



TRANSPORT WORKERS' UNION OF NSW

TWU NEWS

ISSUE 101 • SUMMER 2021

GET ON BOARD FOR A FAIR GO!



TOLL ORDERED TO REINSTATE DELEGATE

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CONTACTS

Editorial:
Colin Henderson 02 8610 8080
colin.henderson@twunsw.org.au

Advertising:
Antoinette Atkin
Antoinette.Atkin@twunsw.org.au

Contributing Writer:
Harshil Nijhawan
22 John Hines Avenue, Minchinbury 2770
Print Post Approved 100008176



The TWU wishes you a safe and happy Christmas and New Year period.

2021 was again a tough year for transport workers pushed to the brink as they worked a Christmas like frenzy through lockdowns, border closures, permits and they remained on the frontline ensuring freight and people in NSW kept on the move. Job security and safety at work remains a major focus for 2022.

The TWU has taken a stand to ensure that the pandemic and its impact was minimised for transport workers. Member strength has brought job security to the heart of the transport industry with the negotiation of significant Enterprise Agreements across the major road transport companies. These agreements provide job security, a pathway to 15% superannuation and stronger pay and conditions.

As we enter 2022, transport workers will continue to play a leading role in rebuilding the economy after Covid. So members must remain united to enforce the rights, conditions and the fight for pay and conditions and safety where you work.

The TWU will continue to challenge Industry and Governments to take on their share of the responsibility for your safety at work, advocating for better rest areas, fairer toll roads and more.

State Secretary Richard Olsen, State President Tony Matthews and the members of the Branch Committee of Management wish you and your family all the very best for this Christmas holiday season, and the happiest of New Years for 2022.

Whatever you do this holiday season, stay safe, stay strong, enjoy the rest period with your loved ones.



The offices of the TWU will be closed over the Christmas / New Year break between 11am, 24 December 2021 to 8am, 10 January 2022. If you need to be in touch with the Union over the break for urgent issues, please leave a message on the Members' Service line 1800 729 909. Messages will be checked regularly.

MEMBERSHIP

MATTERS

If you are listed as a financial member of the Transport Workers' Union at the time of the printing of this magazine, then your 2022 Membership Badge is included within the packaging of this edition of the TWU News.



Statement Member badges will be delivered separately. Contact the TWU Members' Service Centre on 1800 729 909 if you have any questions. Statement Members can also find details on converting to weekly or fortnightly Direct Debit on Page 6 of this TWU News.



MEMBERSHIP RENEWAL SUPPORTS YOU AND THE WORK OF THE TWU

We congratulate you on standing with tens of thousands of transport workers across Australia to be part of Australia's strongest Union.

In 2022, the Transport Workers' Union will continue to organise for change across the transport industry. It has never been more vital to have a voice that fights for you. In order to cover our increasing costs and the challenges we face, a membership fee increase of 58 cents per week has been applied to your 2022 membership fees.

If you have any questions about your membership or would like to pay your membership over the phone or switch to direct debit, please contact the Members' Service Centre on 1800 729 909.

Your membership matters.

*Richard Olsen,
State Secretary*

The TWU will continue to fight for secure work and to protect the jobs of our members. We will defend union industry rates and conditions by holding the client responsible and ensuring these union rates and conditions are embedded in their supply chains.

MEMBERSHIP MATTERS.

NSW and ACT Members walking side by side in 2021 have:

- ✓ Protected the pay and conditions in major yards across NSW and the ACT, improving and locking in job security, safer working conditions and better pay and up to 15% superannuation for transport workers.
- ✓ Ensured that employers are taking responsibility for the safety needs of transport workers during the time of the Pandemic.
- ✓ Maintained our pressure on Governments and those at the top of supply chains to help lift safety, conditions and wages across the transport industry with our various campaigns.
- ✓ Run hundreds of legal cases, involving unfair dismissals, disputes, workers compensation issues, underpayment claims, owner driver contract disputes and industrial action. The TWU has helped recover hundreds of thousands of dollars for members in unpaid wages.
- ✓ Fought for safety and workplace rights, to build safer, stronger TWU yards.
- ✓ Provided Ambulance Cover for Direct Debit members and maintained our Journey Insurance for all financial members, ensuring you are protected on the way to and from work.

MAKING GREAT STRIDES



THE TWU IS FIGHTING THE GOOD FIGHT BY MAKING SURE THE PEOPLE AT THE TOP OF THE CHAIN OF COMMAND HEAR THE WORKERS' VOICES AND RESPECT THEIR RIGHTS.

WE'VE MADE IT to the end of another year and it's no secret it has been an excruciatingly tough road. The 107 days of lockdown was an unprecedented time of hardship for all of us at the TWU, it meant as a union we were physically cut off from the yards. We were forced to connect and meet with our members online, all the while the companies' wheels were in motion, churning record numbers of profits off the hard work in the yards.

TWU SUCCESS

The TWU has once again achieved success, securing the future for all transport workers under these trying circumstances.

We have had every major transport company come to the table and lock in job security and other workers' rights with the TWU. The TWU has achieved a huge win for the members at FedEx, StarTrack, Toll, Global Express, Linfox, CEVA, and ACFS. Strong, united members have pulled together and brought this about.

The merger with Virgin Independent Pilots' Alliance has made it possible for all aviation workers to make sure their

voices are more powerful than ever. Pilots face similar attacks on pay and conditions to other aviation members. We now use our collective strength to hold both Federal Government and companies to account on safety and standards right across the industry, along with our existing pilot members. The merger means the TWU will have a dedicated pilots' division.

GREAT STRIDES

The TWU has made great strides bringing attention to the lack of regulation and safety in the gig economy, with the help of good people in the Parliament, Senator Tony Sheldon and NSW Shadow Transport Minister Daniel Mookhey. The likes of Amazon and Uber have consistently displayed their lack of responsibility and zero duty towards these workers. After five deaths in the span of two months last year there is now recognition by even the government that there is an absolute need for a better regulated industry.

We also fought an historic court battle against Qantas over the dismissal of more than 2,000 ground handlers

whose roles were outsourced. That was achieved, once again, by the tenacity of the members and the Union staff. A job well done by Mick Pieri, our Assistant State Secretary, Nick McIntosh, Assistant National Secretary, Organiser Ho Lau and National Secretary Michael Kaine. Everyone came together as a team, unified, strongly supported by our State Secretary, Richard Olsen.

COMMITTED

In trying times, we have had to re-invent the wheel on occasions. I've had the privilege to witness the men and women who work at the TWU. The extremely dedicated, passionate staff are always committed to members. I have seen Organisers, Team Leaders and our Leaders in elected roles coming face to face with repeated challenges and not quitting in the face of adversity. We know we are committed to our members.

I hope over the holiday season you get the rest you need and I look forward to continuing the fight with you in 2022.

*Tony Matthews,
TWU President*

WINNING AGAINST THE ODDS



WE NEED EVERYONE ON BOARD TO CONTINUE THE FIGHT FOR A SAFER AND FAIRER INDUSTRY. TELL THEM WHY IT IS IMPORTANT, WHY THEY SHOULD JOIN THE TWU, IT IS THE BEST WAY TO PROTECT THE RIGHTS YOU HAVE AT WORK.

AT THE TWU, 2021, was a year of change; a year of preparing to secure the future for transport workers. We have won against the odds and have led the way in the transport industry, setting industry standards that create job security, build better pay rates and ensure that the pathway to retirement is now financially secure with many yards on or heading towards a 15% superannuation guarantee.

After another Pandemic year we know that the vital nature of transport is in front of managers and on the desks of Government. Transport workers are driving businesses forward.

