



TRANSPORT WORKERS' UNION OF NSW

TWU NEWS

ISSUE 103 • SPRING 2022



OUR TIME IS NOW

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THIS IS HOW WE WIN

THE TWU CONTINUES to make strides in securing better rates and conditions for all transport workers. It is imperative that the employers and clients are kept in check and held accountable for any attacks made on the front-line workers who are bearing the financial brunt and risking their own safety.



AT OUR RECENT, SUCCESSFUL DELEGATES' CONFERENCE we had an opportunity to come together and report back on the TWU's wins during the course of the pandemic, the continuing fights we are in the midst of and the future wins we are looking forward to. With a change of the Federal Government, the onus is on us to make sure we are backed in by the Albanese Government, keeping them accountable to the promises they made to the transport industry before the election win.

Canberra Convoy

An example of the TWU's commitment to change was our Convoy to Canberra where road transport workers demonstrated the power of the TWU on a large scale, right outside of the Parliament House. Since the Road Safety Remuneration Tribunal was abolished in 2016, truck crash deaths have reached over 1000 cases. Of those deaths, 250 were truck drivers. We must have a regulating body back in place to fight for safety and to relieve the economic and contracting pressures that affect safety and cause a race to the bottom in Transport.

We are fighting to end the exploitation of transport workers and fighting to lift rates and standards in the industry. The NSW Branch is supporting our Queensland colleagues for the introduction of Chapter 10a into the Industrial Relations Act in Queensland; this is an attempt to raise the bar. It will see long-needed changes made to contract determinations for transport

workers including the addition of minimum standards ensuring Owner Drivers can recover their outgoing costs. They deserve to be able to cover their costs just like any other business. In NSW we have chapter 6 operating successfully, protecting standards for transport workers.

Congratulations

I would like to congratulate the Dnata members on their win reaching an in-principle agreement with the company. Members successfully negotiated for and locked in job security, more full-time opportunities, 17.2% pay increases by 2023 and better consultation rights. This is a great result for Dnata workers who have been under enormous pressure imposed on them through Qantas' squeezing of the industry. It is another great example of a TWU win; this is membership power on display.

Congratulations to our brothers and sisters in Cleanaway and Concrite who are fighting for a fair deal in their EAs, looking for job security, better rates, better conditions and consultation rights. Congratulations for standing united and fighting for what is rightfully yours. Cleanaway has removed all union provisions, picnic day bonuses, union training and inductions. Cleanaway should be ashamed of themselves.

The TWU continues to back all its members. This is Union power, and this is how we win.

*Tony Matthews,
TWU President*



OUR FIGHT IS STRONG

THE STRENGTH OF OUR UNION

lies in the solidarity of our members, united together against the companies who are looking to create a race to the bottom for transport workers.

This year saw the return of the TWU Delegates Conference, and I could not be happier with how that turned out. A large number of new delegates were on the conference floor this year, and the feedback I have received is that there was plenty to take back to yards to build the strength of the TWU amongst members.

Your union is supporting you, through your TWU officials.

We want to acknowledge the hard work of delegates at the Conference. We know you have gone back to yards inspired and determined to continue the fight for all transport workers. Thanks to all members for their ongoing support of the TWU. Lets continue to enforce a secure future for the transport industry.

Our industry is in desperate need of reform in both road transport and aviation. Our members supported by our delegates are not giving up the fight. Every day we bring that need for



Our strength
in your yard
IS YOU
whether you are
a delegate
or
a member

reform to employers, contractors and Governments.

Our fight is strong. This year has seen wins in the bus industry, with Enterprise Agreements won and industry standards set. Our fight is still for safety as electric buses are introduced and companies like Transit Systems ensure that there remains a two tiered pay system. Despite the illegal actions of Qantas, causing damage in the aviation industry, companies like dnata, Gate Gourmet and Menzies are now setting agreements, listening to members'

needs, rebuilding conditions and strengthening workers' job security.

Our strength in your yard is you. Whether you are a delegate or a member, congratulations for the many fights we have won as a Union. The wins come from the strength and unity you show every day. Continue the conversation with non-members and build the strength you need for the next fight.

*Richard Olsen,
State Secretary*

OWNER OPERATORS WIN AT TOLL



A TWU WIN for owner operators, contracting to Toll at Minchinbury.

After representations, the company committed to supporting cost recovery for drivers by committing to correct the rate for fuel charges in the unit/hourly rates owner operators receive.

Toll will work with the TWU and owner operators to finalise a new rate.

Owner operators stopped work outside the Woolworths Distribution Centre.

Over the past year, cost recovery for these drivers has been getting harder. They have tried to raise these issues with Toll management, but received no response. With diesel prices climbing higher and Transurban toll road costs increasing, these owner operators (small business operators) are looking

at an increasing level of financial pain. Without relief, for some, their small business may be forced to close down. Drivers across the transport industry are tired of being ignored when it comes to cost relief.

Unfortunately, Toll managers chose to argue with members on the site, but did eventually find a resolution that members are happy with.

GENERAL CARRIERS RATE INCREASE

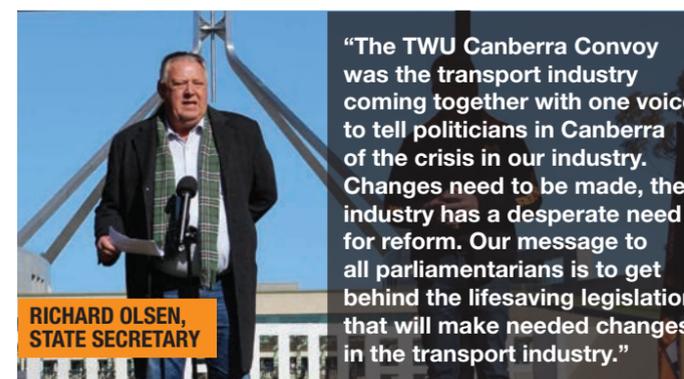
THE TWU has made a case for significant increases in the rates for vehicles three tonne and above in the General Carriers Contract Determination. The rate increases range from 5% to 15% depending on the vehicle classification.

New rates under the GCCD will commence on 3rd October. The TWU has also secured a Fuel Levy for drivers under the General Carriers rates. We review that monthly. If you are looking to find your rate increase, call our Members' Service Centre on 18000 729 909 Support the union that supports you. Tell others in your yard why it's important to join the TWU.



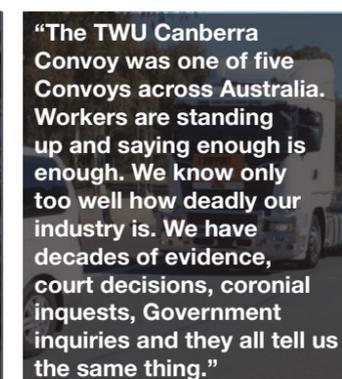
TWU CANBERRA CONVOY

The TWU Canberra convoy is about life-saving reform. Last year the Senate made 10 recommendations to make transport safer, including establishing an independent body to set universal, binding standards. In 2016, the Coalition Government ripped down the road safety watch dog that was doing so much to reduce the pressure in this industry - since that day over 250 truck drivers have died at work.



RICHARD OLSEN, STATE SECRETARY

“The TWU Canberra Convoy was the transport industry coming together with one voice to tell politicians in Canberra of the crisis in our industry. Changes need to be made, the industry has a desperate need for reform. Our message to all parliamentarians is to get behind the lifesaving legislation that will make needed changes in the transport industry.”



MICHAEL KAINE, NATIONAL SECRETARY

“The TWU Canberra Convoy was one of five Convoys across Australia. Workers are standing up and saying enough is enough. We know only too well how deadly our industry is. We have decades of evidence, court decisions, coronial inquests, Government inquiries and they all tell us the same thing.”

