



TRANSPORT WORKERS' UNION OF NSW

TWU NEWS

ISSUE 104 • SUMMER 2022



STRONGER THAN EVER



CONTENTS

Membership Matters	3
PRESIDENT'S PAGE:	
Keeping up the fight	4
FROM THE STATE SECRETARY:	
Securing the future	5
Free Emergency Ambulance Cover	6
TWU member at Cleanaway reinstated	7
2022 ROAD FREIGHT ROUND-UP:	
Enforcing our agreements in majors	
Ramping up in retail	
Safe rates on the horizon	
Labor commits to delivering	
\$140 million for heavy vehicle rest areas	8-9
STAND WITH THEO:	
Defending health and safety at work	
The importance of Health	
& Safety Reps	10-11
BUSES:	
Safety at work in the bus industry	
David Elliott – Transport Minister	
Missing In Action	12-13
AVIATION:	
Big wins in ground	
Qantas outsourcing case continues	
Cabin crew and pilots	
Fight for reform	14
The TWU in action in 2022	15-17
DELEGATES CONFERENCE:	
Our time is now	18-19
LEGAL UPDATE:	
Great member wins in 2022	21
Sydney Sub-branch News	24
South Coast & Southern	
Sub-branch News	25
Newcastle & Northern	
Sub-branch News	26
ACT Sub-branch News	27
NATIONAL UPDATE:	
A strong year	28
TWU VETS: The fight goes on	29
You said it on Facebook	30
Kids' corner	31

CONTACTS

Editorial:

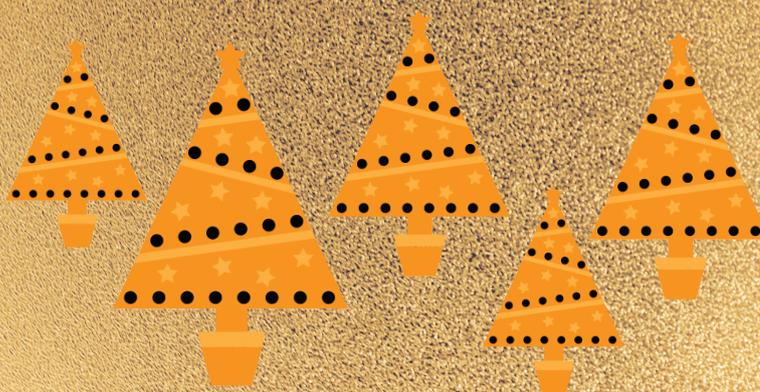
Colin Henderson 02 8610 8080
colin.henderson@twunsw.org.au

Advertising:

Antoinette Atkin
Antoinette.Atkin@twunsw.org.au

Contributing Writer:

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



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

With the New Year upon us, we reflect on 2022 as another year full of action for transport workers and ongoing support from the Union.

2022 was the year where owner-drivers at Aramex walked off the job and with the support of the Union, they fought against outrageously unfair rates of pay in franchise contracts. The TWU fought to provide relief to the industry because of the ever-increasing cost of fuel.

Bus drivers took their fight straight to the economic employer, the NSW Government asking them to fulfil their role in providing better safety and working conditions on the road.

Corporate bully and Australia's national carrier, Qantas continued to face the anger of transport workers, following their trashing of a complete workforce. The Union was supportive of a SafeWork NSW prosecution of the company and we called on safety regulators to investigate Qantas' supply chain before a catastrophic event takes hold of aviation.

The Courier Industry won the fight for \$40 gaining their first pay rise after 15 years of wage stagnation and in a world first, gig-based Amazon Flex drivers will also have legally mandated minimum rates.

Now we are preparing to enter 2023 and transport workers will continue to play a leading role in driving the economy forward, as they always have. We know members will remain united to enforce the rights, conditions and safety where you work.

The TWU will continue to bargain for and defend union-won rates and conditions by holding employers and clients accountable. We will continue to challenge Industry and Governments to take on their share of the responsibility for your safety at work, advocating for better rest areas, fairer toll roads and more.

State Secretary Richard Olsen, State President Tony Matthews and the members of the Branch Committee of Management wish you and your family all the very best for this Christmas holiday season, and the happiest of New Years for 2023.

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

All TWU Offices in NSW and the ACT will be closed from 11am on 23rd of December 2022 and will re-open on 9 January 2023. If you need to be in touch with the Union over the break for urgent issues, please leave a message on the Members' Service line 1800 729 909. Messages will be checked regularly.

MEMBERSHIP

If you are a current financial member of the Transport Workers' Union at the time of the printing of this magazine, then your 2023 Membership Badge is included within the packaging this magazine came in.

MATTERS



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



MEMBERSHIP RENEWAL SUPPORTS YOU AND THE WORK OF THE TWU

You are taking a stand with tens of thousands of transport workers across Australia to be part of Australia's strongest Union. Your membership fees are dedicated to providing a powerful voice for you and your workmates.

Membership rates will increase by \$0.60 cents a week, applicable from 1 January for 2023 membership. The TWU will use this to cover the increased costs and challenges we are facing together.

Multiplied across our membership it means we can strengthen the fight for safer, fairer and secure jobs for all transport workers.

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

Your membership matters.

*Richard Olsen,
State Secretary*

The TWU is maintaining the right to secure work and protecting the jobs of our members. We will defend union industry rates and conditions by holding the clients responsible and ensure that union rates and conditions are embedded in their supply chains. Your power to improve your workplace comes directly from your membership.

MEMBERSHIP MATTERS.

NSW and ACT Members walking side by side in 2022 have:

- ✓ **Fought** together for safety and workplace rights, building safer, stronger TWU membership in yards.
- ✓ **Enforced** the pay and conditions in Enterprise Agreements in yards across NSW and the ACT, improving and locking in job security, safer working conditions and better pay.
- ✓ **Maintained** our pressure on Governments and those at the top of supply chains to help lift safety, conditions and wages across the transport industry with our various campaigns.
- ✓ **Run** hundreds of legal cases, involving unfair dismissals, disputes, workers compensation issues, underpayment claims, owner-driver contract disputes and industrial action. The TWU has helped recover hundreds of thousands of dollars for members in unpaid wages.
- ✓ **Provided** Ambulance Cover for Direct Debit members and maintained our Journey Insurance for all financial members, ensuring you are protected on the way to and from work.

KEEPING UP THE FIGHT



AS ANOTHER YEAR comes to a close, the TWU has kept the hard fight going for transport workers. I am proud to say that the power of the TWU in action continues to build as we enter into 2023. With their own profit in mind the transport industry bosses at the top of the supply chain, like those at the behemoth Qantas, will always attack the rates, conditions and safety of workers, providing little or no job security and finding ways to outsource their work.