We will step up our campaigns to one of enforcement across sectors and industries for the building up and maintenance of better standards in transport. Whether it's at the airport, on the highways, in the cities or in the warehouses, we aim to continue our fight for fairer, safer jobs, right to the doorsteps of the clients at the top of the supply chains and to the doors of parliaments.

We have taken on the majors and won. We have taken on aviation companies as the sector rebuilds, which means companies like Qantas are in court for their anti-worker actions. We have

ensured the regulators are on the job when it comes to safety at work. We are bringing industry standards to the NSW Government to make sure that Bus Drivers are paid fairly across the sector. In buses we are ensuring that fatigue and break rules for the men and women behind the wheel are fair and take into account the job they have to do.

Governments must focus in 2022 on providing the change transport workers need. They must respect and deal with the financial instability presented by cosy deals with companies like Transurban, that leave small business owner-drivers in debt for 40 years as they are forced to use toll roads. The Federal Government must act now with the report on the Prime Minister's desk from the Senator Sterle Inquiry on the future of transport.

The TWU is taking increasing action against companies and Governments that are building their attack on workers, companies like FedEx and Amazon.

We are taking a stand for workers on the frontline that are coming under attack from NSW Premier Dominic Perrotet. The Premier wants to repeal a section of the Workers' Compensation Act that means a COVID sick worker

will have to go through bureaucratic hoops to prove they contracted the disease at work. It is an awful way to treat people. The Government says it is cheaper but any savings will be tiny compared to the impact on individuals who are already suffering.

MAINTAIN THE FIGHT

In 2022, we will maintain the frontline in fighting back against employer groups, and Governments who are fighting over how far they should go on trying to strip away workers' rights. The TWU will not allow them to drive conditions for working families into the ground.

This is why it is important that you involve yourself and those in your yard in the fight for all our futures. Help us to maintain the campaigns we have started and build the ones yet to start.

We need everyone on board to continue the fight for a safer and fairer industry. Tell them why it is important, why they should join the TWU, it is the best way to protect the rights you have at work.

The TWU is looking forward to 2022 as a year to continue the fight to change things in our industry for the better.

*Richard Olsen,
State Secretary*

TWU MEMBERS WIN IN THE MAJOR YARDS

Across 2021 in the major transport companies, you built a collective strength through participating in strikes, voting in a Protected Action Ballot, or by standing together as TWU members.

The Industry fight you engaged in meant you've improved on Enterprise Agreements. This has led to drastically improved agreements on job security, as well as increases in pay and superannuation.

Every Transport Worker faced pressure from the top of wealthy supply chains and undercutting players like Amazon Flex, you've also worked on the frontlines of a global pandemic.

FEDEX ANTI-WORKER BULLYING BEHAVIOUR

We have an in-principle agreement now in place at FedEx. Despite the hard work over the Pandemic from workers driving the business forward, FedEx took a long time to come to the table with a fair offer. Anti-worker, anti-union attacks from the American managed company saw FedEx lock out workers for two shifts. FedEx continued to use lock outs as a hard negotiating tactic. FedEx is an international union-busting juggernaut. In America, they spent over a million dollars (AUD) on a campaign to attack workers fighting for parity with UPS workers. FedEx and Amazon are well-known for their attempts to trash jobs overseas. The Australian landscape is different. Although the Federal Government is sitting on its hands, workers stood up for job security and a fair go.



THE AMAZON EFFECT



The TWU is opposing the future exploitation of Transport Workers caused by the Amazon Effect.

Smashing good jobs in road transport and creating an industry that is less secure and more deadly. Through their exploitative sham contracting arrangements which operate outside our industrial relations system, the likes of Amazon and Uber are undercutting the industry and forcing other operators to attack their workers to remain competitive. Gig economy exploitation forces workers to drive longer, take less breaks and take more risks. Our roads will only get more deadly if the job security and safety conditions transport workers rely on are ripped out from under them by the Amazon Effect.

TWU WINS IN MAJORS UNION YARDS

LINFOX: An in-principle agreement reached that locks in key job security provisions including outside hire ratios, locks in site rates and full utilisation, includes 15% super and a fair wage increase.



TOLL: An in-principle agreement reached that locks in key job security provisions including outside hire ratios, site rates and full utilisation, as well as 15% super and a fair wage increase.



GLOBAL EXPRESS: An in-principle agreement reached that locks in key job security provisions above as well as a fair wage increase. 60% of all work to be done by direct employees and owner-drivers (moving to 70% by the end of the agreement), 15% superannuation and improved auditing of outside hire.



StarTrack: Months of negotiation with StarTrack management digging in their heels. An in-principle agreement reached that locks in job security including minimising use of outside hire, wage increases with an agreement that if CPI is higher than 3% in 2022 and 2023, that will be the increase. A national Agreement to be in place in 2024.



BEVCHAIN: An in-principle agreement reached that locks in key job security provisions including outside hire ratios, enforceable rates, and pathways to direct hire for labour hire and full utilisation, as well as wage and superannuation increases.



CEVA: An in-principle agreement reached that locks in backdated wage increases, provides an increase to superannuation, a 2023 agreement expiry to keep us part of the industry fight, and all existing conditions have been maintained despite Ceva's attempts to bring them backwards.



ACFS: An in-principle agreement reached that prevents any loss to existing conditions; provides a wage increase of 2%, 3%, 3% till 2023; pay parity clauses for E-Solutions; an increase in Super; agreement ends 2023 to ensure ACFS remains part of the industry fight.



STRENGTH IN MEMBERSHIP

The Agreements won over the past few weeks are supported by strong and united TWU membership. Imagine how much more the TWU can achieve for transport workers if other workers in your yard joined the Union.

Martin Risk, Ceva Logistics Orchard Hills. "There is strength in numbers. We must come together as one in the industry and the management will have to listen. They can't ignore all of us."



Companies will have to take more notice with a stronger Union voice in each yard. For the non-members, there has never been a better time to join with the TWU. Have a conversation with non-members in your yard; tell them why TWU membership is important. Share with them this QR Code or send them to twunsw.org.au/join to help them be part of the strength that is the Transport Workers Union.

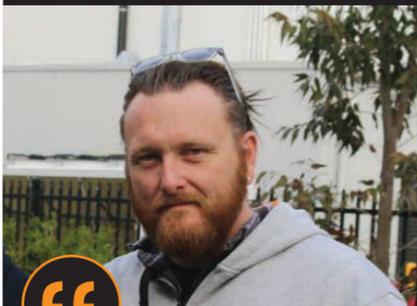


MAJORS DELEGATES HAVE A SAY

MAJOR transport company negotiations over the past year have seen Members and Delegates across the major transport yards unify in solidarity, meeting with the TWU, preparing to negotiate with major company managers, some of whom wanted to ruthlessly avoid change and in some cases avoid negotiation with the TWU about pay, safe conditions and secure jobs.

Six major companies have now sat down and agreed to in-principle agreements negotiated by strong TWU member led negotiating teams with a powerful voice. Over the negotiation period, TWU News spoke to members about the negotiations about why the fight was important and the importance of a strong and united TWU membership.

LUKE JONES, TOLL MINING TOMAGO



“The TWU has been fighting to bring all the lower tier players of the industry to tier 1 level, bringing them up to safe rates. If everyone is on the same playing field, then it will not be a race to the bottom.”

TODD STEIGER, FEDEX MATRAVILLE



“So, we fight; we fight for equality, fair pay and respect in the workplace and in the industry. This is where being part of the Union is vital.”

NASIR AND NICK, BEVCHAIN



“For raised conditions, pay, safer workplaces and job security, every transport worker should join the Union and fight alongside.”

DANIEL, STARTRACK UNANDERRA



“What the management must understand is that going forward in the transport industry, our fight for job security is extremely important. Not only is it a good thing for us as it locks in our jobs and conditions, but also gives the company a stronger future with qualified, unwavering workforce.”