A WIN IN CANBERRA FOR TRANSPORT WORKERS

AT THE RECENT Federal Government Job Summit, thanks to relentless workers' action and unity, Employment Minister Tony Burke announced his intention to empower the Fair Work Commission to set enforceable standards for all transport workers, to enable a safer, more sustainable, and viable industry.

Enforceable standards for all transport workers will level the playing field. There is still a way to go to get this life-saving reform through Parliament. We need all industry participants to stand shoulder to shoulder and give the Federal Government the best opportunity to get this done.

Richard Olsen and Minister Tony Burke at the TWU Delegates Conference



A STANDARD-SETTING BODY WOULD:

- ✓ Set fair standards for all transport workers
- ✓ Hold clients to account to ensure fairer and safer contracts
- ✓ Ensure payments are made on time and owner drivers can recover costs
- ✓ Ensure voices of all drivers and key industry bodies are heard
- ✓ Level the playing field for safe, healthy competition and a sustainable industry





BUSES - A CRISIS IN SAFETY

Bus Drivers took industrial action to the Transit Systems' front door in Region 6 in response to a safety crisis at the private bus operator.

THE TWU IS CALLING for the NSW Government to urgently step in and address serious concerns following a string of tragic deaths in recent years that have involved both drivers and passengers. The safety crisis is caused by dangerous standards and conditions, which have heightened pressures on bus drivers.

Low rates of pay and poor conditions have forced bus drivers to become dependent on excessive overtime to support their families, which is pushing drivers to the edge of safe limits and increasing their fatigue.

IN A RECENT TWU SURVEY OF TRANSIT SYSTEMS DRIVERS:

- ✗ Over 79 % of drivers report that safety for drivers and passengers has deteriorated.
- ✗ Drivers complained of a deadly mix of pressures arising from unsustainably long hours including shift lengths spanning 13-hours each day.
- ✗ Unrealistic running times and timetable pressures.
- ✗ Reduced breaks and recovery times.
- ✗ Drivers are so stretched under running time pressure that many are not able to even access a toilet for hours while behind the wheel.

For more than a year, bus drivers have been desperately calling on Transit Systems and the NSW Government to resolve this crisis by improving standards and conditions. The NSW Government, through its competitive tendering of NSW bus contracts, has allowed private operators like Transit Systems to undermine standards leading to the current safety crisis.

The blood of nine innocent people is on the hands of the NSW Government, through their contracting out of bus services. People are getting hurt and people are dying. The NSW Government must urgently take action to set safe and sustainable working standards.



KEEPING BUS DRIVERS SAFE IN WOLLONGONG

WOLLONGONG COUNCIL is closing the Bus Terminus in Marine Drive on the Wollongong Foreshore, with no alternative permanent bus terminus plan in place. The TWU is all for encouraging tourism into the City of Wollongong, but not at the expense of Bus Driver Safety.

TWU Members took action, supported by the bus operators, local MP Paul Scully and the South Coast Labour Council. The TWU and bus operators know that any new terminus will require planning, which will include new driver rosters, and changes to fatigue management and timetabling for buses across the Illawarra.

State Secretary Richard Olsen notes that Council has a responsibility for the safety of bus drivers, their passengers and the City.



“SAFETY SHOULD BE THEIR PRIORITY WHILST WE ALL WORK TOGETHER FOR A NEW PERMANENT TERMINUS.”
- RICHARD OLSEN



SEEKING A CONCRETE DEAL



CONCRETE AGITATOR DRIVERS, from all over Sydney, working for Concrete, took action. Members are seeking guarantees about job security because Concrete continues to use labour hire fleet trucks to undercut their own employee pay and conditions. Drivers have stood together maintaining their fight for Job security backed up by proper wages and conditions in their enterprise agreement.

State Secretary Richard Olsen told TWU News, “Concrete has produced an Enterprise Agreement of their own. The company are trying to go around the already established workers negotiation committee.”



DRIVERS MET AND VOTED NO TO THE ENTERPRISE AGREEMENT THAT WAS PUT OUT BY CONCRETE.

THE 2022 DELEGATES' CONFERENCE saw Delegates from all industries join as one, sharing stories, learning more about their role and walking away inspired to ensure theirs is a stronger workplace in the industry fight. Delegates have told me they are taking back a wealth of knowledge to their yards with a new understanding of the power of union.

In Transport, for the TWU, on the ground or in the air, our time is now. The time for real and meaningful solutions for our industry is now. The TWU continues to fight for change in the transport industry for the better.

Those in power in Government came to our conference and spoke of the need to support members in the important work that the TWU is doing with safe rates and safe skies campaigns. They understand the connection between safe rates of pay and safety in our industry.

The TWU needs a guarantee that industry jobs will be there into the future, and that workers will be able to make a decent living. That's why we need the Federal Government to create a fair system for all transport workers. We are stronger and wiser together, so let us get to work. Together we can build a safer and fairer transport industry. You will help us get there. Thank you for your contribution to our Delegates' Conference.

Richard Olsen, State Secretary



OUR TIME IS NOW

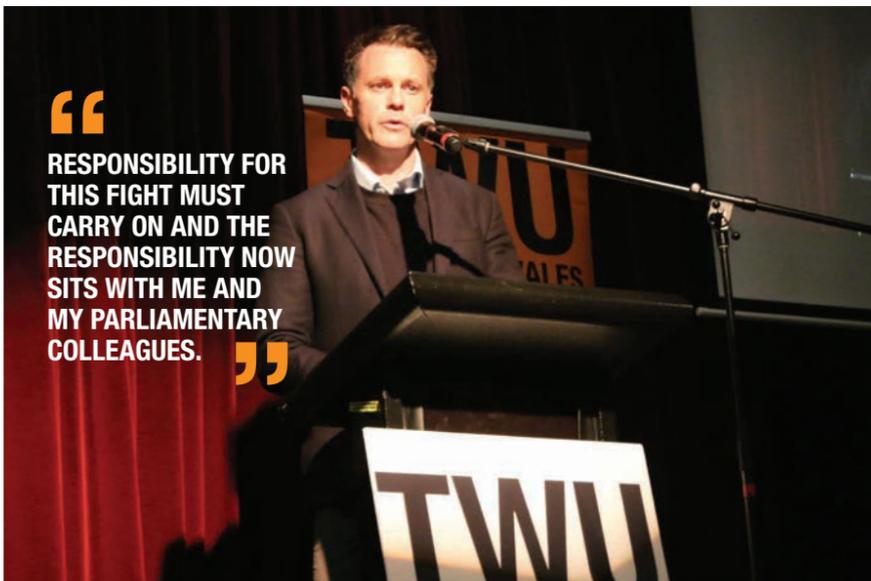


MAKING THE INDUSTRIAL POLITICAL

The TWU has many advocates in Parliament and we welcomed some of them to our Delegates Conference.

Here is some of what they had to say.

CHRIS MINNS, NSW LABOR LEADER



“RESPONSIBILITY FOR THIS FIGHT MUST CARRY ON AND THE RESPONSIBILITY NOW SITS WITH ME AND MY PARLIAMENTARY COLLEAGUES.”

We are all aware of the important work that the TWU is doing with their safe rates campaign and understand the connection between pay and safety in the transport industry.

We would welcome to work with them to reform any dangers that the TWU members face on the roads every day. As the leader of the NSW Labor I feel intense and personal responsibility for workplace safety.

For 130 years the Labor Party, and indeed the labour movement, have fought for safety and dignity in the workplace.

Responsibility for this fight must carry on and the responsibility now sits with me and my parliamentary colleagues.

RICHARD MARLES, DEPUTY PRIME MINISTER

I'm so grateful for the Transport Workers' Union of Australia. This is the place where I got my start. I can remember as the Federal Legal Officer for the TWU coming to Sydney, meeting Steve Hutchins the then Secretary of the Branch, I felt like I was part of a cause, and I was, and I still am today. I am still a member of the Transport Workers Union today and I will be till I die.