Qantas has been prosecuted for their action for discriminatory conduct and prohibited behaviour against a TWU member, a health and safety representative, who raised concerns about cleaning aircraft inbound from China early in the Covid-19 pandemic. Theo Seremetidis had been a Qantas employee since 2014 in the position of ground crew fleet presentation at Sydney International Airport. A true mate to his colleagues, he was working well within his rights as a HSR in his workplace when he asked Qantas about Covid-19 measures,

and for evidence on consultation and compliance with Work Health and Safety regarding Covid-19, he was brushed off. He was looking out for his workmates. The fleet presentation workers had a right to question the measures in place for their safety.

A 10-day hearing has been held in the District Court against Qantas and Theo stood up fighting for what is right. The court case, the first of its kind in Australia, assessed the conduct of Qantas. The TWU believe they did not provide proper workplace health and safety processes for its staff.

I'm proud that TWU HSRs and Delegates in the workplace are provided with all the training, information and guidance they need to have when the management needs reminding to do the right thing by their workers. Management's bottom line is the dollar, which in many cases cuts in on your rates and safety. Our industry training provided at the TWU for you in your workplace helps you maintain the fight against the injustices that occur.

“
THE YOUNG DELEGATES I SEE TODAY ARE **BRIGHT, PASSIONATE, PROUD, LIKE-MINDED LEADERS WHO ARE JUSTICE DRIVEN AND WANT TO MAKE A REAL DIFFERENCE IN THEIR WORKPLACE.**”

The TWU has delegates all across Australia in various industries and the numbers keep on growing. I look back at my journey when I started out as a new member with the union. I knew I had to be a part of this community that is a lot bigger than just myself. It is about unity and coming together with your fellow workers and standing up for workers' rights. The young delegates I see today are bright, passionate, proud, like-minded leaders who are justice driven and want to make a real difference in their workplace. I wish them good luck on their journey ahead as they continue to serve our union, and like them, I look forward to continuing to serve as the TWU NSW President for the next four years.

May this festive season be bright for you and your family as we look forward to the New Year together.

*Tony Matthews,
TWU President*

SECURING THE FUTURE



2022 IS PASSING behind us and I can assure you that the TWU has a lot of work planned for 2023. Members can be proud of the work they have done this year, enforcing agreements, negotiating for strong, safe and secure jobs in workplaces with better pay and conditions. Members have ensured that right across transport, on the ground or in the air, we are building a safer and fairer future for all transport workers.

Our major win this year is an announcement from the Federal Government. Tony Burke, the Federal Minister for Employment and Workplace Relations who attended the 2022 Delegates Conference has told the TWU of the Government's plan to empower the Fair Work Commission to set fair standards for the entire transport industry. It is a major triumph for the TWU members who took part in lobbying, drove in the Sydney to Canberra convoy and built membership strength in our yards. Members can be proud they took part in a process that will allow a level playing field for the industry.

The TWU has ensured that the pressures caused by the cost of living increases have had some relief, through our win in the industrial courts of a fuel levy now added to the General Carriers Contract Determination.

AS 2023 ROLLS IN, THE TWU WILL CONTINUE TO TAKE THE ISSUES TO THOSE IN POWER ON BEHALF OF ALL TRANSPORT WORKERS. WE CANNOT LET THEM FORGET THE VITAL NATURE OF TRANSPORT AND THE WORKERS IN OUR INDUSTRY.

The TWU will continue to provide a powerful voice on behalf of our owner-driver members because for them the madness continues around the financial chokehold caused by ever-increasing on-road operating costs.

In January, toll road costs will increase again and still there is near to no response from the NSW Government who have a deal with Transurban that rips off drivers every day. Toll roads remain government-sanctioned highway robbery. Under the agreement with the current NSW Government, Transurban price increases on our toll roads have become just as much a part of Sydney's New Year ritual as the fireworks on the Harbour Bridge.

As 2023 rolls in, the TWU will continue to take the issues to those in power on behalf of all transport workers. We cannot let them forget the vital nature of transport and the workers in our industry.

In NSW, we are looking at a State Election in March, and you can be

assured that the TWU is at the front of the line, reminding those who want to be in Government after March of the critical nature of the work you do. This fight includes calls for the NSW Government, as economic employers, to provide better rest areas for the road freight and bus industries. We will maintain the call for the development of infrastructure that means safer NSW roads. We will always seek your input so that you remain a significant part of the fight for a safer and fairer transport industry.

As we enter the New Year, tell those in your yards who are not yet members why it's important to be part of the Union with the strength in the transport industry. Involve yourself and those in your yard to help us maintain the campaigns we have started and build the ones yet to come. We need everyone on board to secure the future for transport workers. The TWU is looking forward to 2023 as a year to continue the fight for reform that sees every driver get home safely and properly remunerated.

All the very best this Christmas to you and your family, and I wish you a happy and secure future for the New Year.

*Richard Olsen,
State Secretary*





FREE EMERGENCY AMBULANCE COVER

Pay your TWU membership by Direct Debit then rest easy knowing that as a TWU member you are covered:



24/7 Free Emergency Ambulance, only available to financial members of the TWU on Direct Debit.



Cover for each financial member, their spouse/de facto and children up to 18 years of age attending school.

Important note: You must be a current financial member with the TWU prior to making a claim for Ambulance Cover. Terms and conditions apply.

For more information on how you can access this fantastic members' benefit, contact the TWU Members' Service Centre on **1800 729 909**. For this and other member rewards, visit our website: <https://twunsw.org.au/member-rewards>



**DIRECT DEBT
TIME TO GET COVERED.
TIME TO MAKE THE SWITCH.**

TWU MEMBER AT CLEANAWAY REINSTATED TO HIS JOB

CLEANAWAY: “DISTURBINGLY CALLOUS, FARCICAL, UNCARING, AND ENTIRELY UNREASONABLE”

Following TWU action – the independent umpire, the Fair Work Commission has ordered the reinstatement of TWU delegate Stephen Burley to his job at Cleanaway Peakhurst yard (Randwick City Council contract).

Here is some of what Commissioner Cambridge of the Fair Work Commission had to say in relation to Stephen Burley’s unfair dismissal:



“The opportunity that Stephen was given to respond to the reason for dismissal that related to his conduct on 5 April 2022, was essentially farcical.”

“... the employer engaged in something of an elaborate pretence which attempted to create the appearance of a show cause process”

“Cleanaway managers saw “strong prospect for his dismissal, and it would have, in effect, bluntly represented a golden opportunity to be rid of a troublemaker.”

“Regrettably the employer’s manifest failure to have proper regard for various aspects of the personal circumstances of the applicant was disturbingly callous, uncaring, and entirely unreasonable.”