ROBERT BURGIN, TOLL RCH MOOREBANK.



“As an HSR and a delegate, the main concern for us in the warehouse is the traffic congestions. This majorly affects our safety in the workplace, creating a hazardous environment. The TWU has been a big help providing their HSR training facilities and giving more power to the members in the yards.”

ERIC PICKERING, LINFOX INTERMODAL CHULLORA



“As a delegate and a Union member, I have the power to hold the management to their accountability towards their employees. I joined the Union to retain the work rights and conditions that our forefathers fought for and a driver should have on the road.”

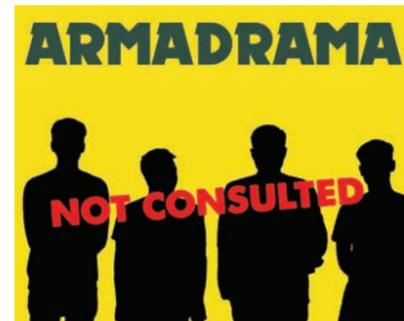
SAFETY IS TWU BUSINESS

BREAKING COMCARE – DEALING WITH AN ARMADRAMA AT LINFOX ARMAGUARD

COMCARE have learned a valuable lesson from the TWU. Members at Armaguard had their lunch on vehicle allowance removed from them without proper consultation exposing workers to high-risk hazards.

HSRs responded issuing Provisional Improvement Notices and the TWU lodged two s82 Requests with Comcare nationally, seeking the involvement of an inspector. The TWU lodged with Comcare three s233 applications to appeal their decision and we also lodged a complaint against Comcare themselves.

The matter regarding TWU members being exposed to high-risk hazards is still ongoing, however, Comcare contacted the TWU and informed us we had broken them. They apologised that their lack of response and their struggles with dealing with the issue due to the TWU ‘breaking’ their system. They had never before experienced so many applications at once, around different sections of the WHS Act.



This is significant as the TWU and the work we do for members on safety matters. It forces not only PCBUs, but also the Regulators to take us seriously. Comcare are quickly learning the TWU will not back down and we will hold them and their Inspectors accountable, too.

RUBBISH BEHAVIOUR - TOLL WOOLWORTHS & COVID LEAVE PAYMENTS



TOLL REFUSED to pay workers COVID leave when they were listed as close contacts in the workplace. Toll tried to tell us the workers were not wearing their masks, therefore they were not entitled to the payment.

Workers were close contacts in the lunchroom, while they were eating lunch, and it would have been impossible for

them to wear their masks.

Toll refused to engage with the TWU on the issue. After two TWU Officials exercised their WHS Right of Entry, the company could not prove they had provided workers proper information, training or instruction regarding the PPE, which included masks. TWU Officials observed management on site scrambling to put up posters in the lunchroom on how to wear masks, indicating workers were not provided with the information they needed during the Pandemic.

Toll came to talk with the TWU when they had been caught out! The matter is ongoing and the TWU is taking on the fight for members.

STARTRACK WHAT WERE YOU UP TO?

IN SEPTEMBER, StarTrack attacked workers’ rights to union representation and a safe workplace by calling the police to stop a TWU Official entering the yard to check on workers’ safety. The official went on site under s117 of the WHS Act, as we believed workers were not aware of the COVID policy, and we were right.

It took a call to the Work Health and Safety Regulator Comcare who confirmed the TWU Official’s LEGAL right to enter, and they escorted him onto the premises. StarTrack pushed the issue further and isolated the TWU Official in a room for 5 hours before letting him inspect the site; we see it as an hysterical overreaction of the worst kind!

State Secretary Richard Olsen has made the call for StarTrack “to have the book thrown at them over their outrageous attempts to silence workers voicing their health and safety concerns. It does beg the question – if StarTrack has nothing to hide, why go to such lengths to stop their workers talking to the union about work health and safety concerns?”

Workers confirmed StarTrack never consulted with them on the COVID policy, forcing the company to scramble and run training sessions for workers on multiple days following the visit.



TWU POWER @ ARAMEX



TWU MEMBERSHIP STRENGTH is increasing across the Courier Industry. That strength has enabled the TWU to call on Aramex for a fairer deal for owner-drivers and franchisees, including higher rates of pay, commissions and watch-fees and consultation rights.

The TWU acknowledges the great work of the men and women at Aramex who have stood together as TWU members, seeking respect in their workplace.

We have asked Aramex to come to the negotiating table time and again. Management has left negotiations in limbo and provided vague responses to TWU requests for meetings. Actions are continuing in the yard.

Companies like Aramex are doubling the amount of freight and not increasing the amount of workers. They will not invest in the simple infrastructure. The workplace issue there, the risk has increased, the income has not, the company is reaping the profits of the back of overworked labour, who are seeing the income reduce and the workload increase.



BECOME A MEMBER OF THE 1888 CLUB

The TWU Veterans Club has been renamed the 1888 Club to commemorate the first year the union began, and is the club for TWU members who are now retired from the transport industry. They bring many years of experience and expertise in fighting for workers' rights, and over the years the club has joined in on rallies and actions to show their ongoing support for the work of TWU members. If you or someone you know is a retired TWU member and wants to join the 1888 Club, call our Members Service Centre for more information on 1800 729 909. **Come be a part of the fight as it continues into the future.**



Proud 1888 Club members

TOLL ROADS CRI\$IS

Sydney's out of control toll road crisis has reached new heights, with the transport industry beginning to boycott toll roads altogether due to the exorbitant costs.

"Toll Roads - something needs to change, and it needs to change now. The transport industry can't go on like this."

**- Richard Olsen
TWU State Secretary**



The ongoing increases in the costs of Transurban Linkt Toll Roads continue to create an enormous financial burden for all transport workers. While just about every operating cost for owner-drivers has steadily increased over the years, none has increased more than toll roads.

heavy vehicles, we have worked out that by 2048 the toll will have increased to \$73.46 per trip. With a \$194 fine in place for heavy vehicle operators who avoid the NorthConnex, it's clear that coercion is the only way the NSW Government and Transurban can get people to use their overpriced toll roads.



Other toll roads operated by Transurban Linkt have increased their cost of use from Friday 1 October. The bottom line is that the cost of every toll road in Sydney will be at least double (and in some cases closer to triple) for heavy vehicles by 2048, compared to today. While Transurban is collecting millions in profits on the backs of transport workers, it is safe to say heavy vehicle operator incomes are unlikely to increase by 2-3 times in the next 26 years.

The NSW Liberal-National Government has presided over an explosion in the number of privately owned toll roads in Sydney, with Transurban alone either partially or fully owning every toll road in Sydney except the Sydney Harbour Bridge/Tunnel.

Transurban Linkt - Toll Road Cost Increases

Road	Cars		Trucks	
	2021	2048	2021	2048
NorthConnex	\$8.36	\$24.49	\$25.08	\$73.46
Eastern Distributor	\$8.48	\$24.84	\$16.96	\$49.67
M2	\$8.36	\$24.49	\$25.08	\$73.46
M4	\$8.52	\$21.80	\$25.58	\$65.46
M8	\$7.23	\$18.50	\$21.70	\$55.53
M5 East	\$7.23	\$18.50	\$21.70	\$55.53
M5 South West	\$4.94	\$11.76	\$14.81	\$35.25
Lane Cove Tunnel	\$3.49	\$6.80	\$11.74	\$34.39
M7	\$8.52	\$16.61	\$25.56	\$49.83
Cross City Tunnel	\$6.01	\$8.50	\$12.02	\$16.99

A Transport for NSW spokesman said:



IN A NSW PARLIAMETARY INQUIRY THE TWU REVEALED THAT TOLL – THE BIGGEST FREIGHT COMPANY IN AUSTRALIA – HAS INSTRUCTED ITS WORKFORCE TO NOT USE TOLL ROADS BECAUSE "IN MOST CASES, THE COST OF THE TOLL ROADS OUTWEIGHS ANY BENEFIT WE RECEIVE FROM USING THEM".