All of you are engaged in a cause, which is so much bigger than yourselves. It is about making the lives of working people, transport workers and their families, so much better. In doing that, it is about imagining the kind of nation, which those who imagined our country, thought it would be – a place that would be underpinned by an idea of egalitarianism. That is given expression, in reality, by the work that you do.



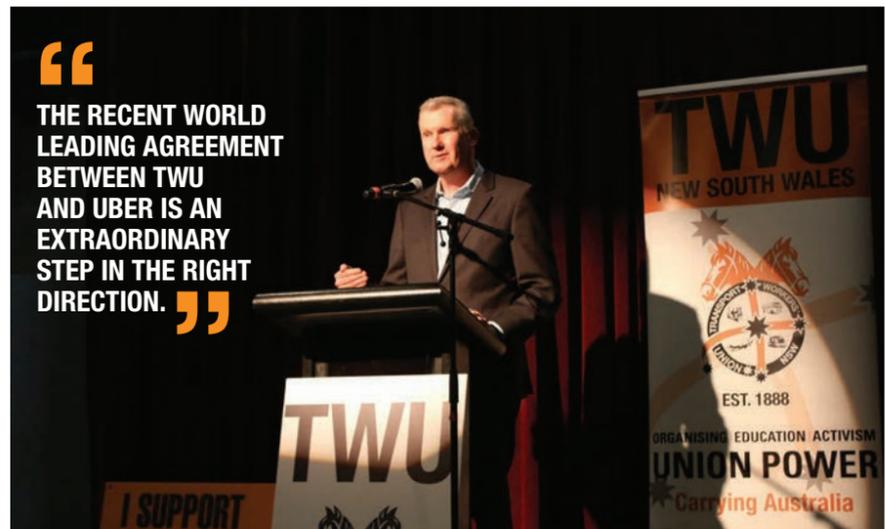
“I AM STILL A MEMBER OF THE TRANSPORT WORKERS UNION TODAY AND I WILL BE TILL I DIE.”

TONY BURKE, MINISTER FOR EMPLOYMENT AND INDUSTRIAL RELATIONS

I'm working to modernise our workplace laws, based on three key principles; secure jobs, better pay and a fairer system. In addition, there's three ways we are working to fix this. We are taking action to provide structure to support our lowest paid workers.

We have to close those loopholes that allow wages and conditions to go backwards. We acknowledge that there are legitimate reasons where there will always be casual work. There will always be labour hire of some sort. There will always be some fixed term contracts. There is a place for technology and the platforms.

What we won't tolerate are the rorts and abuses of these forms of employment. We will close the loopholes which allow

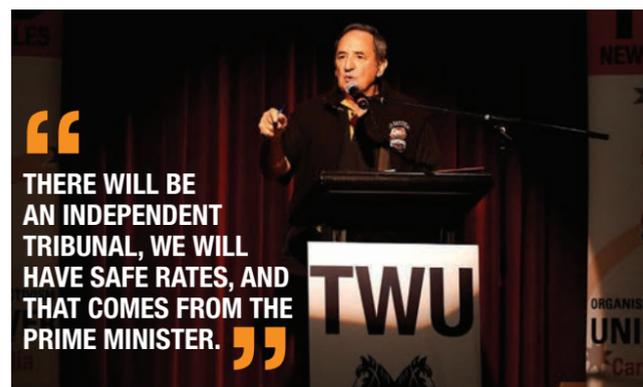


“THE RECENT WORLD LEADING AGREEMENT BETWEEN TWU AND UBER IS AN EXTRAORDINARY STEP IN THE RIGHT DIRECTION.”

wages and conditions to be undercut. The recent world leading agreement between the TWU and Uber is an

extraordinary step in the right direction. I want to congratulate the TWU, you are defending the workers.

SENATOR GLENN STERLE



“THERE WILL BE AN INDEPENDENT TRIBUNAL, WE WILL HAVE SAFE RATES, AND THAT COMES FROM THE PRIME MINISTER.”

On his parliamentary inquiry: The industry is on the same page now.

I came to realise that right through the wage industry is wage theft. Also, when we talk about kilometre rates, who thought that was a good idea?

We came up with ten recommendations; one of the most important issues is that we must have the voice of the men and the women behind the steering wheel at the table. We must also have the voice of those behind the scenes, the forkies, the distribution centre workers, at the table.

There will be an independent tribunal. We will have safe rates, and that comes from the Prime Minister.

SENATOR TONY SHELDON



“THE WORK YOU ARE DOING IS INSPIRING OTHERS TO SAY 'I'M GOING TO STAND UP AND I'M GOING TO FIGHT FOR MY FAIR GO'.”

Transport workers, in every newspaper, in every TV channel, when they want to talk about fighting, they see your face.

They see your determination to make this country a better place. Now a fair go is not something that is just given to you, it's something that's won. You have been winning it, and you've been continuing to determine to make sure you win for your families and everybody else in our community.

The work you are doing is inspiring others to say 'I'm going to stand up and I'm going to fight for my fair go'.

LEADING THE WAY: 2022 DELEGATE OF THE YEAR

RAY CHILDS FROM HOLCIM

State Secretary Richard Olsen presented the award to Concrete Delegate Ray Childs as the TWU 2022 Delegate of the Year.

Ray has done some miles, as an Owner Driver, a Delegate, a BCOM member, and a TWU Health and Safety Rep. It was 1978 when he brought his first concrete truck. Ray took a break in 1985 and returned to the industry in 1991, when the Pioneer dispute took place. Pioneer fired all their owner drivers. Ray describes his time as survival, as a Delegate taking members from turmoil to what is now one of the best contracts in the concrete industry.

Ray told TWU News, "It was still a slow claw back in a confrontational 25 years. Its just been the hardest road, everything has been a fight with the company. Mutual ground was met during the last negotiations and a good contract was for the first time achieved. Now that needs to happen for all Concrete drivers across the state."

Ray told the Delegates at Conference "It has been an absolute privilege to be involved in this movement over the years. I came from a kick in the guts in



Ray was presented with the Award at the Delegates Conference, telling delegates: "You don't realise how important you are."

"Delegates, you don't realise how important you are. I don't think you realise the strength that you have and all you need to do is get the Union involved and get them behind you. Get your confidence, move forward with them, use your union and let them use you and you will achieve anything."

Ray thanked his fellow Delegate, Ian Barnaville. "I have never been alone, Ian Barnaville has been my offside in this fight for 25 years."

Ian Barnaville spoke about Ray at the Award Ceremony. "Ray and I worked well together, he has always been a great leader and talker. I think the contract which the Holcim Drivers have at the moment, is in a big part due to Ray and his leadership."

Michael Kaine also paid tribute to Ray Childs. "What a leader in our union. Ray is that combination of really smart, really considered, but then when it is needed, he is ready and willing and able to take the action, to fight, to win. Ray took the time to educate people about what it means to be union. The union movement owes a debt of gratitude to Ray. He is a champion bloke and he is Delegate of the Year."

our industry some time ago to come to where we are now."

"Back then it was a matter of not what we do, or how we get there, it was a matter of us surviving and it was the TWU and others that got behind us, along with the rallying that our drivers did that got us up to the top of our league right now."



TWU WOMEN – SUPPORT THE WOMEN THAT SUPPORT YOU

Women are creating an impact in the transport industry. The first ever women's panel at the TWU Delegates Conference heard from strong, active women in the TWU, including the first woman Assistant State Secretary and the TWU NSW Director of WHS and Education, Marija Marsic.



Marija Marsic:
Assistant State Secretary, Director of WHS and Education



"My advice to delegates - support the women that support you. Mentor us if we are new, take our advice if we are seasoned delegates, work with us."

I am absolutely proud to be the first woman in the TWU 130 year history to have been elected as an Assistant State Secretary. This union ensures that the best people are picked for the jobs rather than focus on gender, age or ethnicity. Women in the TWU today should give it a go. Stand up, don't be afraid. The women in our organisation will support you, the men will support you, your Union will support you. You have nothing to lose.