“It was clear from the evidence ... that the applicant’s industrial activities and the manner, in which he discharged his role as a TWU delegate, caused considerable angst for Cleanaway management.”

“ The TWU will continue to support Stephen Burley and all members in the waste industry as the industry, including Cleanaway attempts to strip away pay rates and conditions. The TWU knows Cleanaway’s history when it comes to bullying and harassing workers and they remain under scrutiny.”

- Richard Olsen, TWU Secretary



2022 ROAD FREE

In 2022, members have been making their voices heard in road transport. From national convoys to members lobbying in Parliament House or in their yards, we are closer than ever to real reform and a fairer, safer industry for all road transport workers.

ENFORCING OUR AGREEMENTS IN MAJORS



AFTER A HUGE YEAR in 2021 fighting for job security and achieving industry first 15% super, in majors we turned this year to enforcing agreements. Members have been involved in training and we've been holding companies to account on commitments they made, especially:

- Passing on **wage and super increases**, including CPI increases
- Enhanced **TWU induction rights** to keep building our density and power
- **Auditing of outside hire** and ensuring compliance
- **Consultation and dispute resolution** rights

With bargaining to commence again in 2023 for several of the majors, it is crucial that we continue to stand together as we did so successfully in 2021.



RAMPING UP IN RETAIL

AS WE BUILD to our next industry push in 2026, solidifying our union power in companies with key retail contracts is essential. In 2022, we've been building our membership in these companies, improving our delegate structures and making sure we're ready to fight for same job, same pay and better conditions across the industry.

Pictured: Richard Olsen, TWU NSW / QLD State Secretary signing 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.



CHARTERS SIGNED WITH GIG GIANTS

IN 2022 we've made massive strides in the gig economy off the back of strong efforts from gig workers, and have now signed charters with Doordash and Uber to pursue minimum standards and modernise our outdated laws. This is huge for gig workers who have faced rampant exploitation for far too long, and we'll be working further with these companies to ensure fair and safe work in the gig economy.

WINS FOR OWNER DRIVERS

WITH SKY-ROCKETING fuel prices causing financial stress to many owner drivers already with tight margins, the TWU has been hard at work to ensure a fairer system. We made sure that the Fuel Tax Credits system, effectively abolished by the Morrison government, was brought back in when the fuel excise returned in full.

The sharp, unprecedented rise in diesel fuel costs has seen Owner Drivers in the transport industry face a living financial hell. The cost of simply doing the job to carry freight is getting higher. Transurban toll road costs are on the rise, insurance costs continue to rise and now fuel costs are breaking small business operators across the transport industry.

The TWU successfully filed a claim in the NSW Industrial Relations Commission for an increase to the rates paid under the General Carriers Contract Determination in NSW. The order from the IRC provides some relief to Owner-Drivers in terms of their cost recovery for doing the job of carrying freight for their clients.

State Secretary Richard Olsen said, "The TWU took this action in the IRC to protect small businesses in the transport industry, the Owner-Drivers."

GHT ROUND-UP

SAFE RATES ON THE HORIZON

After years of campaigning from members, we've had a major triumph in road transport.



HOW IT HAPPENED

IN JULY, a TWU delegation met with dozens of politicians from all sides of politics, who committed to taking action for a fairer and safer road transport industry. Following the lobbying meetings, hundreds of TWU members from around the country participated in national convoys that were splashed across every major news channel. With industry participants joining our calls for change, it was impossible to ignore. Off the back of members' lobbying, national convoys and an industry roundtable, as well as the years of work that's led us to this point, we've had a major triumph in our fight for safe rates.



Richard Olsen and Minister Tony Burke at the TWU Delegates Conference

THE FEDERAL GOVERNMENT HAS NOW ANNOUNCED A PLAN TO EMPOWER THE FAIR WORK COMMISSION TO SET FAIR STANDARDS FOR THE ENTIRE TRANSPORT INDUSTRY.

Having these minimum standards for all workers – including those in the gig economy – will allow a level playing field, make sure companies at the top of the supply chain pay their fair share, and allow drivers a seat at the decision-making table.

Now that we're this close, we can't afford to lose momentum. In 2023, it's more important than ever for us to stand together and get these life-saving reforms over the line.

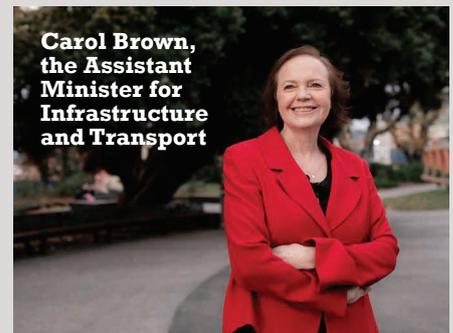
LABOR COMMITS TO DELIVERING \$140 MILLION FOR HEAVY VEHICLE REST AREAS

THE FIRST FEDERAL LABOR BUDGET was handed down in October this year. Senator Carol Brown, the Assistant Minister for Infrastructure and Transport reports that the Government is delivering on their commitment to truck drivers through an \$80 million commitment to new and refreshed rest areas. This funding is in addition to the \$60 million already set aside to fund rest areas and supplements the existing Heavy Vehicle Safety and Productivity Program funding.

The \$80 million commitment the Labor Party took to the election brings the total commitment in dedicated funding

for heavy vehicle rest areas to \$140 million. In delivering the Rest Area Program, the Government will be working side by side with truck drivers and industry experts to deliver a suite of heavy vehicle rest areas across the country. Truck drivers will be at the table, providing their expert advice for the targeted rest area projects.

The funding the Government has committed to through the budget will include upgrades to freight routes heavily used by truck drivers across the country – from the Bruce Highway in Queensland, through to the Bass Highway in the Minister's home state of



Carol Brown, the Assistant Minister for Infrastructure and Transport

Tasmania. The Minister reports that after a decade of neglect, this Government is committed to unlocking and valuing the talent, potential and contribution of all workers in Australia.

DEFENDING HEALTH

By now you would have heard about Theo from Qantas!

The TWU took a stand with Theo, taking on a corporate giant, Qantas, in a real David versus Goliath case. In November, an important court case opened involving Theo, SafeWork NSW and the TWU, and its result will affect workplace health and safety across Australia.

In the first ever prosecution of its kind, Qantas has been hit with criminal charges for targeting and standing down TWU Trained HSR Theo Seremetidis at the start of the pandemic. Through ten days of hearings in November, Theo has shown exceptional fortitude and bravery in continuing to stand up for workers against Australia's worst corporate bully. The case will now resume in 2023.

Qantas displayed gross indifference to the jobs, wellbeing, health and safety and employment conditions of workers during the Covid-19 Pandemic.