It has been over one year since the NorthConnex tunnel opened on the major route in and out of the North of Sydney. The NorthConnex deal between Transurban Linkt and the NSW Government leaves us in debt until 2048. The TWU have done the maths. Under the current system of price hikes, where the NorthConnex toll is currently \$25.08 for

The NSW Government has refused to provide toll road relief for heavy vehicle operators and has continually failed to consult with heavy vehicle operators or their representative the TWU.

Toll relief is needed along with caps on costs, which would

THE PROSECUTION OF QANTAS

Following tireless TWU Representations, Qantas is facing criminal charges and significant fines for standing down Theo, a TWU health and safety representative who did his job, aiming to keep workers safe from COVID.

IF FOUND GUILTY QANTAS FACES \$500,000 IN FINES FOR EACH BREACH

At the beginning of the COVID Pandemic, on a Sunday morning, Qantas stood down Theo, an HSR who used his legal rights to direct workers to cease unsafe work until there was proper mandated PPE to clean planes from China. Management and supervisors were entering planes in full HAZMAT suits while workers were told they could wear masks if they wanted to. Workers were cleaning planes with no disinfectant and were instructed to clean planes with hot water and old rags.



Supervisor – Not a Supervisor

Qantas failed to conduct any risk assessments on cleaning the planes in consultation with workers, and provided no information or training to workers on dealing with COVID. They were relying on the media and external sources to provide workers with information regarding the Pandemic. Workers were fearful and were threatened with being sacked if they refused to engage in the unsafe work.

Theo was exercising his powers and functions in his HSR role, ensuring the right conversations were happening in the workplace, to keep himself and his colleagues safe.



"It's vital that workplace health and safety representatives have the full backing of the law and the regulator. The TWU will always back their HSRs and hold employers to account."

- Richard Olsen, State Secretary

In standing down Theo, weekend managers at Qantas suggested that he was causing anxiety to workers and stood him down for exercising his power to give a direction to workers to cease unsafe work. At the time, Qantas described the risk of COVID as "negligible."

A few weeks after the stand down, Qantas failings led to an outbreak of COVID in yards, which forced hundreds of workers to self-isolate.

THE TWU & SAFEWORK NSW

SafeWork NSW made an initial investigation and agreed with the concerns of the TWU and the HSR. They issued two Improvement Notices to Qantas Ground Services. QGS complied with the notices, vindicating Theo's concerns.

The TWU lodged a further request with SafeWork and in the first case of its kind, SafeWork are now prosecuting Qantas for a breach of Section 104 of the Work Health and Safety Act. This section of the WHS Act prohibits discriminatory conduct against workers and HSRs,



ensuring protection from reprisal by managers when workers raise health and safety issues or concerns.

This decision to prosecute Qantas is a landmark moment for health and safety in Australia, and a huge win for the many health and safety reps keeping workers safe.

SIGNIFICANCE:

This win and action taken by the TWU and SafeWork NSW is monumental in that:

- ▶ No one has ever successfully moved a matter to prosecution under s104 in NSW or Australia under the harmonised WHS Act.
- ▶ The TWU is the first Union to have successfully pulled this off! This will set a precedent for worker safety and ensure workers and HSRs have the confidence to speak out when they have safety concerns.
- ▶ HSRs can continue to exercise their powers and functions without fear of inadequate protection.
- ▶ This applies not only to members of the TWU but all workers across NSW and across Australia;
- ▶ PCBUs now see that there are serious penalties if they are found to be behaving in a way that causes detriment to any HSRs who speak up in the workplace.

THE UNION WITH THE STRENGTH AT SYDNEY AIRPORT

SNP RESTORES HOURS AND PAY

TWU MET WITH SNP/Certis. The Company have now agreed to have all employees in CBS, Airport Protective Services and Qantas Lobby moved back up to their full hours and back paid from the 1st of October 2021. TWU opposed the proposed reduction of hours proposed for staff in CBS, Airport Protective Services and Qantas Lobby pressuring the company to properly consult on decisions that would have reduced you and your family's income. TWU Delegates at SNP, backed by the Union, represent you at the Airport; they consult weekly with SNP Management to ensure a safer and fairer workplace.



SNP BARGAINING: At SNP we have been preparing for the bargaining of a new Enterprise Agreement. At Sydney airport, the TWU have been asking SNP Security workers to have their say on what's important to them as they prepare to bargain for an Agreement that will ensure job security and the strengthening of workplace pay and conditions.

THE MENZIES AGREEMENT

TWU MEMBERS at Menzies have endorsed a log of claims and now it is time to bargain! This is a look at what members are seeking from the company. TWU officials and delegates have met to start negotiations and we will keep you informed.

Talk to non-members in the yard about joining so we remain a strong, united bargaining force!



Share this QR Code with them as an easy way to join the TWU.

- ✓ Improved job security provisions
- ✓ 5% pay rise for 2021
- ✓ 5% increase for all allowances
- ✓ Back pay for 2020
- ✓ Increased leave for delegates' training
- ✓ Part-time hours increased to 25/week
- ✓ Improved clauses for part-time to full-time conversion
- ✓ Improvements to the way overtime is paid
- ✓ Superannuation increase
- ✓ Improved redundancy clause

DNATA BOUNCEBACK

THE WORK LOAD is increasing as dnata workers beneath the wing pick up the workload for Qantas. Members are preparing to bargain for a new Agreement.

Wins are already in place with the conversion of part-time workers to fulltime.

We are actually trying to work through lifting the rates, even before the EA to ensure job security and better pay.



2021 THE MAJORS INDUSTRY FIGHT

Congratulations to the thousands of members across Australia this year who have been part of the first ever transport industry fight to achieve job security in the face of immense upheaval.



We've seen national 24-hour strikes for multiple companies. We've seen near-unanimous results in protected action ballots, and incredible efforts from your negotiating committees. Transport workers have shown that when we stand together, we win.



Taking action works. For many members, this was your first ever time taking industrial action. We are stronger when we stick together and stand firm, and the public will always stand behind the transport workers who have kept our communities going.



All of the majors – FedEx Toll, Global Express, Linfox, BevChain, Ceva, StarTrack and ACFS have reached strong agreements, endorsed by TWU members. FedEx required strong action from workers to get them to the table to finalise a decent agreement.



Our job now is to enforce our wins over the next two years, before we're back at the bargaining table and fighting to lift standards in transport with even more of the industry in 2023.



Cleanaway are under scrutiny from the Union. Rain, hail or shine, members are on the job and pushing to meet the conditions of Cleanaway's local council contracts. The TWU knows Cleanaway's history when it comes to bullying and harassing workers.

Cleanaway are heading down the pathway of one National Agreement, one size fits all yards. The TWU is fighting back. We know Cleanaway wants to reduce the ability for you to be represented by the TWU. We are asking why Cleanaway wants to avoid the independent umpire by removing dispute resolution clauses.

THE DODGY EA AT RANDWICK

Delegates spent a number of months meeting with Cleanaway to ensure that the rights, entitlements, and protections that you had with Suez (at Randwick), were maintained following Cleanaway taking over the waste contract on March 1 2021. This is what the Randwick Council guaranteed to the Union before the contract went to tender in 2018. In July, we told the company that we would oppose an EA based on what they were proposing. The company said they would consider our position and get back to us. Complete silence ... then the Cleanaway response. The Company handed out a dodgy version of a new Agreement and are pushing workers to sign it.

