



TRANSPORT WORKERS' UNION OF NSW

# TWU NEWS

ISSUE 102 • AUTUMN 2022

# SECURING THE FUTURE



# WINNING@WORK

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## UNION POWER IN ACTION



For the TWU it is imperative we secure the rights of workers, the TWU is taking active steps in doing so by holding companies to account.

**THE TWU continues to secure the future for all transport workers. This is union power in action. With their own profit in mind, the clients, the transport industry bosses at the top of the supply chain will always attack the rates of workers, pushing them towards B-rates, little or no job security and outsourcing their work.**

For the TWU it is imperative we secure the rights of workers, the TWU is taking active steps in doing so by holding companies to account.

I hear from long-distance line haul drivers their concerns over the quality of drivers being let in the industry. The serious shortage of labour and the hiring of underqualified staff, is putting the entire industry at risk. There are low barriers of entry into the industry, which adds to the problem.

Those at the top of the supply chain must understand, the onus is on them to ensure that good, qualified workers are fairly remunerated right across the supply chain. They cannot cut down on their costs by hiring low cost, unskilled, unqualified drivers and just hope for a safer industry.

Safety comes with a price. It comes with the price of using trained professionals and properly remunerated drivers with well-maintained vehicles. The TWU is fighting to make the bosses accountable for your safety.

At the TWU, we are building Union power. At the end of the first quarter of 2022, delegates from major transport yards were given guidance and training on the enforcement of Agreements won last year.

Our bus delegates are negotiating Agreements and are ready for a battle. The bus industry members have been under attack for many years with Transit Systems drivers up against pay disparity due to the privatisation of buses in NSW. It should not matter what region you drive for; it should not even matter what company you drive for, the TWU's fight for 'Same Job - Same Pay' continues in these negotiations seeking fairness in rates of pay and entitlements.

The TWU is always ready to back up members, coming together as one we show the power of Union.

*Tony Matthews,  
TWU President*

## TWU ANNUAL FINANCIAL REPORT

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

<https://twunsw.org.au/general/financial-reports-year-ended-31-december-2021/>

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

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

**Post:** PO Box 54  
Mount Druitt, NSW 2770



# SECURING THE FUTURE

**AS THE YEAR PROGRESSES** it remains perfectly clear there are many that want to maintain the attack on Transport Workers both at a Government and an employer level. We call on governments, who must focus on providing the change Transport Workers need. The Federal Government's indifference on fuel costs and the NSW Government's indifference when it comes to the financial impact of Transurban toll roads is shameful.

We are proud as a Union to be able to provide practical solutions for members. Drivers are tired of being the punching bag for fuel costs, this is why the TWU went to the Industrial Relations Commission and won an increase to the rates paid under the General Carriers Contract Determination in NSW. This will provide some relief to Owner-Drivers in terms of your cost recovery on fuel. The TWU took this action in the IRC to protect small businesses in the transport industry operated by Owner-Drivers. We know that contracts are generally not changing to meet higher fuel costs.

In terms of actions, the NSW Government has heard the voices of angry bus drivers who took their same job, same pay message and the need for industry wide standards to the steps of the NSW Parliament. The angry and belligerent response of Transport Minister, David Elliott who disowned any responsibility for the safety of bus drivers has left members angry. The

**We are proud as a Union to be able to provide practical solutions for members.**

fight continues and Mr Elliot had best be aware, the TWU will be back if he cannot take on the issues that bus drivers need dealt with in NSW.

We have taken on the Concrete Industry through Hanson, and won new agreements, we have stood on the grass at Cleanaway as we take on one of the bullies in the Waste Industry, we are fighting for better pay and conditions in Enterprise Agreements right across NSW and the ACT.

Transport Workers, who are integral to moving businesses forward have

fought as one, against Covid, wealthy clients and in our major yards against operators like FedEx, StarTrack, Toll and Global Express who threatened job security, pay and conditions. Transport workers took a stand to secure their future against those paving the way for under cutting of the market, like Amazon. Transport Workers last year secured wages and conditions that

carry this industry forward.

Now it is time to enforce, time to ensure that the protections we have won are not undermined. You, wherever you work, can be a part of that future and play a crucial role with the backing of the union. Most importantly, we need you to speak to non-members about joining your union. This builds union strength and power where we need it to secure your future.

*Richard Olsen,  
State Secretary*

## CHANGE THE WAY YOU PAY YOUR MEMBERSHIP!

If you are a Statement member, we would like to remind you to remain part of the Union by renewing your membership.

We understand the financial pressure some of our members are facing in the current climate and understand that paying an annual membership fee can be difficult. You can choose to switch to weekly or fortnightly direct debit payments, to ease the pressure.

Any member on Statement or Payroll can pay their membership fees by direct debit, you will remain a financial member and will receive all the benefits of the Union, such as Journey Claim Insurance and members paying by direct debit receive free Emergency Ambulance Cover, (terms and conditions apply).

If any of your details have changed or you would like to switch to direct debit, please visit the Members Portal <https://member.twunsw.org.au/> or complete the form below and return it via email [info@twunsw.org.au](mailto:info@twunsw.org.au).

Alternatively, if you would prefer to pay your membership fees over the phone, please contact the TWU Members' Service Centre on 1800 729 909.



**EXCITING BENEFIT FOR TWU MEMBERS**

By changing to direct debit, you will remain a financial member and will receive the benefits of the Union, such as Journey Claim Insurance and free Emergency Ambulance Cover, please note terms and conditions apply.



### DIRECT DEBIT SYSTEM DEDUCTION AUTHORITY

(Return completed form to [info@twunsw.org.au](mailto:info@twunsw.org.au) or to your Delegate/TWU Official).

FREQUENCY		PHONE	EMAIL
<input type="checkbox"/> Weekly	<input type="checkbox"/> Fortnightly	<input type="text"/>	<input type="text"/>

I/We (name in full)

request you, until further notice in writing to debit to my/our account described in the schedule below, any amounts which the TWU of NSW (User ID No. 092698) may debit or charge me/us through the Direct Debit System.

**NOTE:** Direct Debiting is not available on the full range of accounts. If in doubt, please refer to your Financial Institution.

NAME OF FINANCIAL INSTITUTION	ADDRESS OF FINANCIAL INSTITUTION
<input type="text"/>	<input type="text"/>

ACCOUNT NAME	BSB	ACCOUNT NUMBER
<input type="text"/>	<input type="text"/>	<input type="text"/>

SIGNATURE	DATE
<input type="text" value="X"/>	<input type="text" value="/ /"/>

CREDIT CARD TYPE	SIGNATURE
<input type="checkbox"/> Visa <input type="checkbox"/> Mastercard	<input type="text" value="X"/>

CREDIT CARD NUMBER	EXPIRY DATE
<input type="text"/>	<input type="text"/>

OFFICE USE ONLY: Membership No:  WOF  TWUNSW  TWUAUS



To: Payroll Officer of: \_\_\_\_\_ I, \_\_\_\_\_ (full name), hereby authorise and request the Pay Office to cease my TWU fees being deducted from my weekly wages as of \_\_\_\_\_ (date).  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Celebrating

## — 20 YEARS —



### MICK PIERI AND MICK FORBES – 20 YEARS OF SERVICE

**THE BCOM**, TWU's Branch Committee of Management comprising of TWU Members from across the transport industry, met recently in Sydney, making the decisions and providing leadership for the ongoing direction of the Union.

The BCOM has celebrated the 20 years of service to members from Assistant State and Sydney / Central West Sub Branch Secretary, Mick Pieri, and the Newcastle and Northern Sub-branch Secretary, Mick Forbes.