THEO'S STORY

AT THE BEGINNING of the Covid Pandemic, on a Sunday morning, Qantas stood down Theo, an HSR who used his legal rights to direct workers to cease unsafe work until they received safety information about cleaning planes from China. Management and supervisors were entering planes in full HAZMAT suits while workers were told they could wear masks and gloves if they wanted to. Workers were cleaning planes with no disinfectant and were instructed to clean planes with hot water and old rags.

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

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

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



"This court case is incredibly significant to workers not only in NSW not only in transport, but in the whole country. If HSRs cannot stand up for workers in Aviation, then no worker is safe. It's vital that workplace health and safety representatives have the full backing of the law and the regulator to ensure workers get the protections they need. The TWU will always back their HSRs and hold employers to account."

**- RICHARD OLSEN,
TWU STATE SECRETARY**



described the risk of Covid as "negligible."

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

Theo stood up for his workmates during Covid. The TWU stands with Theo.

AND SAFETY AT WORK

A WORD FROM MARIJA MARSIC, TWU ASSISTANT STATE SECRETARY AND DIRECTOR OF WHS & EDUCATION.



TWU OFFICIALS STAND WITH THEO

The successful prosecution of Qantas will be a huge win for workplace safety everywhere. This case sets a significant precedent giving union trained HSRs the incentive to be active, and take a stand for their workplaces.

The Union pushed hard, working collaboratively with the Regulator, SafeWork NSW, to make sure Qantas was held accountable for their outrageous behaviour towards a trained health and safety rep.

It was critical that the safety watchdog did go through with the prosecution of Qantas after so much work from the TWU and SafeWork NSW inspectors.

This case against Qantas lets HSRs know that if they do put their hand up, they will be protected, they will be backed by the TWU, they will be backed by the safety regulator and employers will be held accountable.

We have already won, the fact that the case has gone this far, sets a precedent for employers to think twice before they target a union HSR. It stops other



PCBUs behaving like they are above the law.

The TWU made a promise to Theo; we would be there with him every step of the way and would not leave him to hang out to dry. The TWU is committed to safety and our HSRs. This is our message: being a TWU member and being a TWU trained HSR means you will not be left to deal with this on your own. You will have the advice, guidance and support when you leave training. We are a fighting union; the TWU will always have the backs of our HSRs.

That is why it is so important for your workmates to join the TWU.

THE IMPORTANCE OF HEALTH AND SAFETY REPS

A health and safety representative (HSR) is elected by fellow workers to represent members of a work group in health and safety matters, and have powers under WHS legislation.

HSRs exercising their powers and functions are a crucial part of maintaining a safe workplace.

TRAINED HSRs HAVE THE RIGHT TO:

- Inspect their workplace
- Meet with and talk with workers about safety issues
- Issue provisional improvement notices
- Request the assistance of another person e.g. union representative such as a delegate, another HSR or a Union Official or an inspector from the regulating body
- Protect workers by directing them to cease unsafe work

The WHS Act protects HSRs because of the important role they play in keeping workers safe.

No employer has the right to discriminate against an HSR or discipline them for exercising their functions under the Act.

By standing down Theo, Qantas has again shown its utter disregard for workers' safety and their legal rights.

SAFETY AT WORK IN BRING IT ON



THERE IS A STARK REALITY faced by bus drivers every day they are at work. There are some very serious safety problems across the industry. Unachievable timetables and inadequately resourced routes are putting drivers under an enormous pressure. Drivers do not believe they are getting adequate breaks nor are there adequate places for those breaks.

Drivers link all this to Government tendering leading company pressure to meet unreasonable expectations that are ultimately lumped on them. Delegates from across the bus industry met at Minchinbury for the final time this year. The conversation they had is about safety and the fight for toilets and amenities where bus drivers work.

Solid Enterprise Agreements are now in place across the industry; our time is now to enforce safety at work for drivers. Bus drivers are an integral part of our communities, why is there still not enough toilets or amenities they can use?

We will take this fight to the NSW Government, the economic employer in buses. **Bring It On.**

"I have been in the bus industry for thirty years and I am angry we still do not have amenities or places for drivers to go to the toilet. They talk about wanting females in the industry, what a joke, the TWU has learned that one of the female members takes a bucket with her when she works."

Mick Pieri, Assistant State Secretary



THE BUS INDUSTRY



Bus drivers from right across the industry take the fight to NSW Parliament in 2022



IN A TWU SURVEY, DRIVERS WERE ASKED WHAT THEY WERE THINKING ABOUT BEFORE THEY STARTED WORK:

“What vehicle will I get as some are better than others.

The length of time between toilet breaks (no time between runs).

Afternoon run times very tight, always pushing to stay on time.

Fare evaders and the many passengers without sufficient funds on their opal cards.”

DAVID ELLIOTT – TRANSPORT MINISTER MISSING IN ACTION

THE NSW GOVERNMENT and the Transport Minister have played politics with the safety of bus drivers and passengers. The NSW Government has not taken any notice of drivers’ issues, but choose instead to deny their duty of care.

Drivers need the economic employer, the NSW Government through Transport for NSW to take on their share of responsibility. They run the buses through the contracts. For drivers, this is hell on wheels, you cannot get microwave facilities to heat up lunch at interchanges, and you cannot get a toilet while you are on the road, in some cases drivers are driving without a break for over five hours. Companies are unable to provide the infrastructure that drivers need. Transport for NSW can.



TOGETHER WE WIN

We've shown that when we stand together in aviation, we win. Across the airport, we're making strides towards improving pay and conditions for members.

BIG WINS IN GROUND



MENZIES WORKERS
WIN ON JOB SECURITY AND PAY



DNATA WORKERS
WIN ON PAY AND JOB SECURITY



DNATA CATERING WORKERS
WIN ON PAY AND JOB SECURITY

AFTER 96% of Dnata members voted to take industrial action, the company came back with a deal that guaranteed huge improvements in pay and job security. They were quickly followed by agreements in Menzies and Dnata Catering, a huge win for workers who stood side by side during tough months of negotiations.

In Virgin we've also had big wins for members, including backpay for unpaid meal allowances and higher duties, and increases in full-time jobs across different ports.

At Swissport the bargaining process has commenced, and we're building our union power in preparation to fight to bring up pay and conditions.



DNATA GROUND CREW

QANTAS OUTSOURCING CASE CONTINUES



WITH QANTAS having now been granted leave to appeal in the High Court, our fight remains at full throttle for a fair outcome for the 1700 illegally outsourced ground workers. The High Court's decision to hear the appeal shows the magnitude of Qantas' illegal conduct, and the company is now relying on a narrow legal argument to attempt to prove its actions were legal.