Margaret Harvey:
Delegate Global Express. Proud TWU member for over 30 years



"I have not looked back since". Margaret is also a serving member of the Branch Committee of

Management. In the days when Ipec was the employer, Margaret was offered a job on the evening shift as a Coder, 2 women and 80 men on that shift. "We were subject to all types of harassment and discrimination, with very little management support. I told the TWU delegates my story, and their support meant that the harassment ceased that night. I realised what it was to be a part of a team that had a powerful voice in the workplace. Its not easy standing up to employers, but I know that you can and will achieve this."

Isabella Wisniewska:
TWU Legal Officer



Isabella always had a goal to be an inhouse lawyer in a union. "The transport industry is a very heavily male dominated industry with members who have been around for a long time with a lot of industrial knowledge. As a newly graduated 24 year old I was nervous that I would be treated differently as a young woman, treated differently due to my age or perceived inexperience with in the industry. In the past two and a half years I have not had an experience where I have felt

any less than my male counterparts. I work with strong females and trust my male counterparts. I feel valued and equal. The TWU has amazing women in a diverse range of roles, they have a diverse range of skills and responsibilities, including for the first time, a female Assistant State Secretary. I look forward to seeing how the TWU and the broader transport industry develops and continues to support women into the future.

Marion Harris:
Delegate Cabin Services Australia



I feel so proud to be a part of this wonderful organisation. To all the women out there who are becoming delegates or HSRs, please go back and tell your members we need more women in the TWU.

Julia Putua:
Delegate Cabin Services Australia



I am the delegate, Marion is a Co Delegate. I am not afraid in my role, because of the mentoring from the TWU Official.

I am a HSR and a Delegate dealing with bullying and many managers. We have made a lot of changes with the support of the TWU. I have been a member for 6 years and I have seen a lot of changes.

We have many women members, and I encourage them to tell our stories.



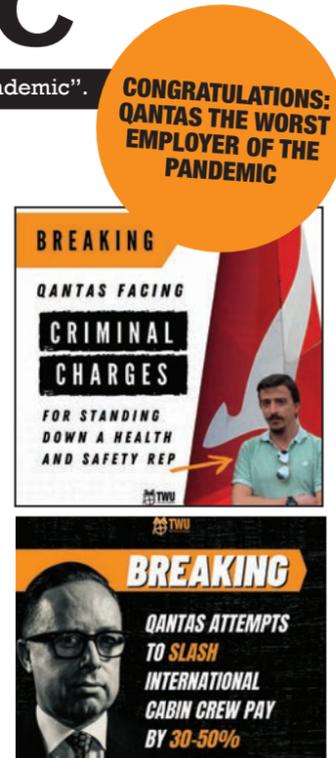
THE WORST EMPLOYER OF THE PANDEMIC

The TWU congratulates Qantas, on their receiving the award for the "Worst Employer of the Pandemic".

Delegates' Conference heard how Qantas:

- X** Displayed gross indifference to the jobs, wellbeing, health and safety and employment conditions of workers during the COVID-19 Pandemic.
- X** Illegally outsourced ground staff workers under the guise of 'COVID-19 scale backs' and then asked untrained and unskilled senior executives to fill shortages in these roles.
- X** Qantas is facing the first of its kind criminal prosecution from the Work Health and Safety Regulator for discriminatory conduct against a TWU trained Health and Safety Representative who sought to protect workers from the risks of COVID-19.
- X** Qantas has crushed the "Spirit of Australia".

QANTAS CEO ALAN JOYCE SHOULD RESIGN. SIGN OUR PETITION



WINNERS ARE GRINNERS



Thanks from the TWU to stallholders and sponsors at our Delegates' Conference who every year donate great prizes for our delegates to win in the Stallholder Passport Draw. Stallholders and our sponsors make our conference a rewarding experience for our delegates!

This year's major prize included an iPad and one year's TWU fees paid. Congratulations to Julia Putua, aviation Delegate at Cabin Services Australia



THANK YOU TO ALL OUR SPONSORS

The 2022 Delegates' Conference would not have been possible without the ongoing support of our major sponsors. With their support our delegates are now better prepared for building a safer and fairer transport industry!

Gold Sponsors

The support the TWU receives from our Gold Sponsors – TWU Super and Santone Lawyers – is greatly appreciated. Your continued sponsorship helps to improve the lives of all members and their families.

To all of our other sponsors and supporters, the TWU thanks you for your ongoing commitment to transport workers. Your involvement with the TWU helps our members get real value for their membership dollar.



RAMPING UP OUR FIGHT FOR SAFE AND SECURE SKIES

WITH AVIATION BEGINNING to return to pre-pandemic levels, it's a crucial time for us to rebuild safe, secure and fair jobs in our industry. We can't afford for Qantas-style outsourcing and cuts to conditions to become the norm. Our industry desperately needs reform. We need a Safe and Secure Skies Commission that can:

- ✔ Lift standards for all airport workers
- ✔ Make sure workers get the same pay for doing the same job
- ✔ Hold companies like Qantas and Swissport to account for safety and fairness
- ✔ Cap executive pay packets and bonuses to invest in workers

The Albanese government has made several commitments to a safer and fairer transport industry, and it is up to every one of us to show why reform can't wait.



DID YOU SEE QANTAS ON FOUR CORNERS?

SEVERAL NSW TWU members as well as TWU National Secretary Michael Kaine appeared on a Qantas-focused episode of ABC Four Corners - Australia's leading investigative journalism show. Members have been instrumental in holding Qantas to account since the company illegally outsourced 1700 ground workers, and we are building momentum. With the spotlight

CLICK TO WATCH THE EPISODE BACK ON ABC IVIEW



on aviation, we now have a chance to push for better, and win reform that would make our industry fairer and safer.

TWU PILOTS TAKE OFF

IN JULY we officially launched TWU Pilots, a new division of the TWU resulting from our merge with the Virgin Independent Pilots' Association. Pilots' voices will be crucial in leading the way forward as we work together for a safer, fairer and more secure industry. There are no second chances at 30,000 feet, and the results from our pilot survey show that without action, we are only going to see more chaos and skills losses in aviation. Safety in aviation is literally life or death, and the formal beginning of TWU Pilots marks an important step forward in securing a safer and fairer industry for all workers.



TWU Pilots launch in Fremantle

VIRGIN CABIN CREW

AS AVIATION continues to ramp up, Virgin cabin crew have for months been bringing up issues of significant fatigue, stemming from lack of breaks and high workload on long shifts. We've been in the Fair Work Commission to find a better pathway to provide proper rest, because we know that crew's safety and mental health, as well as passengers' safety, relies on it. There is still no solution from Virgin Australia.



Cabin Services Australia Crew have bags of useful information that their Delegates brought back from the TWU Delegates Conference.

ENTERPRISE AGREEMENTS WON:

With Swissport bargaining due to start at the end of the year, it's a reminder of how much we can achieve if we stand together. But we need to start building our union strength now.

DNATA CATERING: An in-principle Agreement which has now been endorsed by your delegates. This improved agreement offers better pay and conditions for Dnata catering workers, who were unfairly denied JobKeeper during the pandemic. When approved, this agreement will see an immediate pay increase of 4% - 4.5% backpaid to January 2022.

DNATA GROUND: TWU wins a 17.2% pay increase at Dnata ground. Dnata members in QLD, NSW, VIC and SA have just fought for and won huge improvements to pay and job security. Dnata made the improved offer after members voted overwhelmingly to take industrial action, and were preparing to walk off the job for a 24-hour strike.

MENZIES: After delegates endorsed moving to a Protected Action Ballot, Menzies returned to bargaining with a much-improved offer, which your member-led team has now endorsed. It includes 3% backpay to Jan 2021, 4% pay increase from Jan 2022, and a 4% increase from Jan 2023.