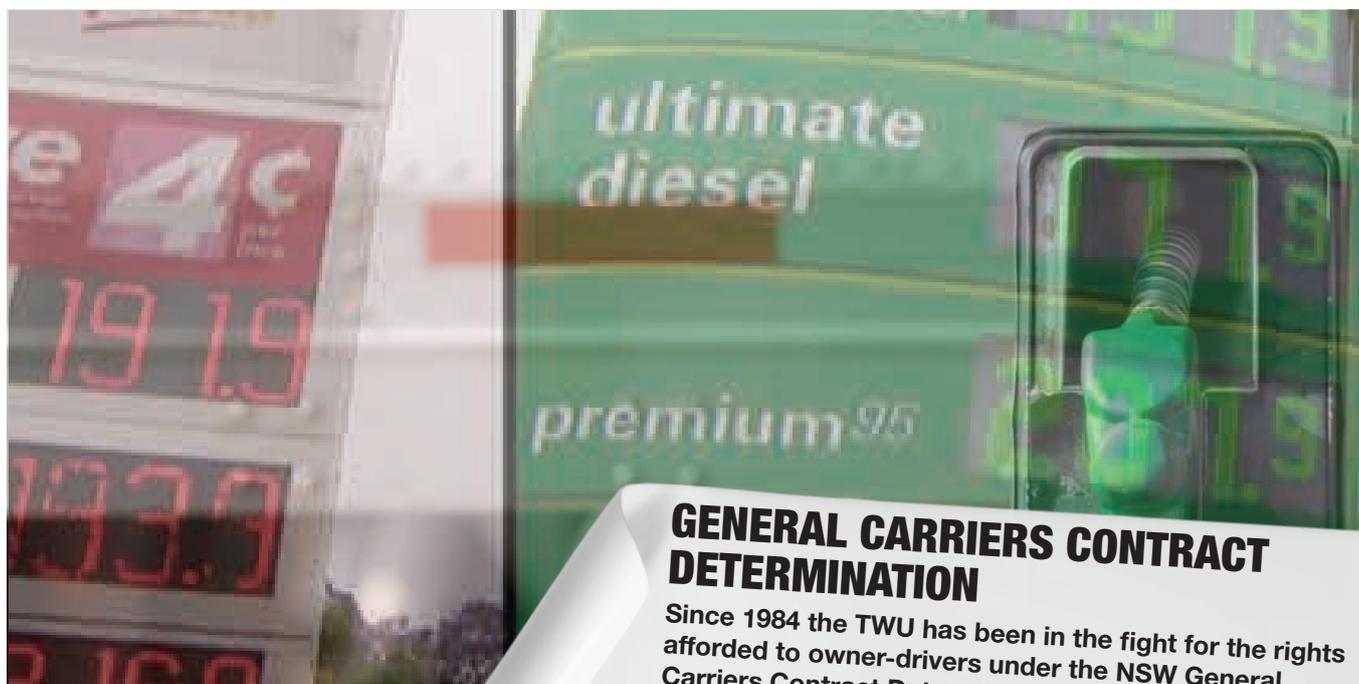
20 years ago Mick Pieri came from being a bus driver Delegate, to working as a TWU Official at the airport.

Mick Forbes came 20 years ago from being a driver Delegate at TNT into a TWU Official's role across a range of industries.

Congratulations and thank you to both Micks on behalf of Members from State Secretary Richard Olsen.

# **FUEL COST PAIN TWU WINS A PAY RATE INCREASE FOR OWNER DRIVERS**

**A TWU win for Owner Drivers in the NSW Industrial Relations Commission (IRC), the Temporary Fuel Surcharge, an increase to the rates paid under the General Carriers Contract Determination, meaning a better chance at cost recovery for currently higher fuel costs.**



## **GENERAL CARRIERS CONTRACT DETERMINATION**

Since 1984 the TWU has been in the fight for the rights afforded to owner-drivers under the NSW General Carriers Contract Determination (GCCD). The GCCD has enabled thousands of Owner Drivers who are running small businesses, to have what amounts to an award underpinning their work, which ensures for cost recovery and promotes safe systems in the workplace.

## **WHAT YOU NEED TO KNOW:**

The Orders made by the IRC came into effect on 18 April. The TWU will be reviewing the Temporary Fuel Surcharge with the courts on a monthly basis to make sure you are not going backwards.

The TWU took this action in the IRC to protect small businesses in the transport industry operated by owner-drivers. It is you as transport workers who are copping the costs of getting the job done. We know that contracts are generally not changing to meet higher fuel costs.

This action contributes to the security and wellbeing of your future. Costs are always increasing, fuel costs have

added to the financial pain caused by other costs that are always on the increase including Transurban toll road costs, insurance costs, maintenance costs and more.

## **FEDERAL GOVT FAILURE**

The Federal Government have failed you, they might have reduced the fuel excise but they neglected to mention that in the recent Federal Budget they had hidden the removal of the fuel tax credit scheme. This means zero benefit to any owner-drivers trying to recover their fuel costs. It's highway robbery for owner-drivers and transport operators.

Effectively, this Government sat on its hands and provided no relief to your small business. Ongoing proof that the current Federal Government is continuing to ignore the problems in our industry.

Scott Morrison and his Minister for Transport, Barnaby Joyce have had a chance to do something worthwhile for owner drivers and transport operators. Instead they have again failed miserably to act decisively to provide relief for the social, economic and contracting pressures which make transport Australia's deadliest industry.

# FIGHT FOR 40 WIN

A TWU win in the NSW Industrial Relations Commission (IRC) has seen changes to the minimum pay rate for owner drivers in the Courier Industry, now courier owner drivers have received significant improvements to enforceable rates of pay.



Courier and Amazon Flex Driver members celebrating the Fight for \$40 win with Richard Olsen, Mick Pieri, Michael Kaine and Senator Tony Sheldon.

**TWU STATE SECRETARY RICHARD OLSEN** told TWU News the decision was a long-time coming, and would see significant pay rises for couriers who had gone 15 years without.

“The minimum pay rate for a courier using their own van was set at \$28 almost 15 years ago. Since then, their operating costs have skyrocketed but their pay hasn’t changed, leaving some drivers earning below minimum wage after costs. This decision is a massive victory for the thousands of couriers who have been part of the TWU’s Fight for 40 campaign over many years”.

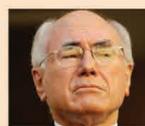
The NSW IRC determination will see owner-drivers of vans with a carrying capacity between 1.5 and 3 tonnes entitled to an enforceable rate of \$43.74 an hour, phased in over three years.

## FIRST IN THE WORLD

The new determination also captures Amazon Flex drivers who, for the first time, will be entitled to an enforceable rate of \$37.80 to be phased in over the next three years.

NSW Amazon Flex drivers will be the first in the world to enjoy enforceable rates of pay, along with rights to dispute resolution, union representation and collective bargaining.

## 15 YEARS AGO ...



John Howard was still Prime Minister



Pluto is downgraded from a planet to a dwarf planet



Bon Jovi were still popular



The rate for owner drivers was set at \$27. (Until today that never changed)

## ... 2022 TWU WINS A SIGNIFICANT PAYRISE FOR OWNER DRIVER COURIERS & AMAZON FLEX DRIVERS

For too long, the likes of Amazon have been able to exploit independent contractor loopholes to sidestep rights and rip workers of fair rates of pay. This win confirms all workers should and can have access to enforceable rights and protections, regardless of their employment status.

While this outcome is incredible for drivers in New South Wales, only the implementation of Federal regulation will end a national crisis and allow a fairer courier industry for all.

# ENFORCING UNION POWER

In 2021 TWU members across our major transport companies conducted a massive campaign for job security and increased conditions. Through the hard work of members across eight major companies, we achieved industry-leading job security provisions – all throughout a major pandemic and ongoing upheaval in the transport sector.

**MEMBERS AND DELEGATES** right across the Major yards built TWU power and now it's time to enforce the agreements we have won. Delegates and members are the cop on the beat, bringing member driven union power.