CLEANAWAY CENTRAL WEST NSW - REDUCING ACCESS TO REPRESENTATION

In negotiations Cleanaway has refused to acknowledge the need for union representation, delegates' rights or paid union meetings in the Agreement. In the Central West of NSW, Cleanaway are trying to reduce your rights to access your Union.

CLEANAWAY AT MORUYA

For 10 years, Suez held the contract for Eurobodalla Shire Council. During this time, members had worked through tough and extreme circumstances, which included both

bushfires and floods. Workers were paid above award in accordance to the Suez number 1 agreement. Now a new tender has been awarded. Cleanaway has the Contract and it looks like drivers will lose jobs, pay and ongoing entitlements. This fight highlights the importance of maintaining the rate of pay and current conditions to a workforce that allows them to carry on doing their work with a safe rate of pay.

CENTRAL COAST (SOMERSBY) – MEMBERS VOTE NO



Another yard, another dodgy EA – this one voted down by the members. Cleanaway tried to sneak through their dodgy EA with zero consultation with workers or the TWU.

In the EA, Cleanaway did not want dispute resolution clauses: Cleanaway bluntly refused to provide members' access to full representation by the TWU, instead they are happy you can cop management's justice on an issue. Nor did Cleanaway want Status Quo clauses. Status Quo means that until a dispute is resolved the Status Quo before the dispute is maintained and work will continue as before without disruption. Without this, there is power in Cleanaway's hands to push you their way.

STRENGTH IN NUMBERS

The TWU is the powerful voice for members in the Bus Industry. Imagine how much more the TWU can achieve for Bus Industry Workers if others in your yard joined the TWU. Have the conversation today and send them to the Delegate, the TWU Official or online at twunsw.org.au to join your Union.

TWU BARGAINING FOR A SECURE INTERLINE BUS INDUSTRY FUTURE



TWU Members in the bus industry have risked their own safety during COVID to ensure that the services ran and the businesses survived. TWU activity meant no job losses and now, we are back at the bargaining table for industry members. The TWU will be speaking to the NSW Government (Transport for NSW) who are the top of the supply chain. If the Government says no to standard conditions, then look out, here we come.

TRANSIT SYSTEMS



Transit Systems started this fight, refusing to negotiate in good faith across yards in Region Six and Region Three. Members agreed to protected industrial action. Transit Systems broke their word and that is why we had to fight. Members turned off Opal machines and pulled up the buses for a series of stop work actions.

TRANSDEV

TWU negotiations continued on the Enterprise Agreement with Transdev. Transdev management argued the point on Pay Rates, Superannuation and industry standards. Negotiations continued and members are looking towards action as one negotiation tool.



Back again at the Bargaining table and it was again a struggle to bring Interline Management to join us. For many years now, Joe Olivieri has lined his pockets with the profits earned by his drivers. It is now time for Interline to support drivers who supported him. It was not too much to ask for Joe to come to the bargaining table.

THE INDUSTRY WIDE STANDARDS

On Time Running and Realistic Timetables: The TWU are not arguing about the fact that someone may need to be on the road for five and a half hours. If you have to do a shift that is longer than four hours, we are asking for a paid crib break, near a facility in which a driver can use a toilet.

Working Hours and Fatigue: Broken shifts were always a part of bus operations, because buses mostly work in the peak hours. Now under split shifts 13-hour days and even longer are part of rostering. Bus Companies are doing what they want to do, because they cannot create suitable rosters. In the State Government Awards, broken shifts are maximum 12 hours.

Building Union Power: Over the past decade, strong Union clauses have been included in Agreements. Status Quo, consultation and dispute resolution have ensured safety and fairness in yards. We want to add inductions, an employer paid for 30 minutes timeframe, during which the TWU can share the benefits of Union membership.

Safety Training: Members are entitled to elect a Health and Safety Representative to keep management in line when it comes to Work Health and Safety requirements in yards.

Wage Increases: This one is simple - get the same pay for the same job, for all bus drivers

Superannuation: In the Private Sector we are asking that Superannuation Guarantee be paid on EVERY hour you work, normal time and overtime. Why is it that only Government Drivers receive this consideration?

DIRECT COURIERS - A WIN FOR IRON MOUNTAIN DRIVERS

TWU MEMBERS WIN - Direct Couriers have for six months refused a fair process for drivers related to changes made in the workplace. The TWU Legal Team helped drivers have their day in Court which ensured a fairer outcome.



UPDATE - TWU SUING TOLL FOR \$52 MILLION

THE TWU IS SEEKING penalties against Toll Transport Pty Ltd and a Toll Manager to the sum of almost \$52 million in the Supreme Court of New South Wales for breaching the Banksmeadow, Bungarrabee, Newcastle and Wollongong contract agreements by failing to pay invoices for contract carriers engaged between October 2020 and March 2021 for work within 7 days of the end of the working week.

Currently evidence is being filed by parties with the matter listed for Directions in early December 2021. The TWU has put forward that on 2541 occasions Toll breached

the Banksmeadow contract agreement by refusing to pay contract carriers as per the contract agreement, on 420 occasions Toll breached the Wollongong contract agreement and the Newcastle contract agreement was breached on 189 occasions.

The TWU further put forward that the Bungarrabee Agreement was breached on 2541 occasions. The TWU's claim against Toll follows the TWU's advocacy on behalf of Contract Carriers in the Industrial Relations Commission, commencing in October 2020.

SANTONE LAWYERS SUPPORTING TWU MEMBERS

Sometimes it is difficult to deal with legal issues on your own. Members are able to speak to the TWU's external lawyers, Santone Lawyers for the help they might need.

Between 1 October 2020 to 30 September 2021, Santone Lawyers assisted members in recovering **\$8,052,438.62** in compensation, in most instances this is in addition to the payment of weekly benefits and medical expenses.

There have been a number of non-monetary outcomes where Santone have assisted members in claiming medical expenses, including payment for surgery.

Santone have assisted in resolving workplace disputes in particular assisting injured members returning to work from an injury, in many instances with opposition from the employer.

Workplace issues are tough on workers. Santone Lawyers have stood by our members in many workplace disputes, helping to get the best outcome, especially when assisting an injured worker returning to the job.

SHOW YOUR UNION PRIDE!



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

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

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MEET CARMINE SANTONE

Meet Carmine Santone, he's dedicated to delivering the best legal services to every single client, in a practical, professional and cost efficient way.

Carmine started as a Lawyer in 1997. Since then he has represented around 5000 clients. He has the skills you need with an experienced first-hand knowledge of the insurance industry.

Years as a litigation specialist saw Carmine awarded an Accreditation in Personal Injury Law by the Law Society of NSW. Accordingly, Carmine specialises in workers' compensation, motor vehicle accident claims and public liability claims.

Accredited Specialists like Carmine are recognised by the Law Society as experienced and competent litigators. They must pass rigorous examinations testing their detailed knowledge, matter preparation, problem solving abilities and advocacy skills.

Carmine can also assist in advising whether in addition to your compensation claim, you may have an additional claim if pursuant to your superannuation policy (for total and permanent disability or income protection).

Carmine also supports his community engaging in pro bono work for a number of organisations, including community legal centres, such as Marrickville Legal Centre and he completes pro bono work for disadvantaged members of the community who need legal assistance.

Carmine likes a game of baseball and golf, but most of all, loves spending time with his family.

Carmine will ensure that at Santone Lawyers each inquiry is handled directly by an experienced lawyer who will personally manage your matter from start to solution.



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
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Ph: (02) 8115 9820 | Fax: 9261 0088
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Due to the current public health orders, we are working remotely. If you need to attend our office, please contact us by telephone or email so that we can make the appropriate arrangements.

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TIME TO TALK CLEANAWAY

I HAVE BEEN OUT VISITING Cleanaway yards, talking to members across the state who tell the same story about the company I consider liars. Cleanaway have not consulted with members across the State, they cannot just put out Enterprise Agreements that take away the rights of every worker and then label it “a great EA”. They know it is disgusting, they know it is a S*** Agreement and they know they are taking advantage of every worker.