TIME TO INVESTIGATE SERIOUS BREACHES

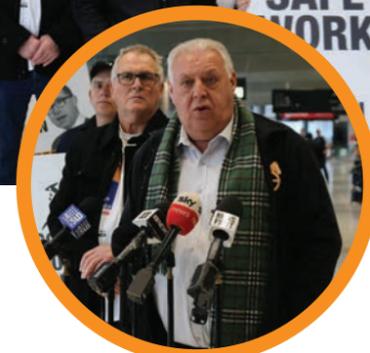
TWU calls for a safety investigation of the Qantas supply chain as an explosive dossier reveals serious breaches at Swissport

TWO YEARS AGO at Sydney Airport there were highly trained workers in secure jobs. Since Qantas illegally axed those workers, the workforce they are using now are struggling to stay afloat and serious incidents are occurring. The TWU is calling on safety regulators to investigate Qantas' supply chain before a catastrophic event takes hold of aviation.

Understaffing, lack of training and poor safety culture is to blame - workers are under enormous pressure. We need an urgent and thorough investigation from safety regulators. The TWU is calling for a Safe and Secure Skies Commission to enforce standards that would rebalance the focus from executive bonuses and shareholder dividends to a safe, quality industry that serves the community and its workforce.



State Secretary Richard Olsen, National Secretary Michael Kaine and TWU members shared with the media the stark reality of what is happening at Sydney Airport.



RICHARD OLSEN, STATE SECRETARY:

"Sydney airport has faced the worst chaos. It's only going to get worse if safety, training, and secure jobs are not prioritised. We want to get to the bottom of this because all aviation workers deserve safety at work, and we can't wait until disaster strikes. We will stand side by side with aviation workers who need safe, fair jobs, for their own sake and for the sake of the travelling public."

Workers and passengers' safety is at risk following illegal outsourcing to a company with an appalling safety record. Swissport is not the only ground handler in Qantas' supply chain facing safety issues, with Dnata telling workers they can't say they're 'under the pump' when things go wrong, and Menzies' belt loader collisions last year.

A dossier of serious safety incidents has come to light at Qantas' main labour provider, Swissport. In several memos, Swissport has acknowledged understaffing as a key safety issue.



Stairs removed while passenger doors open;



A cargo door left open after the team cleared the aircraft for take-off;



Incorrect weight information given to the pilot;



Vehicle collisions with refuelling hoses; and



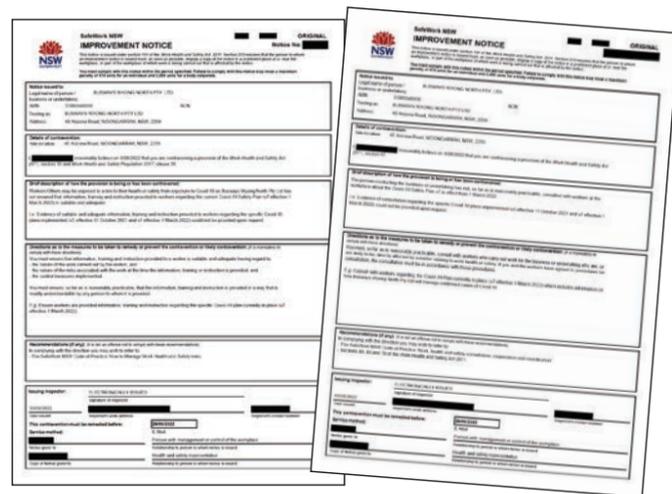
Dangerous goods not documented after being loaded into the aircraft (so the pilots and arrivals team don't know they're there).

SWISSPORT HAS NO PROPER PROCESSES IN PLACE.

WORK HEALTH AND SAFETY

SAFETY WATCHDOG RULES IN FAVOUR OF HSR AFTER BUSWAYS FAILS TO CONSULT AND TRAIN THEIR WORKERS.

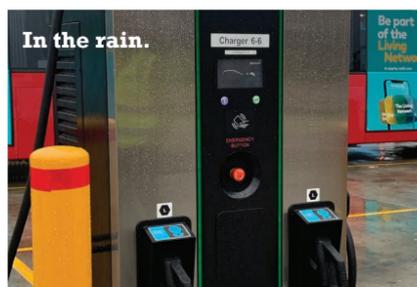
A WORKER AT BUSWAYS Wyong tested positive for Covid-19 in December 2021 after attending the depot. The HSR requested to investigate and inspect the worksite to ensure the health and safety of workers but this was denied by Busways. Busways denied workers were in danger of contracting Covid-19 as they were following the processes outlined in the Busways Covid Safe plan. The concerned HSR was not aware of the processes and feared for the safety of the workers in the depot. The HSR, supported by the TWU, escalated the matter to the regulator, SafeWork NSW. SafeWork NSW has since discovered Busways failed to consult with their workers and provide adequate information and training regarding their Covid Safe plan.



As a result, SafeWork NSW has issued two Improvement Notices to Busways for breaching their obligation under the WHS Act, and for failing to consult with their workers and provide adequate information and training regarding Busways Covid Safe plan. The matter is still open with SafeWork NSW.

WHS RISKS AROUND ELECTRIC BUSES

SINCE ANDREW CONSTANCE WAS TRANSPORT MINISTER, the NSW Government has been, moving towards a plan to remove 8000 diesel buses and replace them with an electric fleet. At recent budget estimate hearings, it was discovered this plan is now delayed by five years.



of entry to a transit systems Electric Bus Yard. TWU members on the site raised issues about lack of training, cramped work environment, hazards around the electric charging stations including full exposure to rain and the elements, and significant potholes and other damage being left in the depot as part of the installation of charging stations. We sought documents and inspected the site. Perhaps unsurprisingly, given the conversations with members prior to the exercising of this right of entry, TSA refused and/or was unable to provide the TWU



with access to most of the documents sought. The TWU is of the view that, in consultation with workers, operators and bus manufacturers, Transport for NSW should develop and provide a comprehensive program for managing the WHS risks associated with the electric bus rollout. It is simply not good enough for the NSW Government to mandate operators transition to a fully electric bus fleet in a relatively short time period, while washing their hands of any responsibility for the WHS risks and implications of that transition.



In the meantime, Assistant State Secretary, Marija Marsic, the TWU Director of WHS and Education along with Emily Armstrong, TWU WHS & Research Officer, spoke on electric bus safety issues to the NSW Parliamentary Inquiry into Emission Free Modes of Transport. The TWU made a WHS right

IT PAYS TO BE UNION.

Members are winning with the support of the TWU Legal and Member Service Teams

REDUNDANCY PAYMENT

“ Without the union I would not have got one cent. ”

SOMETIMES WHEN A COMPANY GOES OUT OF BUSINESS, workers miss their workplace entitlements.

The TWU Members' Service Centre (MSC) has assisted a member in a redundancy payment after a company went into liquidation.

An ALP Government introduced the Federal Government's Fair Entitlement Guarantee (FEG) scheme in around 2012. It was established to stop workers being left high and dry because of a business going under.

The TWU has helped a member through representations to the FEG who received around \$21,000 after tax, including his long service redundancy and outstanding holiday pay. The member wrote to us "I would like to thank the TWU, Hanaa and Adam (in MSC) for their help. Without the union I would not have got one cent."

OWNER DRIVER PAYMENT RECOVERY

OVER \$60,000 IN BACK PAY has been clawed back for an Owner Driver member.

The initial Query came through our Members' Service Centre who assisted the member with his investigation.

The member had initially approached his principal contractor, with no results.

The TWU represented him to the company. There were issues with his hourly rate and an allowance he was owed.

The company accepted what the member was owed and paid him back pay. The member still works for the same contractor. It pays to be Union.

LEGAL TEAM WIN: MEMBER REINSTATED AT GLOBAL EXPRESS

AT GLOBAL EXPRESS a delivery driver was accused of being deliberately inefficient to claim overtime. He was stood down by Global Express and left in limbo for around five weeks whilst they investigated the issue. The company was analysing the data from his deliveries.

