



TRANSPORT WORKERS' UNION OF NSW

# TWU NEWS

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## MAKING OUR CLAIM



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## YOUR VOICE IS POWERFUL

**WELCOME TO 2023!** Last year was a big one for the union – from our Canberra convoy that focused on life-saving reform, to the first physical Delegates Conference since 2019, and everything in between.

Members fought hard to enforce agreements and negotiate towards safe and secure jobs. Your collective effort is building the transport industry of the future.

In 2023, the TWU continues to fight for the future of the transport industry. Those at the top; the clients and the bosses – they are always launching attacks on the workers. These attacks assault their rates, job security, and even include outsourcing their work. For the TWU, the priority is to make sure those at the top are held accountable.

The TWU marches towards that end with great displays of pure union power. In 2023, though still early at this time, the TWU has seen many developments that are shaking the landscape. Scott's Refrigerated Transport has collapsed, and Cleanaway continue to bully their workers. Our waste workers struggled in the pandemic, but still worked to make sure the community was taken care of. They deserve better than this, and their efforts have demonstrated that they refuse to be pushed around by management.

From numerous protected industrial actions at Cleanaway, to a nationwide campaign against Aldi that saw some near 200 TWU delegates here, in NSW, walking together and standing strong in the wake of Scott's collapse – members have already brought on the fight in the first few months of the year.



**THE FUTURE IS IN GOOD HANDS. IT'S GREAT TO SEE OUR DETERMINED DELEGATES BUILDING POWER IN THEIR YARDS.**

We will continue to build power, as the year is still young, and there is much more to come. That said, I see the future is in good hands. It's great to see our determined delegates building power in their yards. The passion and drive that I see in the delegates of today is an inspiration, and I am proud to stand alongside them.

You are more powerful than you realise. This year, we will continue fighting for the much needed transport reform that will see fair, safe and sustainable standards for the industry. Tell those in your yards who are not yet members why it is so important to be with the union. There is strength in numbers, and the more members there are, the louder our collective voice will be. Securing the future for transport workers is a collective effort, and I look forward to standing with you for yet another action-packed year.

*Tony Matthews,  
TWU President*

## TWU ANNUAL FINANCIAL REPORT

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

<https://twunsw.org.au/general/financial-reports-year-ended-31-december-2022/>

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

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

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

## STRENGTH IN UNITY



**WE HAVE DELIVERED A CLAIM ON 40 OF AUSTRALIA'S LARGEST RETAILERS, FOOD AND BEVERAGE MANUFACTURERS AND AGRICULTURAL COMPANIES INCLUDING ALDI, AMAZON AND APPLE.**

**2023 IS UNDERWAY**, and the TWU has many plans for the year. Last year, you worked on enforcing agreements and negotiating for strong, safe and secure jobs in workplaces with better pay and conditions. This year, we will continue fighting for the future of the industry.

The Federal Government has committed to setting enforceable standards in Transport; standards which are due to make the industry safer, fairer and sustainable.

### Life saving reform

The TWU is committed to this life-saving reform, and will continue to vocalise the necessity for the reform to be delivered. Transport is Australia's lifeblood. However, it is also the most dangerous industry in the country. The TWU will continue to bring this to light, and fight to make sure those at the top are held accountable. We will continue to bring the need for reform to employers, contractors, and of course, the Government.

So far, in 2023, there have been numerous protected industrial actions

held by members at Cleanaway Hillsdale who are under the City of Sydney Contract, as well as Cleanaway Erskine Park. These actions were born from Cleanaway management's consistent attacks on the wages and conditions of their workers. Many of the terms and conditions that workers are fighting for should be standard, and I congratulate them for setting a strong example of union power.

### Claim delivered

We have delivered a claim on 40 of Australia's largest retailers, food and beverage manufacturers and agricultural companies including Aldi, Amazon and Apple. The six principles in the claim are aimed to make their supply chain safer, fairer and more sustainable. Our commitment is to ensure that these companies sign up to these principles, and if a fight is necessary, then we will proudly march in unity. This much, we have already done – close to 200 TWU delegates marched together at Aldi Minchinbury

in what was part of a broader, national day of action to deliver this claim.

### Members are our strength

Our union's strength is credited to our members. It is through your determination and solidarity that we are able to achieve great things, and continue the fight. I would like to thank each and every member, each and every delegate, for their contribution in paving the way for a better industry. Reform is bigger than any one person.

Many fights were won last year, and I congratulate our membership for those wins. With 2023 shaping itself to be a big year for not just the TWU, but the entire industry, encourage your yard mates to join the TWU if they have not already. Create a conversation, and build strength in your yards. Securing the future of transport is a collective effort.