As per usual when it comes to scumbag companies, what they are doing is saying, “If you vote this up, we will give you back pay”. People are trying to work during these difficult times. It is not easy, dealing with rent or mortgages; we have just come out of COVID. Cleanaway are now saying, “if you don’t vote this up, we are going to take that off the table”.

Job Security is always something to be concerned about. We do not always agree with everyone, but an independent umpire is available through dispute resolution clauses in



Agreements. In a gutless move, Cleanaway say they are happy for the independent umpire as long as it’s accessed according to Cleanaway’s rules and as long as workers hands are tied behind their back.

Strong united members are running the growing fight with Cleanaway across Randwick and Somersby, Cleanaway are also impacting on drivers in Eurobodalla on the South Coast. I stand by you all.

AIRPORTS AND AVIATION

The Aviation industry is climbing out of the wreckage of COVID. The TWU is still in court with Qantas over safety and the outsourcing of their workforce. It is not likely Qantas will see sense.

The Sydney Sub-branch is supporting the TWU National Office in the running of Enterprise Agreement Fights around the country. Locally we have three EAs we are dealing with. Members at SNP Security at Sydney Airport are preparing to bargain.

Our biggest fight will be with Menzies, shared with members in Victoria. TWU Official, Ho Lau will run this fight, he is doing a great job, looking after different sections of the airport. Conversion will be a part of the Menzies EA, this will be a fight to make sure there is a pathway for part-timers to be made fulltime.

At dnata the workload is growing due to the outsourcing of Qantas workers. TWU Official Teilo who is maintaining solid work at the Airport for members will assist the EA fight. TWU inductions are underway and the Union is working on lifting the rates, even before the EA negotiations commence.



We will be back as well for Catering Crew at Alpha and Q Catering. I don’t want anyone to forget that anyone who is working under Qantas still needs to be paid their superannuation, we have not forgotten, we will be back.

Mick

BUSES



It has been a long time since bus tenders were up for grabs from the NSW Government. The TWU is watching with interest and preparing to support members on the ground. We are setting up a range of agreements with NSW Bus Companies most of whom have made an in-principle agreement with the Union. The NSW Government at the top of the bus supply chain are going to have to take on their share of responsibility for the industry. We are all doing the same job, and we need to stand united to ensure that the same pay and conditions are available for bus industry workers right across the industry.

ARAMEX

Congratulations to our new members at Aramex who have worked with TWU Official Mark Smallwood, and developed and grown the yard into the confident position to take action. 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. I’m encouraged by the work done by members and delegates in staring down the company for better conditions and rates.

THE END OF A STRONG YEAR

AS 2021 ENDS, I take my hat off to all the transport workers who have done it tough during the second pandemic year. Members have continued to show how essential transport workers are. My thanks also to the members and South Coast and Southern Officials who have taken a stand for job security and better rates and conditions throughout the year. From myself and on behalf of the Executive and Team Southern at the Sub-branch I want to wish everyone all the very best for the Christmas season and the New Year and I look forward to continuing the fight with you in 2022.



FedEx Members on Strike



StarTrack Members on Strike

BAINES CONCRETE



Membership is growing at Baines Concrete and we are closer to finalising the Baines Concrete Enterprise Agreement. The issues include the need for an increase on Allowances, which haven’t changed since 2012 agreement. The TWU is also negotiating for an understaff allowance in light of the high turnover of staff in the yard. At Baines there are 15 workers in the yard and 13 of them are members.

LINFOX GOULBURN

Coles has started the process of shutting down Distribution Centres making way for new automated centres. The DC in Goulburn is amongst the first to shut down, leaving Linfox drivers working on the site with an uncertain future. The TWU has ensured that drivers are still working on the Coles Contract until permanents and casuals are deployed elsewhere.

COUNCIL TURNS THEIR BACK ON GARBOS IN MORUYA

Suez Garbos, working the Eurobodalla Shire Council Contract, have slammed the Council over its failure to include job protections in their waste collection tender.

Council has refused to include industrial protections as a condition in the tender. Local garbos face the prospect of being reduced to award-level conditions or potentially losing their jobs altogether. The TWU wrote to every Eurobodalla Shire Councillor, as well as the local state and federal MPs, calling on the Council to refuse any bid that does not guarantee the jobs and conditions of all existing workers.



Eurobodalla Shire Council’s disgraceful tender process stands in stark contrast to the tender undertaken by neighbouring Shoalhaven Council in 2019, which explicitly required the successful bidder to guarantee the jobs and conditions of existing workers. Cleanaway was awarded the tender, meaning Suez will have to let go of the drivers. Cleanaway may employ them, but most likely at a reduced rate despite doing the same job. A negotiation with Cleanaway will take place if we can. The TWU are continuing to fight for a transference of entitlements.

ENTERPRISE AGREEMENTS

- ▶ At South Coast Equipment, the TWU are working through the EA with negotiations under way. Members are likely to get a 2% pay increase for each year of the agreement.
- ▶ K&S Freighters bargaining is underway
- ▶ At Remondis for their agreement, our principal focus is pay parity with other yards

Rob

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

AN EXTRAORDINARY YEAR

What an extraordinary twelve months 2021 has been. The Newcastle and Northern Sub-branch delegates, members, staff and officials have strongly contributed in every way possible to our Industry campaigns. Thanks and congratulations to you on behalf of our Newcastle Executive Chair (Doug Fox), myself, and officials.

It's only fitting and well deserved that I thank the Newcastle officials, Rebecca Hopkins, Ray Fitzpatrick and Daryll Elliott. Our local team are committed, passionate and dedicated, and are always ready and willing to help, each day assisting delegates and members with a multitude of industrial, and sometimes personal issues.

Our Newcastle and Northern Sub-branch Executive members are leading the way with a great level of commitment and dedication consistently given to the Sub-branch. To all of our Executive Committee past and present, thanks for a great 2021 supporting TWU members!

TWU VETERANS

I congratulate the Newcastle and Northern Veterans, who, before the second wave of COVID, turned out for rallies and protest marches to lend a hand to those of us still working. These men and woman led by Newcastle and Northern Vets President, Les Fetch, are entitled to kick back and take it easy in retirement, but choose to turn up and help members fighting for a fair go. They are supporting the future generations of Transport Workers too. On behalf of all of us here at the TWU Newcastle and Northern branch, thank you.

INDUSTRY WIDE REPRESENTATION

Let's not forget the consistent contributions made by delegates & members in all of our other industries such as waste, buses, construction & mining sectors. TWU members at Orica are due to bargain for a new agreement in 2022 and at the other end of the coal chain, our delegates and members at PWCS will be pursuing their leave dispute.

MAJORS:

The "Majors" campaigns this year has seen a huge contribution from our local delegates and members at Toll, Star-Track, FedEx, Linfox and Global Express. We have seen unprecedented numbers of protected actions all around the Sub-branch region, across NSW and the whole nation.

Over the past several years, there has been a great deal of planning, strategising, and training that has gone into building the TWU Industry campaigns.

We acknowledge and congratulate the NSW/QLD State Secretary, Richard Olsen, National Secretary Michael Kaine, their assistant secretaries and the TWU leadership teams, for all of their extraordinarily hard work, and their leadership of the TWU at a State and National level. We have seen huge successes throughout the "Majors" campaign.

A special thanks to our delegates who represented members at the bargaining table. We have had several from the Sub-branch that made that commitment, and who have all done a fantastic job. It can be a daunting and frustrating role. I know that the rest of the sub-branch and indeed Richard Olsen and Michael Kaine stand with me when I say a BIG CONGRATULATIONS to you all.