Global Express was however not following the agreement they have in place at Bungarabee. It effectively says that with any surveillance data, if the company wants to rely on it they have to consult with the member and the union before doing so. This they failed to do. The TWU caught them out on that.

The TWU Legal team made a dispute notification and took GE to the Fair Work Commission on behalf of our member. GE ended up reinstating the member back to his job thanks to the legal team's work.

LEGAL TEAM SETTLES LEAVE ISSUES AT PORT WARATAH COAL SERVICE

THE TWU SHARED A WIN with other waterfront unions in a dispute with the Port Waratah Coal Service over leave entitlements and public holidays for workers on a seven day roster system.

After negotiations it was settled with the Union that Port Waratah Coal Service could not deduct long service leave on a public holiday on which the employee is rostered to work and which falls on a day the employee is taking long service leave. The company will provide backpay for employees who had deductions in the past.

Another great outcome. The company can now only deduct annual leave up to 7 days in the year from the accrued annual leave balance of an employee in respect of public holidays on which the employee is rostered to work and which fall on a day the employee is taking annual leave.

CONVOY FOR KIDS

The 2022 CONVOY FOR KIDS, Sydney is proudly supported by the TWU. Come and join the Convoy on 30 October.

Convoy for Kids, Sydney is rolling once again from Sydney Dragway to the Hawkesbury Showground at Clarendon for a family fun day.

Funds raised are given to the Newborn & paediatric Emergency Transport Service (NETS).

Join the event that is raising funds to save the lives of children. Bring your truck, car or motorbike.

The 2022 Convoy is on 30 October. Go to www.convoyforkids.com.au for more information.



This year trucks will assemble at Sydney Dragway at Ferrers Road Eastern Creek from 5am and convoy will Roll at 7am. Register now at www.convoyforkids.com.au



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WASTE INDUSTRY DELEGATES ENSURING A SECURE FUTURE



WASTE DELEGATES have a lot they are up against everyday. At Suez and Veolia they are looking out for members as the two companies merge. They have met with company management to discuss a heads of agreement and want to protect pay and conditions across the industry.

At Cleanaway, they are pushing back against a company that is refusing to negotiate. At the Erskine Park yard, it took the

TWU going to the Fair Work Commission to convince the company to start negotiations for the next EA.

At the Silverwater Yard, more pushback from Cleanaway who said the TWU does not have coverage.

Two conferences later at Fair Work, the company has conceded we have a the majority support to bargain for a new agreement.

PUTTING THE HEAT ON! OWNER DRIVER ACTION AT FEDEX



FEDEX OWNER-DRIVERS, have been meeting with the company because FedEx has not increased pay to owner-drivers for over two years. Members are making a fair claim, yet FedEx management continues to disrespect them. Delegates told TWU News “the negotiations have been excruciatingly slow, and FedEx have effectively parked our pay rise”. Transport workers need a safer and fairer deal from FedEx.

In Newcastle, Senior TWU officials, Mick Forbes and Rob Pirc, along with the support of NSW president and Owner Driver Tony Mathews, attended bargaining to secure TWU terms and conditions in the new owner driver agreement. Member Glenn Magann told TWU News, “I’ve been a long term contractor and proud TWU member for many years. Without the support of the TWU, and Tony Mathews. I know we would not have decent terms and conditions in our agreements. I urge all owner-drivers to join the TWU, and bargain with your employer for safe and secure rates and conditions.”



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MEET TINA

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, Tina Santone has the experience you need!

Tina Santone is a fully qualified specialist in employment law and family law with over 20 years extensive experience in litigation. Tina has been involved in a number of significant cases in both the family and employment law jurisdictions.

Tina's expertise has led her to becoming a Member of the Family Law Section of the Law Council of Australia. In employment law, Tina has developed an interest in discrimination law, post-employment restraints and termination of employment (particularly in circumstances when an employee is injured).



Tina Santone,
Partner at Santone Lawyers

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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WINNING THE FIGHT

It was fantastic to get back together at the 2022 Delegates' Conference, fantastic to see delegates I do not often get to see. It reminds me of the great work everybody does in yards. It was a fantastic Conference.

AVIATION

UNFORTUNATELY Alan Joyce is in the headlines again for all the wrong reasons. He has received a 15% pay increase, now paid at \$2.27 million. I am not sure how many Maserati motor cars or new apartments he can buy with what he has earned over the years but I want to remind him that it is in stark contrast to workers not being able to put food on the table, because of what he has done to the Aviation Industry.

The TWU has proven in court that Qantas, under Alan Joyce, sacking workers, was wrong. We will continue the fight.

There are companies that have benefited from over 2000 people being kicked out of Qantas. Some of them, like Swissport, are not so great in how they respect their workforce. With no disrespect to the people that are doing the job, it's important to note that the actions of Qantas mean that they don't have people around them who can share their over 25 years of experience in ground handling and fleet presentation.



Companies have brand new workers and want to keep them on the award, or very little above it. The TWU will work to make sure the job is safer and better, like we have always done. We have Enterprise Agreements that we are putting in place in aviation. Some that have just been completed with great results, thanks to the great work of our TWU organisers at the Airport. Dnata Ground Crew members received



decent pay rises. It is what they deserved. At Gate Gourmet and Dnata Catering, we are working on their agreements. These are the workers that continued working through the pandemic, some that were not getting JobKeeper, so they had to work on minimum wages and still try to feed their families, probably doing more than one job if they could.

We are looking forward to an airport that will be running at 110 percent. We are looking at an airport that needs to employ people on fair and decent wages, that's safer for workers and every travelling person. We still have a casual workforce, with very little opportunity available to them but to get paid cheap wages without any job security. As I have always said, and now it is even worse, why have we casual and part time jobs at the airport? Why are we not providing full time work? If Companies want people to work, if they want to train them and keep them, first give them job security, which is full time jobs. It is not a big ask.

BUSES

WE HAVE BEEN able to complete an industry wide agreement after coming through the drama of the pandemic. Thank god for the bus drivers that kept the wheels turning, taking people where they needed to go. Many

drivers for their great service were spat on, punched and worse from some passengers. The reality is that buses kept moving. How good are bus drivers! We have gone through the fight; we have to make sure that we now maintain the rates and conditions that bus drivers deserve. We have an industry agreement now with standards, that are across the board. Our safety measures are now in place, now it is up to us all as a union and workers to make sure we maintain that as we go forward.

There are still many across the Government contracts driving shifts that do not have adequate time or places for meal and toilet breaks. There are too often, no chances to properly manage fatigue and personal needs whilst at work.

My message to the NSW Government and Transport Minister; if you think we are going to sit back and allow that to continue then think again. We have just had our wins in a number of Enterprise Agreements; drivers are still under a lot of pressure. The TWU will be watching safety issues, and ensuring you take your responsibility to guarantee safety for all working on buses across NSW.

We will be back and back again to ensure that you as the Government get it right.

Mick

KEEPING MARINE DRIVE BUS TERMINUS



CONGRATULATIONS to all who took part in the fight for bus driver safety at the Wollongong foreshore. Wollongong Council must hear and act on the message from Bus Drivers that safety must come first, for themselves, and the city. Marine Drive Terminus must remain available until a new permanent terminus is ready to go. My thanks to all who came and all who supported members including Arthur Roris and Uniontown members of the South Coast Labour Council alongside local MP Paul Scully. As TWU Official Brad Gibson told to the rally, "This is a community issue, and if we do not get Wollongong Council to listen to us soon, and give us some kind of guarantee that we are coming back to Marine Drive or a facility that can facilitate everyone's requirements, it will start being ramped up into more of a community issue. We cannot have people walking two and a half minutes each way to go to the bathroom, its not sustainable, it's not safe, it cannot occur."

