that would like to break them down.

Whilst it's disappointing that our 1888 meeting and Delegates Conference has had to be cancelled due to the Covid restrictions, it's important that we all support each other and look out for each other in these difficult times. Sometimes just a phone call to check in on a mate can make all the difference, so if you have a minute give a mate a call.

Keep an eye out for details of the next 1888 / veterans meeting. And if you are retired and would like to join the 1888's please call the TWU office for details. Our charter is to support all TWU members always anywhere.

Stay safe and support each other.

*Dave*

## BECOME A MEMBER OF THE 1880S CLUB!

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

Over the years the Veterans have joined in on rallies and protests, showing their support for the ongoing work of the TWU for members. The 1888 Club, as they are now known, is named for the first year the union began when the Sydney Trolley and Draymen's Union first came in to being.

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

**If you would like to know more call our Members Service Centre on 1800 729 909.**



# You said it on Facebook:

25 August 2021:

The Toll Strike this Friday 27 August is on. From Midnight Thursday night to Midnight Friday night. Toll NSW Delegates have met and endorsed the national 24 hour stoppage on behalf of all NSW rank and file membership. As a member you are able to take part in the TWU action.

## TOLL TWU DELEGATES IN NSW HAVE ENDORSED THE 24 HOUR STOPPAGE ON FRIDAY



**Mark Greenfield**

Stay strong 🍌 boys and girls! The Workers United Will NEVER be defeated

30 July 2021:



**Graham Ashy**

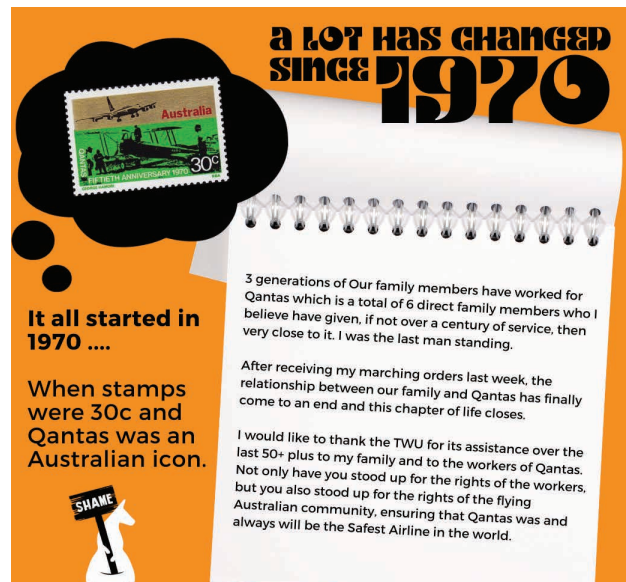
Congratulations to all . Bloody awesome outcome. TWU not scared to have a go !!!



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

12 August 2021:

Since 1970, three generations in one family proudly worked for Qantas their National Airline. In a letter received by the NSW TWU this week, a proud TWU member reminds us why the fight is so important. It's the workers, families, over many generations, who made Qantas, not Alan Joyce and his silent board who are tearing the airline down. Last week the Federal Court ruled that Qantas' outsourcing of over 2000 ground workers was illegal. Many of those workers have since struggled to find full-time work, and they loved their jobs. Sign our letter to the board to reinstate Qantas workers: <https://bit.ly/ReturnQantasJobs>



**Dave Guillotine**

Qantas is a national disgrace while Alan Joyce is the CEO.