After this huge win, including strengthened clauses on full utilisation, outside hire, redundancies, fleet operators and ratios for permanent workers, the hard work really starts. We are now implementing our plan to ensure we are using these provisions to maximise full-time safe and secure work for transport workers and hold these transport companies to account.



### Crucial role:

TWU delegates play a crucial role in enforcement backed up by TWU members. The hard work of delegates, leading the membership through a robust fight, has put transport workers in a stronger position for the next two years and beyond. Ensure you play your part, keep in touch with your Delegates and TWU Officials.



### Robert Podbevsek – Startrack ▶

We are looking forward to the next set of negotiations for the next EA. Another interesting slog again. Another hard road to go through.

### Adam Kelly – Startrack ▶

The next step is consolidating what we have and getting ready for the next fight.



### Raffael Faro – FedEx ▶

There still so much we want to achieve and now we know what FedEx is like. We're going to take our demands to the table again and with our strength in numbers and our membership always growing, the outcome will be better for us.



### David Andrew - Toll ▼

We need to read our agreements and know our parameters. Not only the heads but also the awards. We need to be understanding and following the agreement.



### Darren Coulstock - ACFS ▲

The next step is enforcing what we got in this EA. There's still a few things we need to tidy up. Moving forward, we need to build up the strength in the yards.



### Jason Larfield - Finemore ▲

I like to keep progressing with the EA. There's always something new that will come up.

# POWER IN THE MAJOR YARDS

**LAST MONTH THE TWU BROUGHT TOGETHER DELEGATES AND MEMBERS TO ENFORCE THE AGREEMENT BY TAKING THE FOLLOWING STEPS:**

**Auditing:**

The TWU will be forensically auditing the majors to ensure they are complying with their commitments on outside-hire ratios. We will audit State by State to ensure the companies are moving to prioritise full-time permanent jobs and use this information when bargaining recommendations to increase the ratios even higher.

**Full Utilisation:**

TWU members fought for full-utilisation clauses across our majors agreements. This means that permanent full-time workers should be given all available hours, including overtime. Additionally, this work cannot be given to outside hire or casuals if it reduces the hours of permanent workers.

**Labour Hire, Casual Conversion and Site Rates:**

Casual employees have existing rights to elect to be made permanent employees after six months of working



regular and systematic hours. However, winning the 2021 industry fight has also secured a pathway to employment for labour hire workers after 12 months. Labour hire workers must also be paid the same rates as other workers on site and participate in TWU inductions. This enhances job security and reduces the incentive for employers to use outside hire to undermine wages and hours of full time workers.

**Fleet Operators Transparency:**

Our union secured strengthened rights to audit fleet operators to ensure the worst fleet operators are kept out of our yards. This includes minimum rates

for fleet driver workers, compliance obligations on the employer and the power to investigate fleet operators that the TWU must be consulted on. We also secured induction rights for fleet operator workers to help strengthen our union and the struggle.

**Union Strength:**

The TWU also secured strengthened union power provisions across our majors. This includes monthly union site meetings, site consultative committees, delegates campaigning leave, union inductions and proper consultation clauses. This was all achieved thanks to the tireless work of our members and the respective national bargaining committees.



**Steve Menown – Linfox**

Next is to keep talking to the new workers that will come in, to build strength, to build numbers. Let them know what we are doing with the Union. We got a good result in our agreement, but there is still more we can get.



**Bryce McDonald - Bevchain**

What's next is to ensure that the company does not, negate or renege on any of the agreed terms. We will keep fighting for better conditions. We're at a stage where we fought for what we got, we're not going to relinquish that. Hold the company to account.



**Martin Risk – Ceva**

The members are going strong. And I've been there for 11 years and I've never seen them this strong. We do expect the company to offer nothing in the next rounds as well and that's where the fight comes in. And we try and increase our density yet again. We'll be ready for the fight.



**Sunny Surjeet Dosanjh - Global Express**

Our next step is to learn what happened in the previous agreement, where we fell behind, especially non-members who did not participate in the stoppages. We need to build strength by signing up non-members.

# THE MARCH ON N

**April 11 Hundreds of Bus Drivers representing members in the industry arrived at Martin Place and marched to NSW Parliament. Members called on the NSW Government as the Economic Employer to commit to setting industry wide standards of fairness and safety for the health and wellbeing of bus drivers and their passengers.**

## TRANSPORT MINISTER IS MISSING IN ACTION



Transport Minister - David Elliott chooses belligerence and wants to blame workers and the Union for choosing to have their voices heard, rather than take a stand as Transport Minister to fix the problems of safety and fairness in the bus industry. Your action left David Elliot red-faced. He has failed to take responsibility for the issues that his Government has created and he is shamelessly dodging questions by the media and shamelessly dodging a meeting with the Union.



## THESE ARE THE INDUSTRY STANDARDS THE TWU IS FIGHTING FOR:

**ON-TIME RUNNING AND REALISTIC TIMETABLES:**

A maximum of 4 hours driving without a 15 minute safety break, industry sign-on/ sign-off and industry-wide end of trip recovery times.

**WORKING HOURS AND FATIGUE:**

12 hour maximum for broken shifts and minimum 10 hour break between days of work.

**BUILDING OUR POWER:**

Union clauses to be recognised by employers and strengthened.

**INDUSTRY TRAINING:**

Better and regular industry training for all drivers including the Certificate 3 course.

**WORKPLACE HEALTH AND SAFETY:**

Safety committees and safety representatives must be maintained and strengthened.

**WAGE INCREASES:**

Same pay, conditions and entitlements for the same work across the entire bus industry.

**SUPERANNUATION:**

Extra super contributions on all earnings and get to 15% as soon as possible.

# NSW PARLIAMENT



**FROM STATE SECRETARY RICHARD OLSEN:** Congratulations to every single member who took part in the strike action: hundreds of Bus Drivers came together in strong unity for better working conditions that all Bus Drivers deserve.



## FROM DAVID MOALA, TRANSIT SYSTEMS DELEGATE

David has two messages, one to Transport Minister David Elliot, “Minister, I want make it abundantly clear that you may think that these drivers are not angry, but they are. We deserve better conditions; we can’t go to the toilet. I am hoping that he will come to the table to meet with us, where we can get pay parity, better working conditions for all the drivers.” To Transport for NSW, “We want better facilities, better break times. We drive five hours and 15 minutes, we need four hours and 15 minutes. We need change so we are not exhausted or fatigued, which is unsafe for everyone. We also need 12 hour broken shifts, not 13.”



### WHAT’S NEXT

While the strike action was successful and an essential way to send our message – the fight must not stop here. In the coming weeks, we must continue to build momentum and power to increase pressure on both, the NSW Government and all bus companies.

### TALK TO NON-MEMBERS

It is important that in the lead up to the next action, every TWU member focuses on building unity and negotiating power in their depot. Member strength ensures we keep the pressure on the NSW Government and the companies. We must educate every non-member about the need for them to join the Union and stand united with the drivers moving forward.

# TWU RAISING THE ISSUES ON OUR ROADS

## UNFAIR AND UNNECESSARY CAMERAS ON THE SIDES OF OUR ROADS

**IN NSW**, Roads Minister Natalie Ward has approved the installation of more point to point average speed cameras, targeting heavy vehicles on Sydney's Transurban toll roads.

We know from the NSW Government figures that these cameras are fining on average only 20 heavy vehicles a week, which is minimal in terms of the thousands and thousands of truck movements across the state.

Truck operators are doing their job in a professional and responsible way every day. This is a wasted opportunity by the NSW Government using Taxpayer dollars while the transport industry and the truck driver are unfairly targeted.

This money could have been better spent in other places to make our roads a lot safer, better rest areas for example. State Secretary Richard Olsen will be talking with the Roads Minister about this and many other issues.