SUEZ MORUYA REDUNDANCY WIN



SUEZ (VEOLIA) MORUYA late last year lost the domestic waste tender with Council. After a long TWU consultation with the company, Suez have finally agreed that the drivers would receive their redundancy as long as they complete the requirements of the contract at Suez. This will not hurt or take away their chances to apply for a job at Cleanaway who have won the tender moving forward. A massive congratulations to long-standing delegate Jack Loo who fought hard throughout the entire process to get the outcome.

PLENTY OF ENTERPRISE AGREEMENT ACTION

BIDFOOD MEMBERS WIN EA

Bidfood in Albion Park Rail just finished their EA with a pay-rise of 3.75%, 3.5% and 3% across the 3 years. The members at Bidfood also held off efforts to remove their picnic day.

REMONDIS MEMBERS PAY INCREASE

Remondis Picton members have just received a 7% increase to their hourly rate in recognition of previous missed years. It has been a long struggle to get to the table and fight for what was missed out on. After long negotiations, the members stood together and moved the company to a better outcome.

BAINES MASONRY INCREASE PAY AND ALLOWANCES

Members at Baines Masonry finished their EA negotiations and will receive 3% increases each year over the next 4 years. On top of the increase, Baines masonry are receiving allowance increases. Members are receiving CPI based increases as well of 5.2% as the last EA had a CPI clause attached.

CLEARY BROS STILL NEGOTIATING

Cleary Brothers members are still entrenched in EA negotiations. They are fighting for a fair increase on wages but also trying to strengthen clauses surrounding work provisions and expectations.

VENTIA NATIONAL AGREEMENT

Members working at HMAS Albatross have a now completed Ventia national agreement. Members will receive increases of 3% each year which will include a retrospective back pay but also see their allowances improve.

Rob

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

SUPPORTING WORKERS' RIGHTS

NEWCASTLE Delegates, Veterans and TWU officials, supported senator Tony Sheldon and other unions, turning out to support worker's rights including Safe Rates & Same Job-Same Pay campaigns. Worker's rights are constantly under attack. Having the support of our state & federal politicians is integral to making the necessary changes to ensure a safe and fair go. Our NSW state secretary, Richard Olsen, has been a driving force for many years behind the much-needed change in legislation.

Congratulations to the TWU members and Veterans who turned out, and made our voices heard.

NEWCASTLE DELEGATES TRAINING



WE ALL KNOW how important it is to have an education. The Union is lucky to have our NSW assistant State Secretary, Marija Marsic as Director of WHS and Education. Marija has also the assistance of trainer Oksana Zinenko who has a wealth of experience and visited Newcastle, training 30 delegates from the Hunter and Northern regional areas represented by the Newcastle sub-branch. I met and talked with each delegate in both delegate-training courses. Everyone was keen to learn more about how better to represent yards, and the workers in those yards. As the TWU Newcastle and Northern Sub-branch Secretary, I am proud to see so many delegates keen for training. Thank you all, and congratulations for taking on lead roles as Delegates.

DELEGATES' CONFERENCE

Our Newcastle delegates and veterans were there in numbers at the long awaited 2022 TWU NSW delegates conference. Our dedicated delegates and veterans turned out around 70 representatives, who praised the event. Congratulations to NSW State Secretary Richard Olsen, TWU sponsors and event organisers for putting on a great educational conference. Many of our seasoned delegates from the Newcastle sub-branch commented that after two years of Covid restrictions, it was great to catch up with everyone. Our new delegates were very impressed at the strength, power and unity the conference generated. Congrats to all.



TWU CANBERRA CONVOY FOR SAFE RATES



IT WAS A COLD winter's morning on July 30th, but that did not stop a busload of dedicated Newcastle delegates and members from jumping on a bus in the early hours of the morning, and heading to Canberra to join the Safe Rates convoy. The safe rates campaign led by our NSW State Secretary Richard Olsen, and National Secretary Michael Kaine, is one of great value, not only to TWU members, but to ALL transport workers and the greater community. With strong leadership from Richard and Michael leading the way, we will win back the much-needed reform.

As always, it is the support and dedication of "You", the worker that counts where it is needed the most. Without dedicated members sacrificing some time to turn out and campaign for safety & fairness, any campaign would struggle to succeed. The fight is not over yet! So please, don't be a spectator, turn out to support our member led campaigns and support the great leadership we have in our State and National Secretaries.



L to R: Ross Lightfoot - FedEx Co/Delegate, Doug Fox Newcastle Executive Chairman, Mick Forbes Newcastle Secretary attending the TWU Canberra Convoy

Mick

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

ACT PARAMEDICS UNDER PRESSURE

PARAMEDICS CREWING

In the ACT, Paramedic crewing is drastically impacted with an increasing workload putting a strain on the workforce that has led to catastrophic crewing levels.

It's taking its toll, it has been relentless over the last couple of years and it is having an effect on Members. A lack of relief crews is burning out paramedics, resulting in staff leaving the service. The result is poorer outcomes for the people of the ACT. Response times suffer, there is no doubt about it

Paramedics in the ACT are still battling the ACT Government over staffing and resources. In recent weeks staffing on nightshift in the ACT Ambulance reached critical levels with one Saturday night in early July seeing us fall 50% below the minimum crewing level. The impact of COVID affecting staff was profound, leaving the ACT dangerously understaffed and forcing the closure of an ambulance station.

The lack of a contingency plan to deal with the critical level of staff shortages has been noted. The crews who worked that night performed professionally through what was a long and difficult evening.

Urgent discussions were held to address the risks posed by this situation. The TWU continues to push for the resources and back up plans to ensure there is not a repeat of this episode.

PARAMEDICS ACT BUDGET 2022

Indications are that a sizable budget enhancement is in the offing for the ACT Ambulance Service in the 2022 Territory budget. The TWU has been pressuring the Barr Labor government to provide funding to support the ongoing expansion and modernisation of the ACT Ambulance Service. Rest assured, if the government does not deliver on their promises in this regard, the TWU membership are ready to consider options around unprotected action to highlight how essential this funding is.

TWU-ACT GOVERNMENT ACCORD

ACT TWU Delegates have endorsed the text of a draft "Accord" which outlines mutual commitments to the important issues still facing the ACTAS in its transition to a modern high performing ambulance service. These include urgently required infrastructure and stations; investment in a fit for purpose management structure; serious resourcing of mental health and wellbeing initiatives; resumption of ICP training and urgent support for the ACTAS Communications Centre. The TWU looks forward to this compact being finalised and underpinning the government's prioritisation of issues over our 5-year strategic planning horizon.

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



TWU ACT Ambulance Service Delegates Caucus preparing for upcoming Agreement Negotiations

ENTERPRISE AGREEMENT

The EA is due for renegotiation and planning is occurring to ensure important outstanding issues from the last round of bargaining are strategically addressed. The other big-ticket item will be a new roster without any loss of pay or leave. A members' survey has endorsed 12-hour day/10 hour day/12 hour afternoon/10 hour night pattern. Negotiations to secure this change are due to begin in earnest in the near future.

STAR AVIATION AGREEMENT

Aviation workers unite to fight for protection and conditions at Star Aviation at the Canberra Airport. Workers have rallied and served the company with a log of claims for improving working conditions including equity in rostering and permanent positions and greater certainty and structure.

TWU members will continue the fight, united to ensure the company improves conditions at the Canberra airport including providing reasonable breaks.

The TWU will shortly hold another meeting of airport workers to share their stories and fight together to improve the aviation sector. Details will be shared for the October meeting.

Klaus

WASTING NO TIME

AS THE NEW Federal Government takes the reins, TWU members have wasted no time taking action to lift standards in transport, and are winning. Congratulations to all members who took part in nationwide convoys for industry reform in Canberra, Melbourne, Brisbane, Adelaide and Perth.

These convoys, as well as the years of work that came before, have led to a major triumph in road transport.