*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/defacto 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.**

# THE FIGHT AHEAD! 2023 IS A BIG YEAR FOR OUR MAJORS!

**IT IS NO SECRET** that our transport industry is in desperate need of reform. This campaign will be pushed with the help of members in our majors...

**YOU CAN READ MORE ABOUT OUR TRANSPORT REFORM CAMPAIGN ON PAGES 14-15!**

In addition to this, the Client Claim we have served on Australia's 40 largest retail, food and beverage manufacturers and agricultural companies, is part of our broader Majors campaign for the year...

**YOU CAN READ MORE ABOUT THE CLIENT CLAIM ON PAGES 12-13!**

However, 2023 is a big year for our majors on another front. This year, the TWU will enter bargaining for several of the majors. The last two years saw a lot of action in this area; 2021 was a huge year where we fought long and hard for job security and achieving an industry first level of 15% super. 2022 saw us enforcing agreements and holding companies to account on commitments they made.

Negotiations are due to commence, and so far, our dedicated Organisers have been out in the field, conducting yard meetings, addressing member concerns and questions, and preparing them for the fight ahead. The hard work of members over the last couple of years has laid the foundation for all that we will achieve moving forward. With bargaining this year, it is crucial that we all stand together, as we have always done. In doing this, we can, as we already have, achieve great things.



**"IT'S A BIG YEAR AHEAD, AND A COLLECTIVE EFFORT IS WHAT WILL HAVE US ACHIEVE OUR GOALS. THE LAST TWO YEARS HAVE BEEN A SUCCESS FOR OUR MAJORS, AND THIS YEAR WILL BE NO DIFFERENT. THE TWU WILL CONTINUE TO STAND WITH MEMBERS AND PREPARE YOU FOR THE FIGHT AHEAD. BY STANDING TOGETHER, WE WILL ACHIEVE THE BEST CONDITIONS."**  
- RICHARD OLSEN,  
TWU NSW/QLD STATE SECRETARY

## AS A MEMBER, THERE ARE THINGS YOU CAN DO TO MAKE THE FIGHT AHEAD STRONGER!

-  **Start a conversation** in your yard about the conditions you would like to see improved.
-  **Speak to your yard mates** about joining the TWU if they have not already. There is strength in numbers!
-  **Speak to your TWU** Organiser or delegate if there is anything you are unsure of. Knowledge is power!

# CLEANAWAY: THE TWU BRINGS ON THE FIGHT

2023 has, so far, proven to be a big year for waste. Cleanaway has launched various attacks on the pay and conditions of workers.

THERE HAVE BEEN numerous protected industrial actions across the board. Aside from actions across the country, Cleanaway Hillsdale, who work the City of Sydney contract, have taken four protected industrial actions. Erskine Park have also joined the fight, undertaking two industrial actions themselves.

The action at Hillsdale emerged as a necessary measure in response to EA negotiations breaking down. Workers stood their ground in the early hours of the morning after Cleanaway rejected the majority of what they were asking for in a new agreement. One key factor is pay parity; workers at Hillsdale are subject to exhausting manual labour, and yet, they are paid significantly less than other Cleanaway yards.

Additionally, Cleanaway were rejecting union recognition, a consultation clause in the agreement, and continued to maintain a hazy image of what job security was looking like for workers, among other things.



**“WE’VE TAKEN NUMEROUS INDUSTRIAL ACTIONS. WHY? BECAUSE... IT IS NOT IN OUR DNA TO GO BACKWARDS. CLEANAWAY WILL NOT GET AWAY WITH THEIR BULLYING.”**

they can't give the same pay as other yards.”

Currently, the TWU is still in the process of bargaining with Cleanaway, and will continue to fight for our hard working waste members. The fight, of course, is a collective effort – and members at Cleanaway deserve all the praise for their efforts so far.

“The TWU is proud to stand with the workers of Cleanaway, and I would like to personally congratulate them on fighting for their pay and conditions. Our fight is strong, and your collective voice is loud. Cleanaway has a history of bullying and harassing workers, and as we have done many times in the past, we will continue to fight against them,” said TWU NSW/QLD State Secretary Richard Olsen.



**“THE TWU IS PROUD TO STAND WITH THE WORKERS OF CLEANAWAY, AND I WOULD LIKE TO PERSONALLY CONGRATULATE THEM ON FIGHTING FOR THEIR PAY AND CONDITIONS. OUR FIGHT IS STRONG, AND YOUR COLLECTIVE VOICE IS LOUD. - RICHARD OLSEN.**

TWU News has been in the thick of the action, and have spoken first hand to our Cleanaway members.