**From TWU member Barry ... "Average speed cameras should apply to all motorists regardless of what they drive. This story that they're for safety is a smoke screen, if they were a safety matter then they would apply to all motorists."**



**Richard Olsen putting out the TWU message in the media about Point To Point Cameras**

Parkes Champion Post

## TRANSURBAN TOLL ROADS – THE COSTS OUTWEIGH THE BENEFITS

**THE TWU** has won Toll Road cost relief for Transport Workers in the General Carriers Contract Determination. You can read the story on page 7 of this TWU News. In the meantime Transurban chose to publish an expensive full page advertisement in the Daily Telegraph quoting a Milk Haulage driver about how good toll roads are. The advertisement begs the question, if Transurban Linkt toll roads are so good, why is it that Toll Group, one of Australia's biggest transport companies told drivers to avoid toll roads because the "cost outweighs the benefits of using them?" Some toll roads are at best car parks. Owner-drivers and fleet operators across Sydney are spending hundreds, if not thousands on toll roads every month. On the Northconnex heavy vehicle operators are forced to use the expensive toll road or be fined. Toll Road costs continue to rise. The toll it takes on an owner-driver's small business bottom line is terrifying. The deafening silence on this problem continues from the NSW Government. Transurban, or the NSW Government come talk to the TWU. Transport Operators and owner-drivers need urgent relief.

**REALLY TRANSURBAN?**

So why does Western Sydney based Transport Company Toll Group, say that the costs of using toll roads outweigh the benefits of using them?

**Transport worker**

Western Sydney - better connected than ever before

"I have been driving trucks since 1978, and it's never been quicker. I can do more trips using NorthConnex, the M2 and M7, transporting milk from Newcastle to Melbourne, and across to Lidcombe, Penrith and other places."

Western Sydney has changed a lot in the last 20 years - more people than ever are coming, and we want to ensure Transport is providing our amazing trips to get products to the road to go on quality and safety to provide the best service to our customers on a journey that is safe, secure, and reliable. We are committed to providing excellent service to the M2 South West in the morning. Transurban roads are saving people valuable time.

Advertisement in Daily Telegraph 16/7

# CONSTRUCTION INDUSTRY FIGHTS

## HANSON LOCK US OUT FOR SEEKING EQUAL PAY

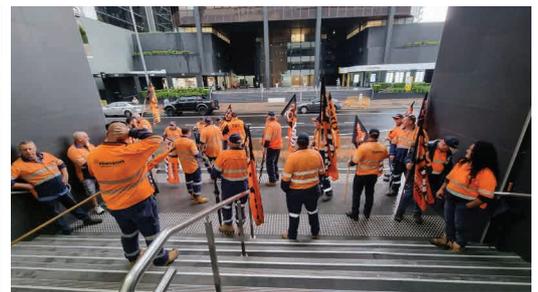
**HANSON CONCRETE** management had a dummy spit and locked out more than 50 tip-truck drivers at their Brandy Hill and Kulnura sites because drivers took protected action over Pay Parity in an EA negotiation.

Hanson's tip-truck driver members in the Hunter and Central Coast are paid significantly lower rates than drivers employed by the company to perform the same work in Sydney and the South Coast.

TWU NSW State Secretary Richard Olsen said workers would not be bullied by Hanson's threats and the industrial action proceeded as planned.

Drivers stood at the front gates of their yards and eventually took the message to the Hanson Head Office in Parramatta.

Hanson also sent drivers up from Sydney Metro yards to break the strike, but those drivers informed the company



that they were unable to cross the line. Hanson threatened those drivers with disciplinary action if they did not cross the line.

Union power in action meant that Hanson finally sat down at the table to develop an agreement with their local drivers.

## A CONCRETE DEAL AT BORAL

**BORAL AGI DRIVERS** at Granville have won improved pay and conditions after reaching an in-principle agreement with the company. It was not easy with Boral stringing out the process and a difficult negotiation period over 12 months.

Boral remained stubborn, saying no to a fair Superannuation contribution increase, dispute resolution and consultation clauses and they only offered a sub-par wage increase of half a percent.

In response to Boral's relentless unwillingness to bargain in good faith, drivers applied and won the right to take protected action. TWU members' power in action meant that Boral came



properly to the table. The drivers won a strong wage increase over the life of the agreement, a fair bonus increase and a strengthening of the consultation clause.

Agi drivers won a 9% wage increase over three years, a fair bonus increase and strengthening of the consultation clause with the backing of the TWU bargaining committee.

**Boral delegate Grant Rixon, "A hard-fought battle, but we still must stay strong and strive for a better future. It's never too hard with the backing of members behind us."**

# HSRs SAY NO DEAL AT FEDEX OVER A FAILED COMPANY PLAN



**FEDEX HAS PREVIOUS FAILINGS** when it comes to work health and safety around managing Covid in their workplace. It comes as no surprise that they were in dispute with members when the company tried to implement and put in place an American built “Health and Safety Committee Constitution” that lays out how health and safety legislation will be interpreted on Australian FedEx sites.

A group of TWU trained Health and Safety Reps (HSRs) working in FedEx depots across the Sydney Basin have been in dispute with the company over the “constitution” for two years.

The constitution that FedEx put forward eroded the rights, powers and functions of HSRs in the workplace. FedEx did not consult workers. FedEx is a global company, operating

from their Memphis Headquarters in the USA. They told managers at the NSW division of FedEx that they would be enforcing policies set globally when it came to Work Health and Safety.

One of the most concerning parts of this story is that multiple Australian managers dealt with this issue and still did not know what was required of them under Australian workplace safety laws.

Finally a win, TWU HSRs called in Comcare, the Regulator. Comcare has now provided an adjudication ruling that FedEx management must include a clause in their so-called “constitution” that points out FedEx responsibility for compliance with WHS legislation. Such compliance includes support for HSRs exercising their powers under the WHS Act.

## TRAINING FOR UNION POWER AND SAFETY

### MEET NEWLY TRAINED

Delegates and Health and Safety Reps from across bus, aviation and freight industries and across NSW. A focus on Work Health and Safety and member training is building TWU power in yards, creating positive change and building a strong resource for organising in yards. Trained members are setting the standard and as the message spreads about what union trained members can do, membership is growing.



# A UNITED FRONT ON SAFE SUPPLY CHAINS

## THE MORRISON GOVERNMENT HORROR SHOW

**TRANSPORT WORKERS** around the world and across many industries have faced incredible pressures during the pandemic. Workers warned the Federal Government in October 2021 that easing restrictions would see COVID explode in transport supply chains, which meant politicians needed to provide free rapid tests to keep workers safe. The arrival of Omicron in Australia set off a virus bomb, sending more transport workers to their sickbeds than ever before because the Federal Government hadn't provided the tools necessary to keep workers safe.

The Prime Minister's panic-stricken response was a horror show. First, he sent those most likely carrying the virus back into the workplace, then tried to make snap rule changes to forklift and truck licencing in Australia's deadliest industry. The TWU, along with other unions and activists, slammed this move and National Cabinet thankfully shot down the attempt to rush teenagers onto forklifts to plug gaps, while truck licencing changes will be discussed further.

Workers are industry experts – they're the ones who know how to work safely and whose voices should be leading the response. Transport workers need a seat at the table to make sure hare-brained decisions by politicians won't make your challenging jobs even more difficult.