At StarTrack Carrington Delegates Wade Creighton and Aaron Ashton join members in a unanimous vote to take protected action



Delegates Phil Latimer and Luke Jones conduct meetings across multiple shifts at Toll Mining to endorse the National EA



Delegates Wade Creighton and Aaron Ashton lead the pick line at StarTrack Edgeworth
Delegates Doug Fox & Roscco Lightfoot lead the picket at FedEx Newcastle



2022

The campaign to lift and enforce job security, Union clauses, superannuation, and decent wage increases across all of the transport industry continues. As members of the Newcastle Sub-branch we must be prepared to continue our contribution.

The number of challenges faced over the past 12 months and the way in we have all have taken a stand against our shared adversity shows how strong we

are when we are united.

Our Newcastle sub-Branch is united and committed as ever. Your contribution as members makes us all proud and strong, not only for those working today, but for our future generation.

From all of us here, we wish you and your families a very Merry Christmas, and a happy and safe New Year!

Mick

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

ARMADRAMA



The bitter Armaguard dispute continues in the ACT. These staunch TWU members have had a week 'on the grass', numerous single days off and almost a continuous overtime ban for a month now. They have vowed to do whatever it takes to win back the \$120 per week that was taken off them by the company. Armaguard has collected over \$23 million in JobKeeper subsidies. Members are furious that they have been let down by a company that some of them have worked for, for 30 years.

MAJORS WRAP UP

Congratulations to the ACT StarTrack, FedEx and Toll members who have been a part of the successful national campaign to increase their job security and win national deals.



ACT GOVERNMENT AGREEMENT

Interim 'roll over' agreements that cover TWU members who work for the ACT Government, the ACT Ambulance Service, the ACTION Buses and the Infrastructure Services Agreements have been voted up. Negotiations for full four year Agreements start in the New Year.

TWU MEMBERS AT ACTAS PLANNING DAY



Klaus

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

IF 2020 WAS A YEAR OF SHOCKS, 2021 WAS A YEAR OF TRIUMPH.

While the pandemic raged on, we locked arms and went headfirst into battle. Together, we created a wall of resistance to widespread attacks on jobs in road transport and aviation, clocking up a long list of wins along the way.

Our road transport majors campaign was monumental. For the first time, we came together across all major transport operators to fight as an industry for job security and improvements to pay and conditions. Workers bravely walked off the job in their masses during our first national strikes at Toll, StarTrack and FedEx, with several others overwhelmingly voting with over 90% endorsement to take protected industrial action if necessary.

We achieved remarkable wins in the face of immense pressure from the 'Amazon Effect' – a double edged sword of wealthy clients squeezing supply chains, and the entry of unregulated and undercutting players like Amazon Flex. Covid only assisted the spread of insecure work across the economy and transport industry, though demand was never greater. All of this meant that maintaining current wages and conditions would be tough, let alone locking in future job security. Well, we did that and more.

TWU delegates and members generated outstanding results by fighting together across the industry. The might of thousands of transport workers acting collectively brought home strong agreements that secure the future and set the stage to fight across more of the transport industry in 2023.

As we fought hard on the ground, the Senate backed us in with major support for transport workers. The trucking inquiry led by Senator Glenn Sterle passed through parliament a list of recommendations calling for an independent body to create universal, binding standards in road transport. We continue to fight hard together calling on the Federal Government to act on this blueprint and regulate deadly pressure and exploitation out of our industry.

Senators rallied behind aviation workers, too. The interim report of an inquiry led by Senator Tony Sheldon called for more support for aviation workers with funding tied to maintaining good, secure jobs. We know all too well how disastrous no-strings funding can be for workers.

In July, axed Qantas workers achieved a tremendous victory in the Federal Court with a ruling that the outsourcing broke the law by trying to prevent workers exercising their industrial rights. Off the back of the Save Qantas Jobs campaign and actions taken by workers at the end of last year, this achievement was a moment in time for workers right across Australia. The Federal Court now has the task of determining the largest reinstatement orders ever seen in this country.



Together, we've done everything we can to get workers back to the jobs they love. Qantas' appeal will be heard in February, but we're equipped to keep up the fight through our unity and collective strength.

It was another tough year for thousands of aviation workers as one of the hardest hit industries by second wave border closures and lockdowns. As planes return to the skies things are looking up. The TWU continues to fight for the safety and job security of all airport workers as we rebuild this great industry.

Our aviation family is growing. This year, we set the wheels in motion to launch TWU Pilots – a specialised division following our merger with VIPA which will join the Safe and Secure Skies campaign. This cements us as the aviation union, maximising our strength as we fight to lift standards across the industry.

We have continued to make strides in the gig economy, setting up our first rideshare driver committee, keeping up the pressure on the government and exposing shocking underreporting including two more riders who tragically lost their lives last year.

A watershed moment came in April, when Menulog announced its move to an employment model for its food delivery riders. This was a significant breakthrough. While we work with Menulog to ensure the best possible arrangement for riders, we continue to push for regulation to support good companies doing the right thing.

Next year will be an important one. It will be a crucial window of time to enforce our wins and build on them, gearing up for an even bigger fight with more of the industry in 2023.

We've proven what we can do when we stand strong together. This is just the beginning.

Michael

SUPERANNUATION CHANGES COULD LEAVE YOU AND YOUR FAMILY UNPROTECTED.



A recent report in the mainstream media tells the story of a long-distance truck driver in South Australia who had a superannuation fund provided by his employer. He needed to make a \$130,000 insurance claim which was refused by the insurance company attached to his superannuation. They didn't tell him when he joined the fund that they don't cover truck drivers.

The Australian Government has introduced changes to Superannuation. As of 1 November 2021 your superannuation will follow you from job to job unless you make an active choice to have your super put into the fund you want.

As a result, people entering the transport industry may be 'stapled' to funds that may be poor performers or funds that don't provide protection to transport workers.

It's the right time of year for you to check if your super fund provides insurance coverage for the job you do.

Your superannuation fund provides an included insurance cover at a relatively low cost which protects you and your family should you lose your life, become totally and permanently disabled or diagnosed with a terminal illness.

However, it is not well known that a number of superannuation fund insurance policies do not cover you if you work in a hazardous occupation. They won't tell you this either. The list of occupations that are considered hazardous is a long one and it includes drivers, couriers, waste workers, cash in transit, cabin crew, pilots, airport ramp workers and bus drivers to name a few.

TWUSUPER insurance covers every job in transport - no occupation exclusions. In the last financial year TWUSUPER approved \$58 million in claims.

This is why the TWU helped establish TWUSUPER in the early 1980s. It's still important we have a super fund that understands the unique needs of transport workers and a super fund that has your back.

Today TWUSUPER has more than \$6 Billion, has provided

strong returns in the past financial year 18.98% (Balanced) and 25.72% (High Growth) and has passed the new performance test.

We all know transport is one of the most dangerous industries in Australia.

We won't say 'we told you so' but there are reasons why industry funds like TWUSUPER were created – they understand who you are and what you do. The insurance cover is designed for transport workers, and TWUSUPER is run only to profit members.

If you belong to a different super fund, you should check your super fund to see if your job is covered.



If you want to know more, you can call TWUSUPER on 1800 222 071 or speak to your TWU Official or Delegate about having TWUSUPER visit your yard.

You said it on Facebook:

23 November 2021:

TWU members at FedEx were today locked out by the company. Why? Workers took action against the company who have refused to finalise an agreement with workers. Actions continue across Australia today. Rather than engage in anti worker tactics, FedEx must come back to the table and give these workers, who made the company billions during the pandemic a fair deal. FedEx, these are the workers that drive your business forward. TWU President and FedEx Driver Tony Matthews, State Secretary Richard Olsen and Rob Pirc, chief negotiator and Sub-branch Secretary stood at the gates with members yesterday.