“We are sick and tired. Negotiations aren't going anywhere.”

“It just makes no sense whatsoever. We are doing the same job... it is the same company. I don't understand how

**“WE ARE SICK AND TIRED. NEGOTIATIONS AREN'T GOING ANYWHERE.”**



# RICHARD OLSEN CELEBRATING 25 YEARS!

2023 brings NSW/QLD State Secretary, Richard Olsen, his 25th Anniversary with the TWU!



**"RICHARD HAS BEEN RESPONSIBLE FOR LEADING OUR MEMBERS THROUGH HIS WORK, AND THIS HAS SERVED AS AN INSPIRATION TO THE TRANSPORT COMMUNITY ACROSS THE GLOBE."**  
- MICK PIERI, NSW/QLD ASSISTANT STATE SECRETARY

RICHARD JOINED THE TWU in 1998, and has since proven to be a true credit to the union's ventures. Richard has been an exceptional leader to both members and TWU staff alike. Richard dived head first as an Organiser, looking after the city and its surrounding areas across a wide range of industries – from waterfront, all the way to freight. His journey evolved when he would oversee some near 3,000 airport members from Qantas catering, domestic and international. From fighting daily (and succeeding) to win the entitlements of Ansett

employees following the company's collapse, to successfully pressuring John Howard to improve the General Employee Entitlements and Redundancy Scheme (GEERS), Richard has achieved many great things in his time with the TWU. "When I first met Richard, he was the South Coast Sub Branch Secretary. He has been responsible for leading our members through his work, and this has served as an inspiration to the transport community across the globe. He has also shown great strength and character in representing the union by fulfilling

his duties as the National President. I'd like to congratulate Richard on 25 years of service to the TWU!" NSW/QLD Assistant State Secretary Mick Pieri told TWU News. **Congratulations, Richard, on 25 years! Here's to another 25!**



# THE TWU SUPPORTS THE VOICE TO PARLIAMENT

Later this year, there will be a referendum on recognising Aboriginal and Torres Strait Islander peoples, through a Voice to Parliament.



THE TWU'S NATIONAL COMMITTEE of management, made up of elected officials from each branch, has committed to supporting the 'YES' campaign in a referendum. Here's why. We are supporting this campaign in response to the call of First Nations people who want our movement's support for a Voice to Parliament enshrined in the constitution.

Parliaments have made laws & failed policies for Aboriginal and Torres Strait Islander Peoples for centuries; a voice enshrined in the constitution will give them a direct line to parliament to give advice on laws & policies that directly affect them.

Previous laws have often entrenched discrimination and disadvantage such as forcing First Nations peoples to work for free or below legal minimum wages over two centuries.

The minimum First Nations peoples deserve is that their voice be respected



and listened to before laws & policies are made.

At the TWU, we fight every day to give transport workers a powerful voice. The TWU has members who identify as Aboriginal and Torres Strait Islander and it's important we all stand with them in their campaign to be represented and heard on laws and policies that impact every aspect of their lives.

**SCAN THE QR CODE TO SIGN UP FOR UPDATES AND JOIN THE TWU'S CAMPAIGN FOR YES**

# SAFETY & FACILITIES – WHAT IS GOING ON?

A key focus in the year ahead will be safety within the bus industry. So, what does that entail? A particular concern is the facilities and amenities accessible to drivers, as well as the routes they need to take.



BUS INDUSTRY DELEGATES

**“WE’RE FIGHTING FOR CHANGES THIS YEAR, FOR A BETTER, SAFER, AND GENUINELY APPEALING BUS INDUSTRY.”**  
**MICK PIERI**

**INADEQUATELY RESOURCED ROUTES**, unreasonable timetables, along with other variables, all contribute to the dilemma faced by drivers. The TWU has found that bus drivers often feel the need to skip toilet breaks in order to meet unrealistic timetables, and in many instances, do not even have access to bathrooms on their runs whenever they do need to use one. To make matters worse, when a driver is able to access an appropriate facility, chances are it will be a run down, borderline unusable disaster. As much as we would love to share some of the material we have found on the pages of this journal, the pictures are absolutely sickening at worst, and eye watering at best.

Delaying the use of a toilet, especially on a daily basis (which is an unfortunate reality for many bus drivers), can have serious effects on health. For example, holding in urine for prolonged periods of time, repeatedly, can lead to bladder infections, kidney stones, and potential urinary tract infections due to bacteria build up.