## THE RETAIL SUPPLY CHAIN ALLIANCE

**THE RETAIL SUPPLY CHAIN ALLIANCE (RSCA)** – made up of the TWU, the AWU and the SDA – represents workers throughout supply chains, from the farms to the stores. After Omicron, closely followed by severe flooding, and Morrison's refusal to listen to workers, we took our set of Supply Chain Safety Principles to Canberra. We called on politicians to implement as a priority:

- ✔ Free rapid tests for all supply chain workers;
- ✔ Regulation of the gig economy to protect secure jobs; and
- ✔ Mandatory consultation with workers on policy changes which may disrupt supply chains



## PROTECTING THE SUPPLY CHAIN GLOBALLY



**Richard Olsen, Michael Kaine meet with the International Transport Federation.**

Australian transport workers aren't just leading the debate on supply chain safety at home – we are doing so on a global stage. Recently, TWU National Secretary Michael Kaine and NSW/QLD Secretary Richard Olsen joined other transport union representatives from around the world to discuss the global fight for safe rates, the importance of road safety and a fair post-COVID recovery in transport at the International Transport Federation's Extraordinary Road Transport Section Steering Committee Meeting. With global threats like Amazon Flex and other undercutting players, these partnerships are crucial and the success of Australian transport workers in fighting for a fairer industry is inspiring other workers across the world. Ultimately, we will continue the fight to create supply chains that are fairer and safer. Transport workers have always been prepared to speak truth to power, and that's never been more important than now.

# CLEANAWAY TRASHING ENTERPRISE AGREEMENTS



**CLEANAWAY** are under scrutiny from the Union because they want to trash enterprise agreements. The TWU knows Cleanaway's history when it comes to bullying and harassing workers, they 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.

Garbos who pick up the bins in the Randwick Council area have stopped



work in an ongoing dispute with Cleanaway. Members spent a number of months meeting with the company to ensure that the rights, entitlements, and protections that they had with the previous waste contractor in the Randwick Council area are maintained. Cleanaway is attempting to strip away the pay and conditions of members

with a refusal to negotiate in good faith which has led to this stop work action. Cleanaway are under scrutiny from the TWU. 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.

## VEOLIA EA

**VEOLIA** must have been confused as they tried to start negotiations for a new agreement in a yard north of Sydney, without involving the TWU. The Company has told us that they were under no obligation to talk with the Union. They issued notices to workers, asked them to fill in forms and nominate representatives.

The TWU heard of what was going on and intervened. This put us onto a shaky start with negotiations so far, a waste of time. Several yard meetings have been held, Members have endorsed their log of claims. Most important to members is a secure job for the future as there is possibly an impact coming from the merger of Suez with Veolia. Superannuation and Pay increases are also being sought by members.

## SUEZ CPI INCREASE

**A GOOD COST OF LIVING STORY.** An Enterprise Agreement negotiated at Suez during Covid saw an inclusion for wages based on a three percent wage Increase with a CPI Guarantee, whichever is the greater. Right now workers at Suez Newcastle, Central Coast and Port Stephens are looking at a substantial wage increase, which may provide a 6% increase in their pay packets.



# REBUILDING THE INDUSTRY

**OVER COVID**, workers in aviation have taken a massive hit. But now that the international borders are open and aircraft are back in the sky, it's time to rebuild the industry. A successful aviation industry is only possible when workers receive the very best pay and conditions. That's why we are fighting for same job same pay for all aviation workers, and it's going to take all aviation workers using our collective strength to make that happen.

For our ground workers, we are fighting on multiple fronts.

Outsourced ground and baggage crew have defeated Qantas a second time as a full court of the Federal Court rejects the airline's attempt to overturn a ruling that it sacked workers illegally, pushing the matter to compensation and penalties hearings. The TWU is calling on the Qantas Board to sack Qantas CEO Alan Joyce and key decision-maker in this case CEO of Domestic and International Andrew David after



Qantas was found twice to have broken the law in sacking 2000 workers.

Further remedy hearings will now take place to determine the compensation Qantas should pay to workers in addition to penalties for 2,000 illegal sackings. The TWU has vowed to fight for a substantial compensation package for workers who've lost lifelong careers after Qantas sacked them despite the federal court case looming.

In the bargaining room, we're

negotiating agreements with ground handling companies like Menzies and Dnata; agreements that give us power in the workplace, fair pay that keeps up with inflation, and better conditions. These companies began the bargaining process trying to bring pay and conditions backwards, but we have already shown that we're a force to be reckoned with. Standards should never go backwards, they should be lifted, and this year we'll lay the groundwork for years to come.

## MENZIES AGREEMENT

**THE MEMBER-LED** committee is still meeting with Menzies this week to continue bargaining. Though we have made significant progress, Menzies has still failed to come forward with any wage offer. Report Back meetings across the country are occurring with members. Here's what we're still fighting for:

- ➔ Increases to rates and super above inflation, so our wages don't go backwards, and a recognition payment backdated to Jan 2021

- ➔ An agreement expiry of June 2023 - shorter agreements give us more power to fight for better as aviation recovers
- ➔ Increase to part-time minimum hours
- ➔ Part-time to full-time conversion to achieve more full-time jobs across both ports
- ➔ Changes to the way overtime is calculated in line with the award
- ➔ Review of classifications for Receipt and Dispatch along with ODS-A



## DNATA GROUND AGREEMENTS

**DNATA** has still failed to put a wage offer on the table, and their claims would see your conditions go backwards. We need as many people as we can in the fight for better pay and conditions.

Dnata are attacking your job security and conditions, by: Employing casuals at any level; taking skilled function of headset operator and reduce from Level 6 to Level 4; removing sick leave for new starters and locking you into a 4-year agreement. Dnata are attacking your pay by not committing to any super increase; reducing double time to overtime; and not paying Saturday shift rates if your Friday night shifts ends Saturday morning. The company is also not committing to pay increases.

# BLUECARD:

GO DIGITAL. STAY CURRENT. STAY SAFE.

**BLUECARD**, the transport & logistics industry WHS induction training certification system, is moving into the future. TEACHO Ltd., who issues BlueCards, is introducing a new 'digital credential' or 'badge' to replace the old plastic cards. All BlueCard holders can obtain a new digital version of their existing card at no cost.

If you have a BlueCard, we want to help you keep it. It is a key element of maintaining and improving safety standards across the freight & logistics industry.

"We're staying in step with other industries," says Arthur Banos, TEACHO's BlueCard Coordinator who has been managing the program for 8 years. "Rail and Construction safety induction cards have gone digital. They're more secure, quicker to issue, and you store them on your phone - you don't have to carry around plastic cards, which are easily lost or damaged."

In line with the industry's commitment to safety, and in response to changes in national training packages, BlueCards need to be renewed every 5 years.



**Arthur Banos and Simon Earle from BlueCard are asking you to make sure your BlueCard is up to date.**



Existing cards are aligned to four different, historical training units, and in 2022, a new unit is being introduced which supersedes the current course. Some BlueCards were issued up to 20 years ago, so many workers in the industry will have to take action to retain a valid card.

The TWU stands behind the TEACHO BlueCard programme. The safety of our members is a key priority for the union. We applaud the employers who endorse BlueCard as the minimum safety standard and encourage all our members to engage in the processes required to remain current.

TEACHO Interim CEO, Simon Earle, explains: "BlueCard training has changed a lot over the years. We need to acknowledge that and ensure everyone is up to date. To achieve this, in a cost and time effective way without compromising safety, we need to recognise people's existing skills and experience. The training system is complex, and that's where we can help."

**Time to renew your BlueCard?**  
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# LINFOX IN COURT AGAIN FOR UNREASONABLE BEHAVIOUR

**Eric Pickering, is a linehaul driver, a TWU trained HSR and Delegate at Linfox. Linfox made unfair allegations and sacked Eric in a major FoxFail.**

**AT AN EARLY MORNING MEETING** in Chullora, Linfox drivers had collectively agreed to cease unsafe work, holding genuine concerns for their health and safety. Linfox simply demanded that drivers return to work, not deal with the issues at hand. However, Eric was unfairly dismissed; Linfox singled out Eric to sack him. None of the other drivers involved were actually sacked by Linfox. It is a FoxFail where Linfox “shot the messenger”.