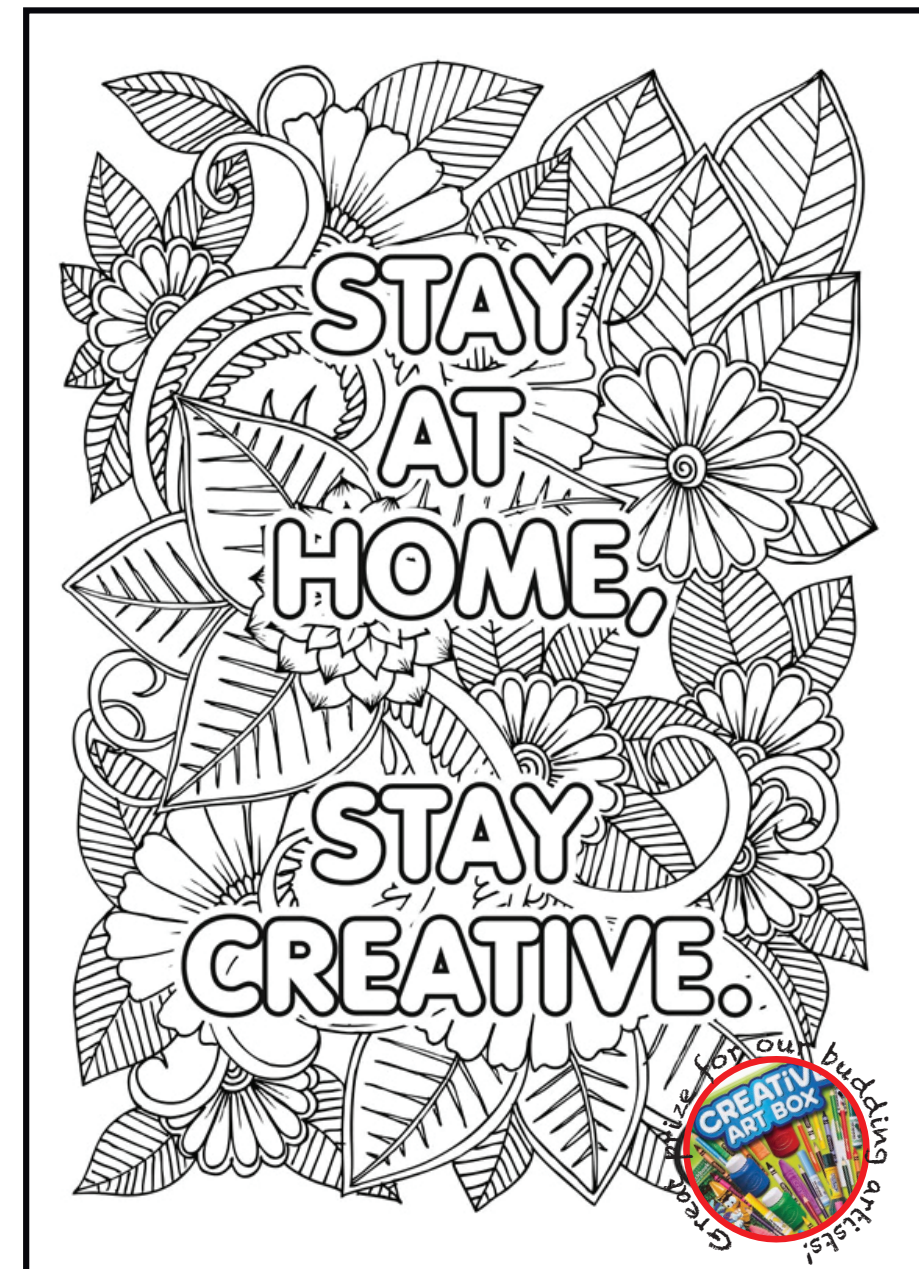
10 July 2021:

Transport Workers, the critical workers who continue to carry the freight and passenger load, in the state and across the country.



**Daniel Moyo**

At this time, is where workers get screwed over, to do it for less. Be smarter, JOIN THE UNION.



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.

CAN'T GET TO THE POST OFFICE? TAKE A PHOTO AND EMAIL IT TO [MEDIA@TWUNSW.ORG.AU](mailto:MEDIA@TWUNSW.ORG.AU)

**Locked in does not mean you are locked out!**

Timeout has shared links to some of Sydney's coolest galleries and museums that have heaps of great activities which are totally free.

Check it out.

<https://www.timeout.com/sydney/kids/distract-the-kids-with-free-online-activities-from-museums-and-galleries>

**WHEN IN DOUBT ... LAUGH!**

Who's idea was it to sing "Happy Birthday" while washing your hands? Now every time I go to the bathroom, my kids expect me to walk out with a cake!

What should you do if you don't understand a coronavirus joke? Be patient!

Why did the chicken cross the road? Because the chicken behind it didn't know how to socially distance properly!



**CONGRATULATIONS TO OUR PREVIOUS WINNER**

ALFREDO,  
AGED 12,  
WATERLOO







# Your transport super fund covers 'dangerous occupations'

**\$58.5m**

Payments  
approved by  
TWUSUPER  
in 2020-21



Many super funds don't cover dangerous occupations like transport jobs. TWUSUPER is different.

TWUSUPER offers tailored insurance for our members so they have financial peace of mind should the unexpected ever happen. This insurance protection is available for members young and old in any occupation, even drivers, loaders and forklift operators.

Through life's ups and downs, we're here to help and support the people who keep Australia moving.

**Choose the fund that's got you covered**

If you work in transport, choose TWUSUPER.

**Call 1800 222 071**

**Visit [twusuper.com.au/insurance](https://twusuper.com.au/insurance)**