The TWU has elected a Bus Leader Committee that will remain dedicated in this year’s fight for better amenities. Further research will be conducted into the state of NSW’s bus industry, as well as the overarching effects and implications of the lack of facilities. Watch this space. “They say they want more bus drivers, and then ask why nobody is putting their hand up. I really wonder why that is? Maybe it has something to do with the atrocious facilities that drivers

hardly even have access to. Maybe it has something to do with the unrealistic timetables that drivers are forced to run. We’re fighting for changes this year, for a better, safer, and genuinely appealing bus industry,” said Mick Pieri, Assistant State Secretary & Sydney Sub Branch Secretary.



MICK PIERI WITH THE NEWLY ELECTED TWU BUS LEADER COMMITTEE

# MEMBERS’ SERVICE CENTRE DELIVERING FOR MEMBERS

If you need help or advice, our Members’ Service Centre is always here for you! Let us look at some of the action this year so far...



The MSC have taken **72** calls per week on average between January and March



MSC has recovered over **\$115,472.36** in the last quarter in underpayments and unfair dismissals



**27** Disciplinary cases were addressed, with 15 of them being saved and able to return to work.

## SOME GREAT WINS

- ✔ A member got their meal allowances paid, as they had been paid an incorrect rate.
- ✔ The MSC saved a member’s job, who had already received 2 written warnings, and then had a 3rd incident causing tens of thousands of dollars damage.
- ✔ 2 ex-employees of Kitco were told on a Monday that the company was closing its NSW branch on the Thursday. Kitco were refusing to pay them a redundancy after over 20 years of service. The MSC ultimately got them \$40,226.24 each.
- ✔ The MSC got a member from FedEx his long service leave pro-rata, along with all other entitlements, following the claim that he was not entitled to any of it from his employer.



# MAKING OUR CLAIM

The collapse of Scott's Refrigerated Logistics has proven that Safe Rates must be paid by wealthy clients at the top of the supply chain. "Uncommercial customer arrangements" was a leading cause of Scott's going into liquidation, according to administrators.



## THE PRINCIPLES SAFETY AND FAIRNESS

IN OTHER WORDS, Scott's – Australia's largest cold chain operator with no direct competitor - has become another casualty of the supply chain crisis that is fuelled by profit-hungry retailers and other clients who squeeze transport contracts.

We are working with transport companies Global Express, Linfox, ACFS, Ron Finemore Transport, Pacific National and FBT Transwest on redeployment opportunities for 1500 Scott's workers, but the company won't be the last to collapse without urgent action.

It is clearer than ever that clients have to step up and take responsibility for safety, fairness and sustainability in their supply chains.

That is why in March, the TWU served a claim on 40 major retailers, food and beverage manufacturers and agricultural companies to sign up to six principles to lift standards in their supply chains.

**THE CLAIM ON TRANSPORT CLIENTS**

<p><b>SAFETY AND FAIRNESS</b></p>  Clients are accountable for safety and fairness throughout their supply chains.	<p><b>EDUCATION AND CONSULTATION</b></p>  Workers are trained and consulted on issues that impact their pay and safety.
<p><b>TRANSPARENCY</b></p>  Transport contracts are transparent so no worker falls through the cracks.	<p><b>LIFTING STANDARDS</b></p>  Clients must eliminate incentives or pressure to cut corners in safety.
<p><b>COLLECTIVE VOICE</b></p>  Transport workers must be able to collectively stand up and speak out.	<p><b>DISASTER PLANNING</b></p>  Workers must have tools to safely navigate natural disasters and other disruptions.

**SAFE RATES SAVE LIVES** 



## THE PROBLEM WITH ALDI

One of the largest of those clients is Aldi, which unlike Woolworths and Coles has refused to sign a charter with the TWU to lift standards in supply chains. It even tried to silence truckies who were speaking out on safety – and failed in the Federal Court, twice.

As part of the claim on clients, hundreds of TWU delegates protested at Aldi stores across the country to demand the supermarket giant sign up to the principles.



In Perth, Adelaide, Brisbane, Melbourne and Sydney, transport workers sent a strong message to wealthy companies like Aldi raking in profits while transport operators and drivers are pushed to the brink: enough is enough.

The Federal Government has committed to setting enforceable standards in transport to make the industry safer, fairer and more sustainable. But the collapse of Scott's shows that there is no time to waste: clients must urgently come forward and be accountable for their supply chains, and we must continue to hold them to account until they do.

# IT'S TIME FOR LIFE-SAVING REFORM

**WE COULD FINISH THIS YEAR WITH NATIONAL LIFE-SAVING TRANSPORT REFORM IN PLACE.**

**YEARS OF CAMPAIGNING** from TWU members has got us to this point, and we are on the precipice of securing the lifeline our industry needs. But there is still a way to go, and we must not be complacent.