Because of members' strong efforts, the public is already seeing Qantas' true colours – we will be putting everything we have behind a strong fight in the High Court, and see this right through to the end.

CABIN CREW AND PILOTS

TWU PILOTS DIVISION is well and truly up and running, from meetings in Canberra with CASA, the ATSB and Airservices to discuss members' safety concerns, to our united fight alongside cabin crew regarding breaks at Virgin.

As the breaks dispute continues in the Fair Work Commission, we're calling on cabin crew and pilots to stand together and make your voices heard on the safety risks of not receiving adequate rest.

FIGHT FOR REFORM

THIS YEAR, delegates from cabin crew, ground and pilots were in Canberra meeting with over 90 members of Government lobbying for a fairer aviation industry.

Congrats to these workers for sharing your stories and speaking up not just for yourselves but for everyone in the industry. We raised members' concerns about industry-wide issues, including:

- Crippling staff shortages
- The need for Government support of the industry
- What needs to be done to attract and retain staff

We're in discussion with Transport Minister Catherine King on an aviation white paper to address the issues, and the TWU and members will return to Canberra to continue lobbying.

THE TWU IN ACTION IN 2022



TAKING THE SAFE WORK MESSAGE TO PARLIAMENT



SACK ALAN JOYCE



WOLLONGONG BUS DRIVERS



MAJORS DELEGATES



BUS SAFETY NOW



BORAL AND THEIR AGREEMENT



TWU WOMEN



BRANCH COMMITTEE OF MANAGEMENT



TWU ON THE MOVE



HANSON IN THE FIGHT



ACT PARAMEDICS



CAR CARRIERS



NEWCASTLE TRAINEES



GLOBAL EXPRESS DELEGATES



DNATA GROUND SERVICES



JOB SECURITY RALLY NEWCASTLE



CDC THORNTON



SUPPORTING SAFE RATES



SAFETY AT FEDEX



AUDITING AGREEMENTS



DC MEMBERS TOLL KIMBERLY CLARK



TRAINING



STOPPING CLEANAWAY TRASHING AGREEMENTS



VEOLIA ARNDELL PARK NEGOTIATIONS

DELEGATES CONFERENCE

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.

Richard Olsen, State Secretary



OUR TIME





EIS NOW





I'm in the right

accident replacement vehicles

NOT AT FAULT ACCIDENT ? WE'VE GOT YOU COVERED !

If You Drive A **Commercial Vehicle** And Have Been Involved In A **Not- At- Fault- Accident**, We Can Get You A **Like- for- Like Vehicle**, With **Costs Covered** By The At-Fault-Party.



Utilities, Vans, Flat bed Trucks, Prime movers, Tautliners, Semi Trailers, Tippers, Refrigerated trucks & pantechs.



SCAN ME

SCAN THE QR CODE TO START THE PROCESS AND SEE IF YOU QUALIFY OR CONTACT OUR TEAM FOR MORE INFORMATION ON [1300 004 487](tel:1300004487)



HW WOOD

Transport Operators Income Protection Insurance

Sum Insured — Weekly Benefit 85% up to \$3000 per week

Sum Insured — Capital Benefits \$100,000

Waiting period 7 days ♦ Benefit period 104 weeks

Age limits 17-70 Accident & Sickness

To obtain an immediate quote, simply contact HW Wood.

H.W. Wood Australia Pty Ltd
Level 1/617 Glenferrie Road
Hawthorn Victoria 3122

Call Les on 0408 162 554



INJURED AT WORK?

WORKERS HEALTH CENTRE CAN HELP!

At Workers Health Centre, we understand that recovering from injury is a stressful time and we are here to help.

YOU HAVE A LEGAL RIGHT TO:

- Choose your own rehab provider
- Choose your own doctor
- Be actively involved in your return to work.

9749 7666



www.workershealth.com.au

SIRA Accredited



GREAT MEMBER WINS IN 2022

In 2022 the TWU NSW Legal and Member Services Teams worked to protect members every day whether they faced unfair dismissal, wage theft, enterprise agreement negotiations or threats to job security and pay.

GLOBAL EXPRESS CAUGHT OUT IN SURVEILLANCE BREACH

AT GLOBAL EXPRESS, a delivery driver suspended from his job facing accusations about his work efficiency based on his delivery data.

The TWU caught Global Express out not following the agreement they have in place at Bungarrabee. 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 Legal Team made a dispute notification and took Global Express to the Fair Work Commission on behalf of our member. The result, Global Express ended up reinstating the member back to his job.

TWU SECURES GENERAL CARRIERS RATE INCREASES

The legal team saw in amendments to the General Carriers Contract Determination (GCCD) making a case for significant increases in the rates for vehicles three tonne and above.

New rates under the GCCD commenced on 3rd October. The TWU 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

WINNING FOR OWNER DRIVERS IN THE FIGHT FOR 40

The TWU had a very important win in the NSW Industrial Relations Commission who ruled that a minimum wage rate must be set for Owner Drivers who run on the "last mile", under the General Carriers Contract Determination.

We led an industry-wide consultation which has seen a significant increase to minimum rates of pay that had not changed for 15 years.

The win sets up a minimum floor on which conditions can be improved, and the negative impact of the Amazon Effect will be removed. NSW also became the first jurisdiction in the world to mandate enforceable rates for Amazon drivers.

IN THE LAST 12 MONTHS TWU LEGAL:

	Ran 62 Unfair Dismissals
	Registered 88 Enterprise Agreements
	Ran 18 Protected Action Ballots
	Fought 70 Disputes with companies
	Pursued over 50 Underpayments recovering millions of dollars for members

TAKING IT TO THE COMMISSION: PROTECTING AWARD RATES AT TOLL

The TWU appeared in the Fair Work Commission (FWC) as Toll Transport attempted to justify a process that would undermine industry conditions for thousands of workers and undermine the provisions in the Road Transport and Distribution Award.

Toll applied to the FWC to vary the Road Transport and Distribution Award and make changes to penalty rates for shift workers in transport on non-continuous afternoon or night shifts.

Toll are asking for those changes to be backdated to 2010.

Toll initially committed to fix a problem of underpayment promising to back pay underpaid workers at their site in Tomago but with underpayments running into the millions at one site, the company has instead headed to the Commission to change the Award.



Santone Lawyers are proud to be the legal representatives of the TWU and their members.