With the TWU beside him, Eric took an unfair dismissal claim to the Fair Work Commission. Fair Work Commissioner McKenna found “there



was no valid reason for the dismissal of the applicant” and described the Linfox sacking as “unjust, unfair and unreasonable”. Linfox has been ordered to fully reinstate Eric to his job with back-pay.

Linfox however refused to take liability for a workers compensation claim made by Eric for psychological injury, caused by their actions. The TWU helped Eric take his case to the Administrative Appeals Tribunal. Deputy President John Pascoe found that Eric’s psychological injury “resulted from the administrative action taken by the Respondent (Linfox).” The Deputy President stated that Linfox was unfair and was not reasonable in their actions. The Tribunal ordered Linfox to pay Eric’s costs.

**What a FoxFail. It pays to be Union.**

## FINDING THE REAL ANSWERS ON THE ROAD

Recently the TWU appeared at the NSW Parliamentary Inquiry into the jurisdiction, resources and scope of the Coroner. The TWU has a keen interest as we advocate for the industry where heavy vehicle operators are over-represented when it comes to deaths at work. When a transport worker dies out on the road, doing their job, Police

set up an accident investigation, they notify the Coroner who does not always hold an inquest. Too often, the death on the road of a heavy vehicle operator at work is a “stock-standard” road fatality. SafeWork does not get involved.

The TWU wants a reduction of the passivity of authorities when it comes to investigations into the transport

worker deaths on the road. We definitely want to see more SafeWork involvement in investigations. Too often, their appearance is only at the worst examples of a safety breach from a person conducting an undertaking or business in a yard. On the road, the investigation usually stops at the end of the skid marks.

## SANTONE LAWYERS - ADVICE FROM CARMINE

***Can a heart attack at work be covered by workers compensation?***

Answer: Possibly! In 2012 the workers compensation laws were amended which made it harder for workers who suffered heart attacks at work to claim compensation, or in instances where the heart attack was fatal, for their family to claim workers compensation death benefits.

Santone Lawyers successfully represented the family of a worker who had a fatal heart attack at work.

The worker was performing relatively light work in emptying waste from commercial premises, it was found that the activity itself would have caused an increase in blood pressure which directly led to the fatal heart attack occurring. It was found that that work caused the endpoint of his pre-existing heart disease, being the heart attack itself. As a result, the family of the deceased worker was successful in obtaining \$800,000 (death benefit) in compensation. The insurance company for the employer initially denied liability and the matter had to proceed to hearing in the Workers Compensation Commission, before the favourable outcome was obtained.



**Should you have any questions regarding heart attacks at work or workers compensation generally, please contact the TWU so that a referral can be made to Santone Lawyers on 1800 729 909.**

# ARAMEX UNION STRENGTH IN THE COURIER INDUSTRY

Members at Aramex took a stand for fair wages and their basic rights. The Contract Carrier drivers stopped work over outrageously unfair conditions and parcel delivery rates in their franchisee contracts. Aramex couriers – who deliver for some of Australia’s largest retailers – are currently paid per parcel delivered, at an average rate of just \$2.10 each parcel.



**TWU NSW PRESIDENT** Tony Matthews supported drivers at the protest said Aramex couriers were forced to take action after months of attempting to get management back to the table to negotiate fairer rates. “Aramex’s model is nothing short of modern slavery on wheels. How can this company defend a model that results in couriers working 50 or more hours a week for just a few hundred dollars after costs?”

This is the Amazon effect at work – use unregulated platforms like Amazon Flex to smash pay and conditions across the industry, and then sign contracts with the very companies they’ve been undercutting to deliver Amazon’s packages for them.



Aramex’s global revenue in 2020 was more than \$2 billion AUD, with a gross profit of almost \$600 million AUD. It’s not their inability but their unwillingness that’s stopping them to fairly share the profits with the drivers who literally drive their business forward.

For years, TWU has been fighting to raise the minimum rate to \$40 per hour for drivers in the Fight for 40 campaign. The recent massive victory in the Industrial Relation Commission means courier drivers, can finally get access to fair remuneration, which they deserve.



# 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 hoodie 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.



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# SANTONE LAWYERS

Delivering Legal Services to TWU Members

## MEET KATHERINE

Katherine is 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, Katherine Harley has the experience you need!

Katherine has been practicing law since 2014, specialising in personal injury law, property law and estate planning. She also has a keen interest in estate planning, especially in relation to superannuation and insurance.

An avid foodie, Katherine was brought up in a small coastal town on the far south coast of NSW and enjoys nothing more than spending her weekends at the beach with family and friends.



Katherine Harley,  
Senior Associate at Santone Law

## 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.



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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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## WASTE – WE ARE IN THE FIGHT

WITH A NUMBER OF EAS ready to be negotiated we are building up a campaign for the waste industry. The Majority of those EAs are with Cleanaway. Other companies are also in our sights. We are looking at the changes made by Suez who are selling up with most of the company going to Veolia.



In Cleanaway we have a great agreement with Randwick Council that protected pay and conditions, but unfortunately the maggots of the industry, Cleanaway, have tried to cancel the agreement which was organised by the TWU. Cleanaway put out their own agreement, which everyone but one office worker voted against. At Peakhurst Drivers are still working hard, with short staffing in the yard. The company has now



stood down the delegate and we have run our first protected action based on the EA. The Enterprise Agreement is in place till 2023, they should honour it. What a sad day when their idea of trying to make this company better is by standing down a delegate. This delegate supported the company in making the contract better, they should support him.

## IN THE AIR

AVIATION over the last two years has been filled with uncertainty. Workers have faced long stand-downs, borders opening and closing, strict testing regimes and new waves of COVID smashing confidence in travel just as the industry begins. We look after important yards. There is a number of important EAs in play including dnata and Menzies. Dealing with dnata is important as they are the biggest operator in the airport involved in catering, freight and below the wing.

In Aviation, these are the hardest hit with any industry, Covid hit these people with all the force of a bullet. Now as the industry recovers and the members rebuild yards, we know we have to fight hard to ensure they get everything they deserve in EAs. We will fight with them for a stronger aviation future as the industry drags itself up from the ashes.

We have a fight too at QGS, members have not had a pay rise in two years, caught up in the Qantas debacle. The best that Qantas can come back with is a 0.2% payrise, despite a two-year wage freeze. Qantas should be ashamed.



## CENTRAL WEST

OUT IN THE CENTRAL WEST our Official Mark Smallwood is doing the rounds of yards. We are in negotiation with SCT at Parkes over an Enterprise Agreement. There's discussion of a National Agreement for all at SCT but the company has refused the idea. The company put out their own proposal but it is now on hold as the company works out the details regarding the change of name for the company.

In the Central West, one of our main problems out there is Cleanaway. This company has refused to acknowledge the need for union representation, delegates' rights or paid union meetings in the Agreement we are trying to negotiate. In the Central West of NSW, Cleanaway are trying to reduce your rights to access your Union.

Mick

# EAs ON THE TABLE

**It's a great start to 2022 – So many EAs are on the table being negotiated and we are involved in some strong industry fights.**

## SOME OF THE ENTERPRISE AGREEMENTS ON THE TABLE

- Linx
- Visy Logistics
- Green Freight logging
- Premier Illawarra Buses
- Veolia at Woodlawn
- Remondis at Picton
- Suez Moruya
- Hanson Tippers
- Bidfood
- Dion's buses

## TAKING FEDEX TO FAIR WORK COMMISSION



18 months ago an anti-bullying order was made against FedEx regarding a manager with an ongoing problem. The issue has been ongoing since the yard was owned by TNT. TWU HSRs handed out numerous PINS on the manager involved. There are still problems and now further complaints have been made and the TWU is now taking FedEx to a full arbitration session.