At the end of 2022, Workplace Relations Minister Tony Burke committed to giving the Fair Work Commission scope to set enforceable standards in transport.

This would be revolutionary. It would give all transport workers – employees, owner drivers, contractors, and gig workers alike – regulation to provide appropriate rights and protections that would ensure transport jobs are good, secure jobs with safer conditions.

As we've seen from the collapse of Scott's, from FedEx's move into gig-style piece rate models, from the rise of gig models in freight around the world (US, Canada, Europe, China), and from the booming profits of wealthy clients whose goods we transport, this reform cannot come soon enough.

But it is not a done deal. This reform will have to pass through Federal Parliament, which means we are reliant on votes from politicians outside of the Labor Federal Government.

Already we're seeing opposition start to rear its ugly head, spreading lies and falsehoods that we're going after small business. This reform is for everybody working in transport – small businesses included. In fact, small businesses arguably need this the most. Just look at the collapse of Scott's, where small fleet owners are \$200,000 out of pocket with no access to the government's Fair Entitlements Guarantee scheme while debts and ongoing operating costs continue to pile up.



**TEAM GLOBAL EXPRESS BUNGARRIBEE AM SHIFT**



**STARTRACK MINCHINBURY FREIGHTHANDLERS**

**WE MUST BE LOUDER AND THAT MEANS ALL OF OUR VOICES NEED TO BE HEARD IN ONE, UNIFIED CHORUS.**



**STARTRACK CHULLORA**

We must be louder and that means all of our voices need to be heard in one, unified chorus.

We're gathering photo petitions at transport yards, videos of members calling for reform, and will be planning numerous actions over the coming weeks and months, including national convoys in June – so start preparing to bring along your family and friends!

This will require a huge effort from all of us to get this reform over the line, but together, with everyone doing their bit, we can do it.



**TOLL TOMAGO**



**TEAM GLOBAL EXPRESS BUNGARRIBEE PM SHIFT**



**LINFOX**



**BEVCHAIN KCDC**



**FEDEX BOTANY**



**FEDEX MATRIVILLE DELEGATE HSR TODD STEIGER**

# TIME FOR A FAIR DEAL AT VIRGIN

After a tumultuous few years in aviation, bargaining for Virgin pilots, ground and cabin crew will begin this year to win back fairer agreements and tackle fatigue and low morale.

WHEN VIRGIN ENTERED VOLUNTARY ADMINISTRATION, members fought hard to secure commitments from new owners Bain Capital, including:

- ✔ Virgin resuming as a fuller capacity airline
- ✔ Maximising jobs
- ✔ Retaining regional operation Vara, tiered cabin classes, airport lounges and the airline's international arm

Throughout that process, and since then, members had to make sacrifices to ensure the company's long-term future. With Virgin's return to profit and new owners moving to relist the airline as a public company, it is time workers' efforts were recognised.

In the past year, Virgin has already followed through on several commitments following members' pressure.

## GROUND

After huge efforts from members and delegates, we won additional Leading Hand and Level 5 full time conversions, with the process rolling out now.

## CABIN CREW

We are still in the Fair Work Commission around the rest breaks dispute, and encourage cabin crew members to keep filling in your rest break surveys. You fought for improvements to allowances, rest days after SYD-NAN duties and better distribution of sector days, but we know there is a long way to go in resolving fatigue issues.



VIRGIN PILOT DELEGATE MATHEW PUTON AND CABIN CREW DELEGATE BEN MASCIONE

## PILOTS

Commitments for pilots from delegates' and members' efforts include rostered credit hour protection, duty RIG and paxing credits, and 4-hour minimum reserve credit.

Virgin also brought forward its profit scheme, and made additional reward payments, thanks to sustained pressure from delegates and members.

It is crucial we continue to build our union power as we gear up to commence bargaining. After an incredibly tough few years and with soaring cost of living, we will need every union member to be ready to fight for a strong agreement.

**IN THE PAST YEAR, VIRGIN HAS ALREADY FOLLOWED THROUGH ON SEVERAL COMMITMENTS FOLLOWING MEMBERS' PRESSURE.**

# ANOTHER SHONKY GONG FOR QANTAS

After being given a "Shonky" award for being the "Spirit of Disappointment" at the end of 2022, Qantas has earned another feather in its cap: it was the most complained-about company in 2021-2022.

THE SPIRIT OF AUSTRALIA has been decimated under the Qantas dictatorship. Rather than rewarding workers who've brought the airline roaring back to \$1.4 billion in half-yearly profits, it's instead announced swanky lounge upgrades. It has also announced a recruitment drive to bring back cabin crew formerly employed on Qantas Airways Limited agreements into Qantas' subsidy companies - with lower pay and conditions.