Areas of Practice:

- | | |
|-----------------------------|-----------------|
| // Compensation Law | // Criminal Law |
| // Employment/Workplace Law | // Traffic Law |
| // Family Law | // Local Court |
| // Wills & Estates | // NSW Civil & |
| // Property & Conveyancing | Admin Tribunal |

For more information contact Santone Lawyers via phone (02) 8115 9820 or email info@santone.com.au

Alternatively you can contact the TWU Members' Services Centre on 1800 729 909.

www.santone.com.au

We can see clients:

Sydney CBD

Level 11, 276 Pitt Street
Sydney, NSW 2000

Central Coast

40 Karalta Road, Erina

TWU offices in

**Minchinbury, Newcastle
Wollongong**



The bank for the TWU.

Exclusive private banking for TWU members by Beyond Bank.

At Beyond Bank, we're offering, exclusive banking services to members of the TWU.

- A personal, dedicated relationship contact.
- Focused on your individual banking and lending needs.
- Specialises in Personal Lending: Car/Caravan Loans, Owner-Occupied & Investment Lending: Purchases/Refinances.
- Access to special product offers.

Scan to see our latest offers or to make an appointment with Sarah.



Beyond Bank
AUSTRALIA

RT HEALTH



No matter where you are in life, there are lots of good reasons to have private health insurance

1300 886 123

join@rthealthfund.com.au

Midland.

INSURANCE BROKERS

Transport & Logistics Insurance.
Uncomplicated.

As a full service brokerage, we provide you with a complete analysis and review of your business operation, meet with you face to face, simplify the insurance jargon, and manage your claims.

1300 880 768
midlandinsurance.com.au



Save \$120 in your first year

for new customers on a high-speed nbn™ plan with Aussie Broadband.



Sign up online at aubb.me/unionshopper and use code **UNION22**. Sign up to Union Shopper and save big on Australia's best brands unionshopper.com.au/sign-up



Aussie Broadband



Union Shopper

BUILDING STRENGTH

We have come to the end of a very strong year for all TWU members across all yards. Congratulations on the strength you have built where you work, that strength carries us into 2023!

No matter the fight, we will always be back to make sure you are represented. Our start to the campaigns next year has a great foundation with TWU Delegates finally able to meet together again at the TWU Delegates Conference this year. In 2023 we are back with the majors, there are fights at the airport and always fights in the buses. Bring it on!

I wish you and your families all the very best for the Christmas and New Year season.

A STRONGER FUTURE FOR AVIATION

THINGS ARE TURNING AROUND again for the members that service the Airport. The industry is rebuilding following the damage done by Alan Joyce and his Qantas Board. Thanks to you, membership strength is continuing to grow, we have made a comeback from an airport environment where everybody was stood down and there was no work. For a while, the future of Sydney Airport looked bleak.

The hard work from TWU Official Teilo and our great aviation delegates, both old and new, have ensured that we remain the Union with the strength at Sydney Airport, on the ground and in the air.

In the New Year, there will also be an increase of the number of TWU officials in Aviation to provide stronger support to members in cabin crew and on the ground.

2022 has seen great results with agreements at Menzies, dnata ground and catering that testify to the work of members and officials. I also want to welcome the passenger service workers who have also joined the TWU this year. We are stronger for you joining.



I am looking forward to our future negotiations with Regional Express, REX and the incredibly important negotiations at Swissport. Following the damage done by Qantas, Swissport workers desperately need better pay and conditions. As our membership strength grows, we will deliver for Swissport workers as we have done right across the airport.

Aviation works best with strong membership, committed to the fight for a safer and fairer workplace.

FIGHTING FOR SAFETY IN BUSES

AS 2022 DRAWS TO A CLOSE, we can be proud that TWU members are closer than ever to having one industry standard agreement covering the bus industry in NSW. We have fought for the important things, dispute resolution, consultations with the Union and members, delegate rights and power, your rights at work and stronger safety standards. Many yards are now receiving extra superannuation and on the pathway to the 15% that everyone should be on. Region 6 is still in their fight but we are maintaining a strong stance in our negotiations.

We will be back next year continuing to fight for safety in the bus industry. The economic employer, the NSW



Government, refuse to fix the problem. We will start with toilets, a basic human right. Men and women on the buses should have no need to carry bottles or buckets with them while they work because they cannot access a toilet.

We need these issues fixed, we will take their fight to the NSW Government, no matter which government is in place following the next NSW State Election.

Mick

TAKING A STAND

As 2022 ends, I take my hat off to all the transport workers who have pulled together during the year to enforce agreements, join new members and maintain the strength of the TWU in the southern part of NSW. Thanks to all Members, Delegates and the Sub-branch Officials Brad and Ryan, who took a stand for job security and better rates and conditions throughout the year. Thanks also to Karen at the Sub-branch office, our strength behind the scenes supporting members. Members took a stand, participating in the TWU Convoy for Safe Rates to Canberra.

From myself and on behalf of the Executive and Team Southern at the Sub-branch I want to wish everyone all the very best for the Christmas season and the New Year. I look forward to continuing the fight with you in 2023.



MEMBERS WIN A STRONG AGREEMENT AT AUTOCARE



AFTER A 2 YEAR FIGHT, the Autocare EA is finally completed. The Agreement was already two years overdue while the company was entering into voluntary administration. That passed and the company started negotiations at 0.1 and 1%. Over negotiations, members took 9 full days of industrial action and 2 overtime days to reach the finish line. The Agreement now has 11.6% with 10 months back pay and the strongest outside hire clause of any State yards at Autocare. It pays to be Union, congratulations.

BUSES ON MARINE DRIVE



THE DRAMA CONTINUES from Wollongong City Council. The Council and Transport for NSW are still going back and forth over a permanent home for a bus terminus in the Wollongong City area. In the meantime, Council has committed to only one extra year that bus drivers can use the existing facilities at Marine Drive. We were promised a return by Christmas to Marine drive, but that is now off the table. There are no answers yet regarding a permanent facility for bus drivers to use as a rest area. Transport for NSW and the Council need to pull a finger out and come up with solutions that work for bus drivers, local businesses and the Wollongong Community. This is currently a bureaucratic nightmare.

CHANGE OF ADDRESS

The TWU Office in Wollongong has moved to our new home. It is an investment by the Union in the future of members in Southern NSW which we can all be proud of. You can now find us at 38 Swan Street Wollongong.

CLEANAWAY UNANDERRA

IT TOOK SOME TIME, a long wait and now TWU members at Cleanaway have begun talks to negotiate their new enterprise agreement. Unfortunately, as Cleanaway have tried to do all over the country, Cleanaway continue to attempt to remove union based clauses that ensure adequate representation of members. Cleanaway proposals around pay increases in no way reflect the cost of living that our members face.

MCOLLS MILK EA

PRELIMINARY TALKS have begun for the McColls Milk Enterprise Agreement and membership in the yard is growing which builds union member strength behind the negotiations. Drivers are fighting for better hourly rates as in the South Coast region they are way behind other McColl yards. Drivers are doing the same job, and should get the same pay. Members are being asked to encourage others in the yard to join the TWU and build the strength behind our claims.