## THE CAR CARRYING INDUSTRY



Owner Drivers working under the Car Carrying Contract Determination have met and have now agreed after negotiation on an in-principle agreement on the rates for the updated Determination. Drivers contract their work to Autocare, Prix Car and Ceva.

## AUTOCARE COMPANY DRIVERS



Autocare company drivers have not had seen a pay rise since 2019. Their EA expired two years ago and as we went in to negotiate its renewal, the company went into voluntary administration. The company is now back operating and negotiation has been frustrating. Protected Action is underway, workers have taken seven days of stop work action and two days of overtime bans in as we work through the issues. There are still two outstanding issues for employees, utilisation and the return of the union Picnic Day.

## SUEZ MORUYA



Members are still fighting to have Suez paid redundancies put in place as they prepare to change who they work for. Council are changing the tenders for the waste collection. We are monitoring the situation.

## MAY DAY



Members in the Sub-branch took part in Wollongong May Day in solidarity with unions across the region. This is a Uniontown.

## GLOBAL EXPRESS AN ACT OF BASTARDRY

Thursday before Good Friday the local Global Express manager in Kemblawarra dumps on his Contract Carriers a letter telling them they have six months to get bigger vehicles in order for them to fulfil contract requirements. There was no consultation. The Union will fight this with full force.

## BORAL EA IN-PRINCIPLE AGREEMENT

The Boral Tippers Metro Agreement is at the stage of an in principle agreement – the company came willingly to the table to negotiate with members. Apart from pay increases, members have won a mobile phone allowance and a commitment to full utilisation of employees over the Christmas shutdown.

## HANSON METRO TIPPERS

An Enterprise Agreement is in negotiation. The Company is playing hardball and members are working on improving the first offer from the company.

## BUSES

At Dion's and at Premier Illawarra, negotiations are still in action, members are seeking a pay increase in relation to the Wage Price Index to enable a fairer pay rate for the industry.

*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)**

## UNION POWER AT HANSON QUARRIES

**DELEGATES AND MEMBERS** from Hanson Quarries (Kulnura & Seaham) can stand proud as they stood their ground in a tough fight for “Same Job-Same Pay”. After negotiations broke down with Hanson, members exercised their right to take protected industrial action which ultimately lasted six days including a “lockout” period put in place by the company.

As Newcastle & Northern Sub-branch secretary, I’m proud of our delegates, members and officials. When Hanson management enacted the “lockout”. Our members stood up and took their protest to Hanson head office at Parramatta, where commitments were made by Hanson to get back to the negotiation table. The member led campaign resulted in improved Union Conditions, including better rates of pay. Well done everyone. “United we stand; you will never walk alone!”



### SAME JOB SAME PAY

**TWU NEWCASTLE VETERANS** and members attended a Secure Work, Same Job - Same Pay rally with Federal Labor Senator, Tony Sheldon as the main speaker. Safe secure work receiving equal pay as the person doing the same job next to you, should not need to be something we have to fight for. It’s a real shame that the Liberal Government doesn’t even see it as a problem. Let’s make sure that the Libs don’t get another term.



### TWU TRAINING



**TWU DELEGATES** in our Newcastle Sub-branch, with Mick Forbes, Sub-branch secretary and Marija Marsic, TWU Assistant State Secretary, Director of WHS & Education. Delegate training with the TWU means that in the yard, you know your rights, how far you can push an issue, how to hold the boss accountable, and where to get support and help when you need it. Speak to your TWU official about TWU training.

### MAJORS EA NEGOTIATIONS

**PHIL LATIMER & LUKE JONES** (Toll Tomago) deserve congratulations for their unwavering dedication & support to TWU members. Phil & Luke were instrumental & influential throughout the 2021 EA negotiations and have worked tirelessly to develop processes to deal with multiple yard disputes. These two men are fine examples of dedicated delegates, and deserve congratulations for their strength & dedication.



**LtoR – Mick Forbes Sub-branch Secretary; Members at Toll, Phil Latimer and Luke Jones**

*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)

## AGREEMENT NEGOTIATIONS

**TWU DELEGATES** held a two day planning seminar in preparation of what is anticipated to be significant negotiations for an Agreement. While preliminary discussions have commenced delegates have drafted a log of claims that include significant reform in entitlements and conditions including provisions around leave and rostering. Elections ACT will shortly undertake a ballot of new rosters to be rolled out in late 2022.



## NODDY RETIRES



**TWU MEMBER**, Garbo John 'Noddy' Ireland is retiring. "I think I have worked for just about every garbage company there is", were John's parting quotes at his retirement drinks in February. After close to 50 years of running (and then driving) the streets of Canberra, Noddy used to empty bins into trucks. During the years, he has seen through many contract changes, many strikes, a number of ACT TWU Secretaries and worked with countless garbos. The truly revealing thing is that none of them have ever had a bad word to say about him. I personally can vouch for that as Noddy was there when I showed up as a fresh faced 18 year old for my first shift at the Phillip depot and he is still liked and respected by all. Congratulations to you, Noddy and to Anne, enjoy retirement.

## ACT AMBULANCE SERVICE MEMBERS CAUCUS

**FOLLOWING** the 2022 Annual General meeting of members the TWU Caucus resolved to progress the Accord with the ACT Minister for Police and Emergency Services.

The TWU and the ACT Government are set to sign an Accord to address the issues raised in the independent 2015 review into the culture of the ACTAS (the Cultural Review) and the subsequent recommendations focusing on modernising the ACTAS, made in the Enhancing Professionalism: A Blueprint for Change report (the Blueprint).

Members and the Government acknowledge that significant progress has been made in implementing changes that have had a positive impact on the culture in ACTAS as well as the needed substantial investment in additional paramedic staff made by the ACT Government. However, consistently increasing annual caseloads in ACTAS and rapidly evolving demographic

changes are now combining to undermine these advancements.

This accord includes the parties agreed objectives for the modernisation of the ACTAS. These include:

- ✔ Creation of an agreed new ACTAS service delivery model. The members and Government acknowledge that this is a key determination that will set the requirements for staffing, training, supervision and strategic planning for resourcing into the future.
- ✔ Increased funding to provide immediate clinical support to graduate paramedics as well as general health and wellbeing support of operational paramedics generally.
- ✔ Increased funding to provide additional Duty Operations Officers/ Shift Commanders to support expanding staff numbers and case load.
- ✔ The immediate introduction of an additional Operations Manager.

## TWU DELEGATE WINS A CAA WOMEN IN AMBULANCE AWARD



**A HUGE CONGRATULATIONS** to TWU Delegate Nicole Day who is one of the recipients of the 2022 CAA Women in Ambulance Awards along with Barbara Stephens and Nicole Price. Nicole Day is recognised for her exceptional example in her role as a Patient Transport officer. When nominated for the award, colleagues wrote, "She has the ability to make staff feel special, takes the time to listen to their concerns and strives to make the workplace better for her colleagues. One way she achieves this is by representing Non Emergency Patient Transport as a Union delegate.

*Klaus*

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

# PM IGNORED OUR WARNINGS



**IF THE RESILIENCE OF TRANSPORT WORKERS** hadn't been challenged enough over the last two years, it has certainly been put to the test in the first quarter of 2022. Omicron obliterated supply chains and cancelled yet more flights, while flooding cutting off major freight routes right across the country. As usual, the Federal Government was nowhere to be seen.

We held Morrison to account for his refusal to listen to transport workers, leaving supply chains crippled and endangering workers on the road, in distribution centres and at airports.

In January, media exposés showed how Morrison ignored our repeated warnings last year that supply chains would crumble and aviation would be grounded again without a national plan and free supplies of rapid antigen tests for essential workers.