All the while, it refuses to reinstate the 1700 workers it illegally sacked.

It's clear from the 68% increase in complaints about Qantas that the public can see right through shiny announcements about lounge upgrades that aim to distract from profit-hungry executives.

In light of the company's strong financial results, the TWU wrote to the Qantas board requesting an urgent meeting to discuss:

- ✔ The succession plan for the Qantas CEO, including essential criteria for skills, experience and attitude towards the workforce and customers
- ✔ The reinstatement of the 1700 workers who were illegally sacked, and
- ✔ Qantas' responsibilities for safe, secure jobs

## CHALLENGING QANTAS AS THE 'ECONOMIC EMPLOYER'

Joyce's management team have led a destructive strategy to push workers in essential jobs outside of the airline. This is so that they can pull strings and dictate wages from afar, without having to bargain directly with workers. In other words, they may no longer be the direct employer but are the 'economic employer' of workers getting Qantas planes in the air.

Aviation workers are fighting back.

Ground workers engaged by Qantas through Menzies, Dnata and Swissport which picked up outsourced work have stood together to fight for fair pay increases and strong conditions, moving the dial considerably from the terms initially pushed by the companies.



QANTAS DELEGATES OUTSIDE THE LAW COURTS

We're also soon to return to the High Court to continue our strong fight against Qantas' illegal outsourcing, with Workplace Relations Minister Tony Burke intervening in the case and supporting our position.

What we've seen from Qantas has shown us that the company can't be trusted to act in workers' and customers' best interests. That's why we continue our calls for the Federal Government to put in place a Safe and Secure Skies Commission for a fairer aviation industry.



# TRAINING IN 2023 HAS KICKED OFF!

Training for this year has already begun! The TWU is proud to train our dedicated delegates and HSRs to ensure health and safety in your workplace. We look forward to the year ahead, as it is once again packed with training, making your yards stronger and safer.

## WORKPLACE VIOLENCE

The TWU found that a Senior Manager at a PCBU engaged in workplace violence after they aggressively tugged at a worker's clothing. The worker was **assaulted at work** when the senior manager used workplace violence to assert his position to intimidate and threaten the worker. Due to their stress levels from the incident with the Senior Manager, the worker took two days off from the workplace after this incident.

A TWU Official exercised a WHS Right of Entry to inspect the surveillance footage that captured the incident between the Senior Manager and worker. The TWU Official and TWU WHS Department reviewed the surveillance footage and confirmed the altercation between the Senior Manager and worker, validating that the assault and workplace violence did in fact occur. Through observation of the surveillance footage, we were able to confirm the Senior Manager tugged on the worker's shirt on two separate occasions, and note the worker's body language shifted and changed to that of being visually uncomfortable.

The TWU is pleased to announce the Senior Manager in question no longer works for the PCBU, and workers are no longer exposed to workplace violence and bullying at the hands of that particular Senior Manager.



## BEVCHAIN PINS / IMPROVEMENT NOTICES

Health & Safety Representatives (HSRs) Peter Citroni and Adrian Pickering issued two Provisional Improvement Notices (PINs) to BevChain after the PCBU failed to consult with workers, who were exposed to unsafe practices around keg deliveries. Drivers were expected to unload 200 kegs, each weighing approximately 65 KG individually, using a flatbed truck.

The PCBU had no Safe Operating Procedures (SOPs) in place that would assess risks to workers while unloading the kegs. Workers, justifiably, wanted an offside to assist with the unloading of the kegs during deliveries. Both Peter and Adrian issued PINs to the PCBU for failing to consult with workers and failing to ensure their health and safety. The PCBU then contacted SafeWork NSW to review the issued PINs.

SafeWork agreed with the HSRs upgrading the PINs to Improvement Notices requiring the PCBU to assess the risks to workers. SafeWork NSW determined workers were at risk for falling from the truck steps, being struck by an uncontrolled falling keg, being struck by a keg whilst it is rolling and/or musculoskeletal injuries.

SafeWork NSW required the PCBU to eliminate or minimise the risk as far as is reasonably practicable by conducting risk assessments, Safe Work Procedures and include HSRs during the process. The PCBU was given six weeks to be compliant with the Improvement Notice.

“

Unlike workplace bullying which is repeated, unwanted behavior, workplace violence **does not need to be repeated to be considered violent**. Workplace violence and aggression can have significant short and long-term impacts on a workers' health. It can contribute to physical injury and illness, as well as cause psychological harm to the person it is directed at, and anyone witnessing the behavior.

These behaviours can come from a range of sources, including:

- **Internal** violence and aggression from other workers, supervisors or managers.