BACK PAY AT THE SALVOS

IN UNANDERRA, TWU Members in transport at the Salvation Army have finally received their back pay for years of unpaid "money handling allowances". The TWU made representations on behalf of members with management at the Salvos and this has meant that members have had a win, and have received four years back pay. Get the word around the TWU is ready to help you if you drive for the Salvos. Drivers might work for a charity, but their work is not charity.

Rob

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

KEEP ON DELIVERING

Congratulations, over the past 12 months TWU members have delivered despite facing a range of difficulties. Our Newcastle Sub-branch Executive, delegates and members are able to stand proud having taken part in TWU state and national campaigns.

Without you and your contribution as a member, we would not be the successful Union we are throughout the union movement. As the proud Sub-branch Secretary, I congratulate you all.

DOUG FOX – RETIREMENT



Richard Olsen, State Secretary and Mick Forbes, Newcastle and Northern Sub-branch Secretary farewell Doug Fox and Wilko

DOUG FOX has held the positions of TWU FedEx delegate at Carrington yard, the Chair of the TWU Newcastle Executive, and is a BCOM member for the NSW Branch. He has recently retired. On behalf of myself and the greater TWU membership, congratulations on your leadership and on your retirement.



Doug Fox and his yard

AN AMAZING TEAM

I RECOGNISE our Newcastle and Northern Sub-branch officials and staff, Ray Fitzpatrick, Daryll Elliott, and Rebecca Hopkins (Member Support Officer), it's a tough and rewarding job they do.

There are many demands put on them every day of the week and they deliver for our members.

Their effort and their support they put in for myself and the leadership is always there, and second to none.

A huge thank you!

MARK WILKINSON – RETIREMENT



Wilko and his yard

MARK "WILKO" WILKINSON has been a long-standing TWU delegate at Toll Carrington, as well as a Newcastle Sub-branch Executive member. Wilko has shown great leadership throughout an era of great change with Toll and the industry generally. He has been a great fighter for member rights and has never let TWU members down. On behalf of myself, and the Newcastle and Northern Sub-branch, congratulations on your leadership and your retirement Wilko.

NSW/QLD INTERIM SECRETARY AND TWU LEADERSHIP TEAM

OUR STATE SECRETARY, Richard Olsen has led us through some of the toughest campaigns, in some of the harshest industrial environments we have seen in a long time and he continues to lead the way to victory.

Our senior leadership team, Richard Olsen, Mick Pieri, Marija Marsic, Rob Pirc in Wollongong and Klaus Pinkas in the ACT work tirelessly to ensure we have the best possible opportunity to win in workplaces.

On behalf of myself, and all of us here in the Newcastle and Northern Sub-branch, we congratulate and thank you for your dedication and leadership throughout 2022.

YOUR POWERFUL VOICE IN 2022

AT SOME STAGE throughout your time in the transport industry, **YOU** the members decided to join the TWU and be a part of a great organisation that fights for workers' rights. You have led the way. I can say with confidence that there has never been more of a need for transport workers to join than now. The TWU is one of the most powerful Unions in the country. That is due to the commitment and dedication of our leadership and membership who empower us to continue to win.

No matter the campaign, we are **"one powerful voice"** for all our members.

On behalf of myself and our Newcastle staff and officials, we all wish you and your families a very merry and safe Christmas, and New Year.

Stand proud as a TWU Newcastle and Northern Sub-branch member!



Mick

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

A STRONG FIGHT

It's been a strong fight from delegates and members in the ACT, a range of fights will continue into 2023. From all at the ACT Sub-branch of the Transport Workers' Union we look forward to working with you in 2023 and we wish the very best for you and your family for the festive season.

ACTION BUSES MEMBERS BACK AT THE NEGOTIATING TABLE

900 MEMBERS at ACTION buses are in wage negotiations.

The first inadequate offer from the employer has been rejected by members and now the TWU and other unions are back at the table bringing a counter offer that meets the needs of members.

Our claim includes a need for improved conditions at work, and safety.



NOT TRIPLE OK AT THE ACT AMBULANCE SERVICE



INADEQUATE STAFFING equals inadequate safety, a problem for Paramedics and the community they look after. Paramedics, patient transport, Comms teams and other ACT Ambulance Service Staff are fighting for better working conditions, better crewing, better rosters and a response from the ACT Government's Emergency Services Agency that addresses their concerns now.

The workload for ACT Paramedics is increasing and the TWU is standing with members at the ACT Ambulance Service. TWU member and Paramedic Darren Neville has been in the media, he feels the Government is not listening



to member concerns, "We're doing 14-hour night shifts, back-to-back with a 10-hour break. So in 38 hours you're doing 28 hours work," he said.

Members, Paramedics held a mass gathering calling for an end of long night shifts and faulty communication. Members also passed a motion of

no confidence in the ACT Ambulance Commissioner.

It appears support is in the works, with the situation Paramedics face debated in the ACT Parliament, commitments were made.

ACT Ambulance members face an unsustainable situation that needs resolution sooner rather than later, Member and community safety is at stake.

TEAM GLOBAL EXPRESS

MEMBERS at Team Global Express are preparing to sit down next year and renegotiate their agreement in 2023. Members are seeking improved wages and conditions and gearing up for the majors bargaining rounds that will run across the country.

Klaus

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

A STRONG YEAR

This was the year that Australians called for change, for an end to the reckless stagnation of the Morrison Government, and when the opportunity arose the nation grabbed it with both hands.

IN A MAGNIFICENT show of unity that transcended industries and state lines, we threw out the toxic government that had allowed – in fact encouraged – wages to flatline, job security to crash, and working families to suffer.

Right up until the May election, supply chains were in disarray because workers' calls for covid protections like RAT tests had been ignored. Aviation workers to this day are still suffering the chaotic consequences of inaction over illegal sackings and attacks on workers which led to chronic understaffing and a mass exodus of experienced workers during covid.

GREAT TRIUMPHS

There have been challenging times this year, but there has also been great triumph.

Following years of hard work, protests and convoys – including an outstanding national industry convoy in July – TWU members achieved a commitment from the Albanese Government to empower the Fair Work Commission to set enforceable standards in road transport.

Work has already begun to back in this commitment and get lifesaving reform off the ground, including to regulate the gig economy – the biggest threat to traditional transport jobs.

Years of campaigning and holding gig companies to account even cracked the toughest nut – bringing gig giants Uber and DoorDash to sign agreements with the TWU for minimum standards for food delivery and rideshare drivers.