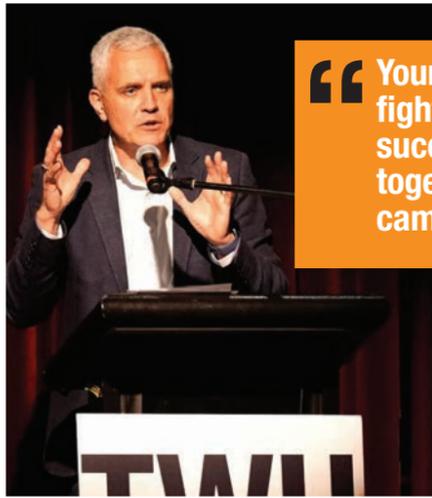
The Federal Government has announced a plan to empower the Fair Work Commission to set fair standards for the entire transport industry.

This is the legal framework we've been calling for over years to back up the work we're doing as a union to ensure employers and clients lift standards in transport. Thanks to our collective efforts, this life-saving reform for Australia's deadliest industry is within reach.

Workplace Relations Minister Tony Burke had the confidence to make this commitment because we have shown that we are united as an industry behind reform. Only weeks after our convoys, we reconvened at a road transport roundtable ahead of the Federal Government's Jobs and Skills Summit. Our set of principles to make road transport safer, fairer and more sustainable was backed by stakeholders from all over the industry including the TWU, ARTIO, NatRoad, NRFA, state transport associations, Toll, Linfox, ACFS and FBT Transwest, Woolworths and Coles, and Uber and DoorDash.

Having minimum standards apply to everyone would finally mean a level playing field, whether you're a gig worker, an employee driver or owner driver. It's also good news for employers being undercut by the likes of Amazon dragging down standards.

It is not a coincidence that this has happened so soon after hundreds of members participated in convoys across the country to show how urgent this reform is.



“Your participation in this fight will determine our success. Everything we do together contributes to our campaigning. Let's keep it up.”

The Federal Government is listening because of how strongly we came together as an industry: road transport workers were joined by aviation members, an ambulance first responder member, families, beloved pets, politicians, the National Road Freighters Association and employers. Our action sent a strong signal, splashed across major news channels saying that we need change.

We're not at the finish line yet. It's more important than ever that we continue to stand together across transport, share personal stories about why this legislation matters and get behind actions as we work to get this life-saving reform passed through parliament.

Tide is turning

The tide is turning in aviation too. Outsourced Qantas workers had a second win in the Federal Court with four judges in unanimous agreement that Qantas broke the law in sacking them.

Recently the TWU appeared with several members on a Qantas-focused episode of ABC Four Corners - Australia's leading investigative journalism show. Members have been instrumental in holding Qantas to account since the company illegally outsourced 1700 ground workers, and we're building momentum on the case for reform in aviation.

Following the Four Corners report, we revealed major safety concerns from ground workers at Swissport, who are severely understaffed and overworked. With bargaining for Swissport to begin in December, it's vital we keep the pressure on Qantas as the top of the supply chain so we can fight for a safer and fairer workplace.

Together we win

We have already shown that when we stand together in aviation, we win. Recently Dnata Ground members were prepared to take strike action for a better deal, and their unity led to an in-principle agreement with huge improvements in pay and job security. They were quickly followed by agreements in Menzies and Dnata Catering. Members at all three companies stood strong throughout bargains to create more full-time jobs and lift pay and conditions to attract, retain and reward workers.

Together we're keeping up the fight to hold airlines and airports to account. We're calling on the Federal Government to install a Safe and Secure Skies Commission to prioritise decent airport jobs and rein in exorbitant executive bonuses.

Across transport, we're making strides.

Your participation in this fight will determine our success. Ensuring strong TWU membership in your yard, supporting more local convoys, rallies, and actions, sitting down with MPs to lobby for change, sharing your stories – everything we do together contributes to our campaigning. Let's keep it up.

Michael

STILL DELIVERING

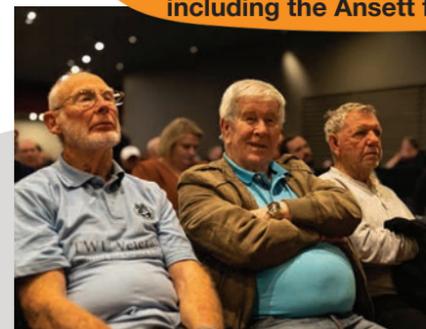
TWU Veterans continue to bring their support and wisdom to today's working members, whether that's at the TWU Delegate Conference, bringing the TWU message to the Canberra Convoy or meeting with members at the Sub-branches.



It's important that we have new members to support the Union's fight in protecting workers' conditions and wages from those that would like to break them down. Keep an eye out for details of the next 1888 / veterans meeting.



Tony Woolgar (left) has been elected as the new Secretary in the Veterans 1888 group. Keith McGucken remains as President. Tony Woolgar said to TWU News, "A huge vote of thanks to Dave Lupton, the outgoing Secretary for his support of the TWU Veterans. Dave has a long history with the TWU of standing up for members, including the Ansett fight."



WHY NOT JOIN 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 for.

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



You said it on Facebook:

13 September 2022:

Let us introduce you to the TWU NSW delegation at the Wimdoi - Women in Male Dominated Occupations & Industries conference in the ACT, led by Assistant State Secretary Marija Marsic. They are bringing the voice of Transport Workers, joining hundreds of WIMDOI women from across Australia. At the TWU we are excited that more women are coming into the transport industry. We see more and more diversity in our delegates and in the members coming through our doors, taking back to their yards information on health and safety, workplace conditions and the understanding of the need for a powerful voice of equality for all who work across our industry. The message for women in the transport industry, give it a go, stand up, your Union will support you, you have nothing to lose.



Patrick McCarthy

Oh I love to see the Sisterhood standing up to be counted keep up the fight Comrades.



Melissa Shelford

Strong women for a strong union! Well done lovely ones

2 September 2022:

Today, a union win for owner operators, contracting to Toll at Minchinbury. The company after representations has committed to supporting cost recovery for drivers by committing to correct the rate for fuel charges in the unit/hourly rates owner operators receive. Toll will work with the TWU and owner operators to finalise a new rate. Labour Rates are the key here, with the Federal Government making significant increases through Fair Work this year. Those increases were not relayed back to the owner-drivers on the Minchinbury site. Now it looks like they will be.



Mark Harrison

Good news, Olsen delivers again

8 September 2022

UNION WIN!

A massive congratulations to Dnata ground workers who've reached an in-principle agreement after two days of bargaining with the company, and won't have to strike on Monday. Workers have locked in:

- ✔ More secure jobs
- ✔ More full-time opportunities
- ✔ 17.2% pay increases by 2023
- ✔ Better consultation rights

Strikes are always a last resort, and this is a great result for Dnata workers who've been under enormous pressure imposed on them through Qantas' squeezing of rates and conditions.



DNATA WORKERS WIN ON PAY AND JOB SECURITY



Marion Harris

Congratulations to all involved including Teilo Tulafuono Troy Rogers TWU Delegates & Officials u deserve this win

31 August 2022:

State Secretary Richard Olsen talking to media today with Transit Systems Region Six Bus Drivers - on strike today.

Bus Drivers are taking protected industrial action in Region 6 tomorrow in response to a safety crisis at the private bus operator, Transit Systems. The TWU and RTBU are calling for the NSW Government to urgently step in ...



Julia Putua

Yes it all about safety issues. Thank you to our state secretary Richard Olsen - Union power



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



What time is it?
The time is now!



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

What happens when a clock is hungry?

It always goes back four seconds.

When do clocks die?

When their time is up.

I asked if I could leave work early the other day, and the boss said yes, if I made up the time. I said "sure, it's twenty past fourteen".

A friend of mine has taken up eating watches, but takes forever to get through each one. It's time consuming.

Pleased to say I was voted "Most likely to travel back in time, Class of 2053".

Around what time do most people visit the dentist?

At tooth-hurty.

What do you call it when you put a clock under your desk?

Working over time!

What time is it when an elephant sits on a clock?

Time to get a new clock!

Which animal always knows the time?

A watch dog!



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
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