Morrison only ordered urgent supplies of RATs in January 2022, when the crisis from the Omicron wave peaked. A costly lesson for the Prime Minister on why he should listen to the experts on the ground.

In a panicked attempt to compensate for his own arrogance Morrison threw workers to the wolves, forcing close contacts back to work and making essential workplaces unsafe.

As transport workers on the East Coast were run ragged fixing the supply chain mess, those in the West were left without work when flooding took out major freight rail lines and highways.

The TWU joined forces with AWU and SDA under our Retail Supply Chain Alliance formed two years ago. We took a set of Supply Chain Safety Principles to Parliament House, calling on politicians to safeguard our essential supply chains against external shocks like natural disasters, Covid variants, or overseas conflict. The core principles include Covid-safe workplaces with free rapid tests, regulation to tackle job insecurity and gig exploitation, and consultation to ensure workers' voices are front and centre of policy decisions that affect their work.

As further floods ripped through the East, we again called on Deputy PM and Minister for Transport Barnaby Joyce and others to urgently enact the supply chain principles.

Meanwhile aviation, while still bumpy, is looking up. Borders reopening provided welcome relief to workers who've shouldered the burden of grounded planes and long stand-downs.

We're getting to work on our plan to rebuild the industry – starting with secure jobs. The last two years have seen an enormous turnover of workers, with some displaced within the industry and many others forced to leave.

As new workers enter the airports, we know that it will be on lower wages and conditions – particularly after Qantas' illegal outsourcing. Now's the time for us all to spread the word of the union and prepare to fight together with collective strength.

Our Federal Court battle against Qantas' illegal outsourcing continues, after the airline appealed our July win with further hearings held in February. The hearings went as well as they possibly could have, supported by top barrister Noel Hutley who joined our legal team. We now await the decision from the Federal Court.



*Michael*

# BECOME A MEMBER OF THE 1888 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.

# CALLING ALL AUSTRALIAN MEN!

**AS PART OF OUR COMMITMENT** to health and safety research the Workers Health Centre is supporting a research study being conducted in association with the Australian Men's Health Forum and Western Sydney University.

"Calling all Australian men! The Australian Men's Health Forum and Western Sydney University are looking to hear from Aussie men about their experiences of mental health during the COVID-19 pandemic. We are also particularly interested to hear about the experiences from men who are fathers and/or family providers. You will have the opportunity to receive one of four \$50 gift vouchers as a random prize draw from completing this survey and providing your contact details.

A research project conducted by Dr Neil Hall (WSU) and Glen Poole (AMHF) is currently looking for participants 18yrs and older to participate in an online survey and an online interview. Participation in the anonymous online survey can

be done by following this link.  
[https://surveys.westernsydney.au1.qualtrics.com/jfe/form/SV\\_6zFNcMNU1r82Xoa](https://surveys.westernsydney.au1.qualtrics.com/jfe/form/SV_6zFNcMNU1r82Xoa)

This study has been approved by the Western Sydney University Human Research Ethics Committee. The Approval number is H14693.



**WORKERS HEALTH CENTRE**  
 People | Recovery | Work

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

# You said it on Facebook:

2 May 2022:

ON STRIKE Members at Cleanaway Peakhurst who pick up the bins for Residents in the Randwick Council area. The issue is an ongoing dispute with waste company Cleanaway. TWU Members have spent months meeting with the company to ensure that the rights, entitlements, and protections that they had with the previous waste contractor in the Randwick Council area are maintained.

Cleanaway has a long history of bullying and disrespect against their workers. Since Cleanaway took over the Randwick Council waste contract in March of 2021, they have refused to ensure the protection of the pay and conditions of workers they were entitled to under an agreement made with Randwick Council.



**Greg Wright**

Stay strong brothers they want to pay us peanuts and treat us like school kids..they screwed us for \$5.00 a hour and they still want more..the moral in the yard is at a all time low..stay united.

22 April 2022:

Richard Olsen, TWU NSW / QLD State Secretary today signed a memorandum of understanding with Coles management renewing the Coles Ethical Retail Supply Chain Accord. All parties to the Accord are committed to ending all forms of worker exploitation in the retail supply chain, from farms to consumers' front gates, and every step in between. The Retail Supply Chain Alliance is a partnership between the Transport Workers' Union (TWU); AWU - Australian Workers' Union; and SDA - the Union for Workers in Retail, Fast Food & Warehousing

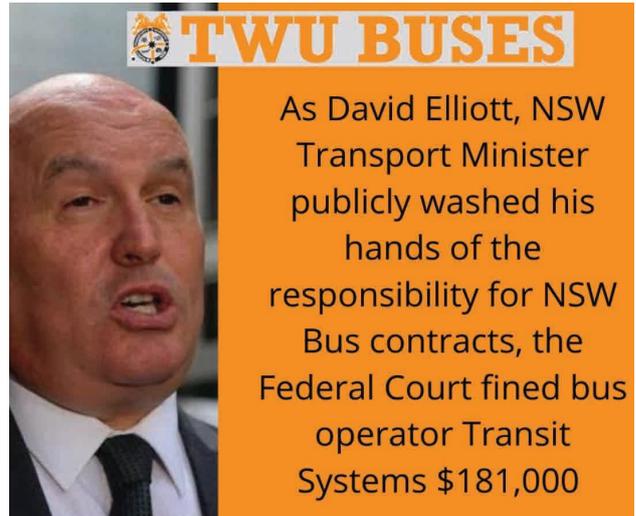


**Julia Putua**

Proud member of TWU right now, well done Richard.

14 April 2022

As David Elliott, NSW Transport Minister publicly washed his hands of the responsibility for NSW Bus contracts, the Federal Court fined bus operator Transit Systems \$181,000.



**Chantelle Kennedy**

Yea washed his hand off the private companies but expects them to hand out free fares from the government stuff up with the trains... why should private bus companies hand out free rides for 12 days when they "have nothing to do with private companies?" I don't mind, but if they have nothing to do with them then don't bring them in when they stuff up

11 April 2022:

Bus drivers in Martin Place Sydney calling for the NSW Government to take on their share of the responsibility for a safer and fairer bus industry. Jo Haylen Shadow Minister For Transport is here, David Elliott where are you? We need you to take charge and enforce industry standards.



**Mem Suleyman**

Solidarity to the brothers and sisters. Good on you for standing up. You will win



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

# TWU KIDS CORNER



How do bees travel to trees?

**Answer:** They take the buzz.

How do you get Pikachu on a bus?

**Answer:** You poke-em-on!

Knock, knock!

Who's there?

Mister.

Mister who?

Mister last bus home...

Why did the bat miss the bus?

**Answer:** Because he hung around for too long.

What is the difference between a bus driver and a cold?

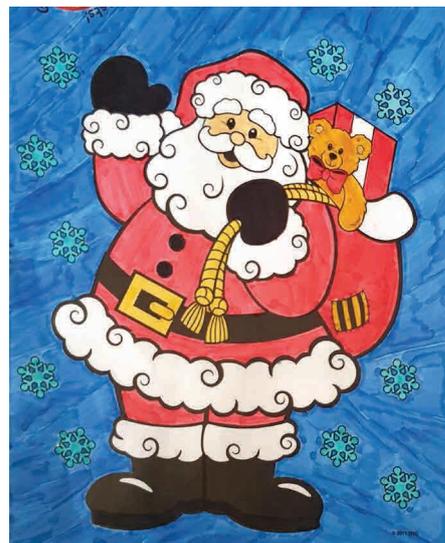
**Answer:** One knows the stops, the other stops the nose.

Have you heard that all the buses and trains are stopping today?

No.

Is there a strike?

No, they're stopping to let the passengers off.



CONGRATULATIONS TO OUR LAST WINNER MANSIMRAN, AGED 10

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**



# 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://www.twusuper.com.au/insurance)**