JOB SECURITY AGREEMENTS

After remarkable wins across our majors last year, we locked, sealed and delivered job security agreements, with hefty pay increases reaching workers'



pockets bringing great relief to the cost-of-living pressures. The hard work to enforce these agreements is underway as we build to another bargaining round next year.

Following the lead of the majors, retail transport companies are growing their union strength, preparing to bargain next year and again in 2026 with more of the industry standing together.

TAKING ACTION

Bus drivers have led the charge to improving safety for workers and passengers, keeping up the fight for better protections against violence and abuse, which no worker should be forced to contend with in their job.

Workers have stepped up with strong actions across the country in waste, cash-in-transit, buses, owner-drivers, and concrete.

For the second time, Qantas workers defeated the corporate dictator in the Federal Court, with four judges unanimously declaring their outsourcing illegal. Qantas has now been granted leave to appeal in the High Court, but is relying on a very narrow legal argument

to attempt to prove that its actions were not illegal. We will be putting everything we have behind a strong fight in the High Court in 2023.

Across Menzies and Dnata, ground and catering workers stood strong together and achieved high pay rises, job security protections and many conversions to full-time or permanent positions.

Swissport is kicking off with workers joining the TWU like never before to lift standards, pay and conditions. In September, Swissport workers bravely lifted the lid on appalling safety practices at their employer, putting workers and passengers in danger.

In 2022, Australians called for change. TWU members are delivering it. We won't rest until the roads and skies are safer places of work, with good quality, secure jobs and a dependable income.

CONGRATULATIONS

Congratulations on another strong year. Looking forward to standing with you as we take up the fight in 2023.

Michael

THE FIGHT GOES ON



TWU VETERANS continue to support the work that current members are involved in for a safer and fairer transport industry. Their support includes taking a stand with Theo, stood down by Qantas and involved in the first ever SafeWork NSW prosecution of its kind against Qantas for their treatment of a TWU trained HSR. TWU Vets are continuing to get behind campaigns encouraging members to be active in their roles at their workplace.

At a recent meeting of the TWU Veterans, TWU News had a word with veteran members about their support of workers.

Tony Woolgar, the Secretary of the TWU Veterans said, “We are giving a message to younger members coming into the industry and taking up their



roles as delegates in their workplaces. As veterans, we have all been there and done that, every one of us in the Vets have had actions that we have taken in the past and we have all had the experience of recruiting new members. We are here to support you.”

TWU Veteran, John Hanley talked about supporting young Delegates “we want

to help them learn from what we have done.”

TWU Veteran Clarrie Gibbs said, “From the fights of our past, we have been locked out, we have had to negotiate rates, you take it as it comes and you just work through it. We have stuck to our guns; we encourage current members to do the same.”

DO YOU KNOW A RETIRED MEMBER OF THE TRANSPORT WORKERS' UNION? THEY CAN JOIN THE TWU VETERANS.

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:

24 November 2022:

TWU MEMBER WIN: The TWU Delegate at Cleanaway Peakhurst, Stephen Burley, has been re-instated to his job following the TWU's court action in the Fair Work Commission. The Independent umpire labelled Cleanaway's decision to sack Stephen as callous, farcical, uncaring, and entirely unreasonable. The TWU will continue to support Stephen Burley and all members in the waste industry as the industry, including Cleanaway, attempts to strip away pay rates and conditions.



Glenn Barron

Great news Steve, welcome back, we need some backbone again.



Browne Paraha

Awesome guys great job

7 October 2022:

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. Our thanks to members for the confidence you have placed in the Union's leadership team, we are providing a powerful voice for all in the Transport Industry.



Julia Putua

Exceptional leaders

14 November 2022

#IStandWithTheo, bravely taking on Qantas in the first criminal prosecution of its kind in Australia. Today, 10 days of hearings will open over Qantas standing down a Health and Safety Representative (HSR), Theo Seremetidis, at the start of the pandemic.

At the time, frontline cabin cleaners were being made to clean planes arriving from covid hotspots in China with no disinfectant, personal protective equipment or covid-safe training. Theo advised them of their legal right to cease unsafe work, and was stood down for it.

Theo never worked another day at Qantas. A year later, he was illegally outsourced.



Julia Putua

I admire your strength Theo - we salute our organisation the mighty TWU Representatives and it members all the best from us TWU members Sydney international and domestic .

10 November 2022:

An update from TWU waste transport members at Veolia Penrith City Contract yard. Members have rejected the current EA offer and are gearing up for protected action. Members are working together to lift standards in Transport. Stay strong - stay united.

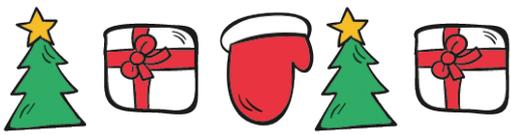


Mitch Campbell

Stick it too em guys and girls! Stronger together!



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



Help Santa find the tree!



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**

Christmas Word Search

N	S	W	J	P	K	K	C	A	N	D	L	E	J	G
H	A	A	X	M	U	U	P	I	T	J	J	G	J	I
O	S	N	O	W	F	L	A	K	E	P	W	L	M	N
L	Y	L	L	O	H	Z	S	T	O	C	K	I	N	G
I	M	I	S	T	L	E	T	O	E	S	R	Y	R	E
D	R	E	V	L	I	S	J	I	N	G	L	E	H	R
A	O	N	N	C	T	N	E	M	A	N	R	O	T	B
Y	D	T	W	X	G	P	E	L	O	N	O	T	A	R
E	E	R	T	A	R	N	B	O	B	H	K	U	E	E
E	R	B	D	E	T	E	A	R	G	M	O	V	R	A
R	O	R	S	S	L	N	A	M	E	R	E	H	W	D
W	A	E	X	L	A	T	A	R	W	R	E	Y	O	J
C	N	N	S	W	S	O	R	S	C	O	Z	E	W	H
T	L	D	R	L	N	Y	Z	B	H	P	N	Y	N	U
I	T	H	E	C	H	R	I	S	T	M	A	S	C	G

CHRISTMAS	STOCKING
HOLLY	JOY
ORNAMENT	MERRY
MISTLETOE	CARD
GREEN	PRESENT
RED	BOW
SILVER	SNOWFLAKE
BELLS	TREE
JINGLE	GINGERBREAD
HOOHOO	WREATH
STAR	SNOWMAN
SANTA	CANDLE
HOLIDAY	



HO-HO-HO!

What's the absolute best Christmas present? **A broken drum — you can't beat it!**

What is it called when a snowman has a temper tantrum? **A meltdown.**

What is Santa's dog's name? **Santa Paws!**

What's every elf's favorite type of music? **Wrap!**

Knock, knock! Who's there? **Donut.** Donut who? **Donut open til Christmas!**



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)