### VIOLENCE CAN BE:

- Physical or psychological
- Verbal, written or online
- One off or repeated incidents
- Lower level behaviours such as name-calling through to more serious acts like physical assault, including criminal offences
- In person

You don't have to put up with ANY of these behaviours in your workplace. If you are experiencing workplace violence or bullying, contact your TWU, or let your Organiser or delegate know.



MARIJA MARSIC, TWU NSW/QLD ASSISTANT STATE SECRETARY & DIRECTOR OF WHS & EDUCATION





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

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**OUTSTANDING LEGAL WINS FOR MEMBERS**

2022 saw the TWU NSW Legal team achieve some outstanding wins for our members. 2023 is no different. Here is a summary on some of the action so far...

**BACK PAY COMMITMENT AT TOLL TOMAGO**



Toll Tomago had two underpayment disputes at the site, one relating to annual leave loading rates, and another for Sunday overtime rates being paid incorrectly. The calculated underpayment for the yard is at \$180,000.00. Though the process is still being finalised, Toll recognizes that the calculated underpayment is correct, and have committed to back pay the employees that were affected. This is a fantastic win for our members!

**CLEANAWAY**

Though we have had numerous protected industrial actions at Cleanaway this year, the process was not straightforward. The TWU is suing Cleanaway Operations Pty Ltd in the Federal Court of Australia.

The TWU filed two protected action ballot order applications (PABO) with the Fair Work Commission. These PABO applications were for Cleanaway Hillsdale and Cleanaway Erskine Park respectively. The Fair Work Commission made an order for the PABO, which included directions that stated when information needed to be provided to the ballot agent.

As it so happens, Cleanaway did not provide the information as per the directions, which meant that one of the two applications to have the vote was ultimately pushed back. As a result, members and the TWU had to wait for the new year until they knew whether they could take industrial action.

Cleanaway breached an order of the Commission, and the TWU is fighting to keep them accountable.

**ARAMEX DISPUTE**



The TWU filed an s 332 dispute in relation to work conditions, rates of pay, and so on. Aramex disputed that the TWU has the jurisdiction to take them to the Industrial Relations Commission, believing that they themselves were not a principal contractor.

After running a jurisdictional argument in the Industrial Relations Commission, it was found that Aramex is in fact the principal contractor, meaning that we have been able to proceed with the original dispute about the rates of pay, conditions, and so on, of contract carriers. The TWU is committed to continuing the fight.





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# THE FIGHT IS ON

**“THE FIGHT IS ON THIS YEAR.** We have already achieved great things in 2023, and will continue to do so. Members have been fighting hard, and there are many developments across the board. We secured a fantastic win at HiTrans, and are standing strong in all areas.

We have a particular interest in restoring power back at the airport following the relentless environment that was unleashed by the COVID pandemic. I am pleased to say that we are achieving great wins across aviation at the likes of Dnata and Menzies. Congratulations on all that you have achieved so far, and I know for a fact that our wins will only continue to grow as the year goes on.”

## HITRANS WIN!

Drivers at HiTrans joined the TWU and united together to fight for a contract agreement – the goal to pull themselves in line with industry standards. After standing together through a tough 18 month fight, the drivers have won a new agreement that saw their payments increase by over 10%. Not only this, but allowances will be paid in accordance with the Contract Determination. Congratulations on your efforts!



## FUEL & AVIATION

### ZIP AIRPORT SERVICES

The cost of living is out of control, and ZIP Airport Services have the audacity to present a wage offer of 0% in the first year, and 1% in the second year, in what would be a rollover of their current agreement. This is absolutely disgraceful. However, we have stood our ground. I am proud to say that the membership at ZIP have decided to push for a protected action with a PAB. Congratulations on taking a stand. You deserve much better than this, and your voice will be heard.

### REX

We are midway through the Rex Ground Services first EA negotiations. The TWU have managed to secure an in-principal agreement with improved dispute resolution and consultation clauses. These are big steps. Once again, I congratulate all those who have fought to achieve these great wins. I look forward to what we can achieve together moving forward!

**“THESE ARE BIG STEPS. ONCE AGAIN, I CONGRATULATE ALL THOSE WHO HAVE FOUGHT TO ACHIEVE THESE GREAT WINS. I LOOK FORWARD TO WHAT WE CAN ACHIEVE TOGETHER MOVING FORWARD!”**



### DNATA

Though the airport has been devastated by the COVID pandemic, I am pleased to say that we are taking big steps towards a brighter future in aviation. We have secured a 17.2% pay rise across 4 years at Dnata Ground, among other things. This is a fantastic win that can be credited to the power of our dedicated members!