David Frost

Unions are a fact of life in Australia. Fedex should do a Roger Voudouris and get used to it. Workers are there to be respected and appreciated not shafted.

19 October 2021:

The TWU is hoping the Court throws the book at Qantas for their outrageous decision to stand down a worker who was simply trying to keep himself and his colleagues safe at work. Qantas has been charged with criminal offences under WHS laws for standing down a health and safety representative because he raised concerns about COVID-19 risks when cleaning aircraft arriving from China in early 2020. SafeWork NSW prosecution of Qantas for these offences is the first of its kind and is a massive step forward for work health and safety in NSW and across the nation.

**BREAKING:
QANTAS FACING
CRIMINAL CHARGES FOR
STANDING DOWN A
HEALTH AND SAFETY
REPRESENTATIVE**



Dario Damjanovic

Every Health and safety representative reserves the right to speak up in the best interest of the work group he or she represents and should and must not be subject to any sought of intimidation or discrimination for speaking up. It is an absolute disgrace and an Australian in everyway Qantas's conduct. Who shall take on the position in the future if they are worried to lose their job.

11 November 2021:

Happy First Birthday to the Transurban / Linkt NorthConnex tunnel. Transport Workers are paying way too much for the birthday cake. In the first year of operation, the toll for heavy vehicle operators has already increased over a dollar. The bottom line for the NSW Government deal made with Transurban, is that the cost of every toll road will be at least double (and in some cases that will be closer to triple) for trucks by 2048, compared to today. It's a safe bet to say that transport operator incomes are unlikely to increase by 2-3 times in the next 26 years. The Transport industry is integral to our lives and economies so the cost of doing business must be fairly shared.

Happy First Birthday to the Transurban / Linkt NorthConnex tunnel.



Transport Workers are paying way too much for the birthday cake.



Don McPherson

The blame must land squarely on Dominic Perrotet as he was the Treasurer and is now Premier who cut these terrible deals with Transurban..

19 October 2021:

Aramex - Couriers, Delivery Drivers organising for change. A number of meetings with the Union, but management has not yet agreed to meet. Today, Drivers are demanding that meeting with Management, there are no deliveries until that meeting occurs. Changes and respect needed. want to join that fight at Aramex?

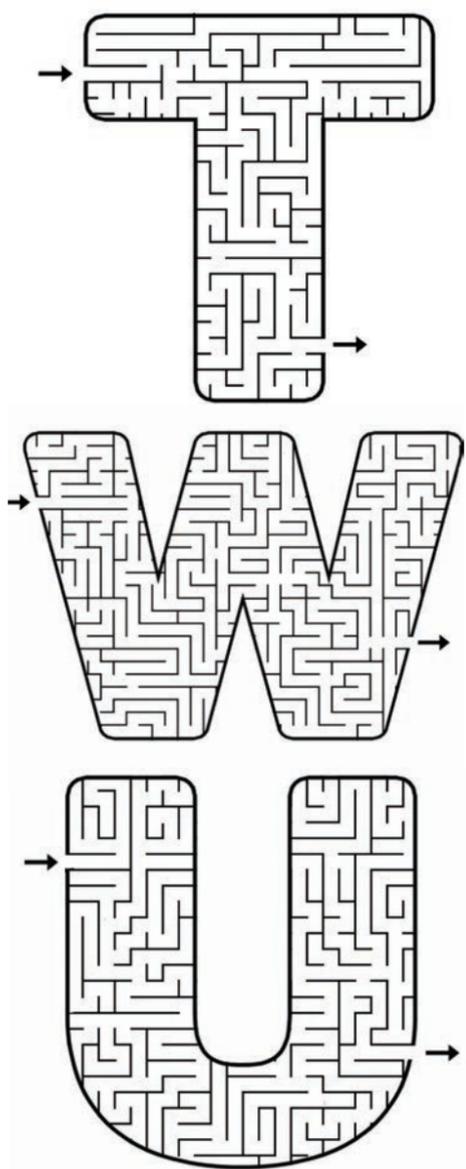
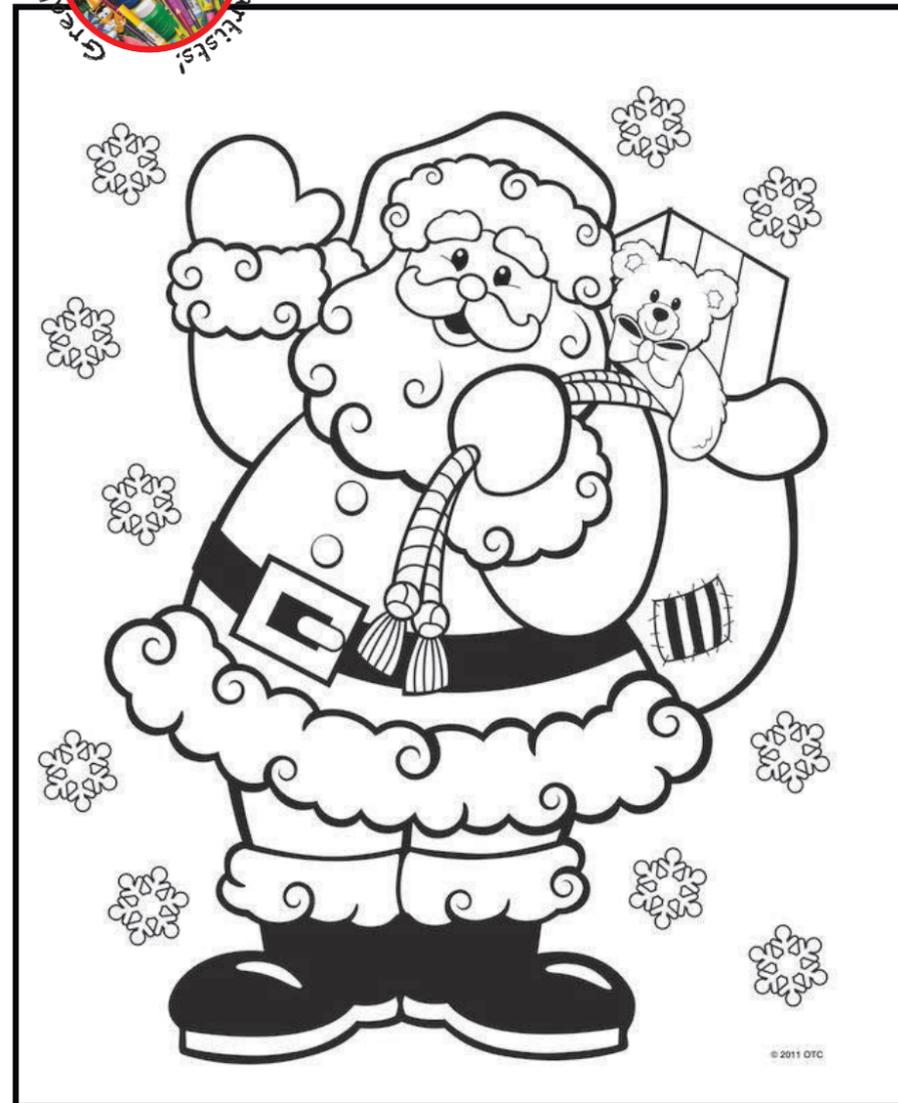


Mark Harrison

Stay strong boys, you are under good leadership. With Olsen



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



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

WHEN IN DOUBT ... LAUGH!

What did the stamp say to the Christmas card?

Stick with me and we'll go places!

Who hides in the bakery at Christmas?

A Mince Spy!

When does New Year's Day come before Christmas day?

Every year!

How does Rudolph know when Christmas is?

He checks his calen-deer!





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\$58.5m
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