### PORTS

Our ports are as busy as always. Let's take a look at some of the action...

### OWENS

The updated contractors' agreement has now been lodged with TWU Legal to be submitted to the NSW Industrial Relations Commission for approval. The agreement is to maintain the industry leading conditions for owner drivers at Owens. This was achieved through the hard work of the delegates and the driver committee. Fantastic work!

### EA NEGOTIATIONS

ACFS, Johnston's Transport, MCS and Qube all have their EA Negotiations to come. We are in the process of meetings and arranging their agreements. There is much more to come, so watch this space.

*Mick*

# STANDING STRONG

**2023 IS SET TO BE A BIG ONE.** There will be a lot of action on Enterprise Agreements this year – Cement Australia, McColls Dairy, Veolia Nowra Commercial and Residential, and Remondis, among others, all have their EAs to address, with Cleanaway Unanderra still in battle with management right now.

We are still in talks with Wollongong City Council, Transport for NSW and major stake holders regarding a permanent home for the Marine Drive Bus Terminus. This year also brings our reform campaign – down here at the south, we are standing strong for the future of transport. I look forward to seeing what we can all achieve together this year.

## MARINE DRIVE BUS TERMINUS UPDATE

**THE FIGHT IS STILL ON.** For many years, Wollongong Council has wanted the Bus Terminus moved from Marine Drive. Council grabbed the opportunity that the UCI World Cycling Championship presented them to move the location. Of course, when the Council did this, they claimed the move to be temporary. This was a lie.

The move from Marine Drive raised many concerns, from facilities, lighting, safety for workers walking long distances for breaks in often-dangerous circumstances, and more. Two safety issues occurred in the short time that the Bus Terminus was relocated.

Thanks to pressure from the TWU, the Council very reluctantly agreed on a return to Marine Drive. However, they placed a condition that the return would only be for 12 months. As such, the TWU's concern is what lies ahead beyond those 12 months. Our members at Premier Illawarra and Dion's Bus Services continue their fight to find a permanent home for their Bus Terminus. Talks between Wollongong City Council, Transport for NSW, major stakeholders and the TWU continue.

## CLEANAWAY UNANDERRA

**CLEANAWAY** has been launching attacks on the pay and conditions of workers all across the board. Unfortunately, Cleanaway Unanderra is not immune to this. It has been a difficult process with management so far, and we are still negotiating with them. We are fighting to uphold union based clauses that ensure adequate representation of members, along with fair pay increases that are nothing short of necessary in the current cost of living crisis.

## SOUTH COST & SOUTHERN EXECUTIVE MEETING



**WE ARE PLEASED** to announce that our very first South Coast & Southern Executive Meeting in our new building took place on the 29th of March. The future is very important to us, and we are dedicated to building a clear roadmap for the challenges that lie ahead – particularly, in support of the Federal Government's promise to implement industry-wide reform for Transport. We are excited to be able to do so on our new premises, and are just as excited to announce the grand opening for the new building! The 5th of May is the day! We are proud to fight for the hard working and dedicated transport workers of the south, and will continue to do so with passion.

## FEDEX WOLLONGONG FIGHT CONTINUES

**SINCE 2017**, there has been a long-standing battle with a FedEx supervisor regarding his treatment of members. Specifically, this supervisor is nothing short of a bully. Earlier this year, we went to conciliation, and two days later, the supervisor launched yet another attack on a member.

The TWU will not stand for this, and FedEx has failed to act despite there being numerous examples and cases of bullying from this specific supervisor. As such, we are going to arbitration. There will be a full-blown court hearing for a bullying case against this supervisor and FedEx on 16 June. Watch this space.

## LINFOX SOUTH 32

**LINFOX** has been operating under a Greenfield agreement for 4 years. The current rate is 17.76% below that paid to Linfox workers on the Coles contract.

We are fighting to bridge the gap and get them off the Greenfield agreement and onto the Linfox National agreement.

We have met with Linfox, and they have agreed to place South 32 workers on the National agreement, though the percentage to bridge the gap is yet to be confirmed.

*Rob*

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

# THE FIGHT GOES ON

**AS TWU NEWCASTLE & NORTHERN SUB-BRANCH SECRETARY**, I am proud to be associated with a great bunch of men and women. Newcastle & Northern sub-branch Veterans President Les Fetch said, "I welcome our new members, Doug Fox and Mark Wilkinson, who recently joined our growing number of Newcastle veterans. It's great to see that after a lifetime of representing TWU members, our retired members still turn out and support those still working".

Our Newcastle veterans have held their first quarterly meeting for 2023, and have pledged their ongoing support for the Industry reform campaign. A huge thanks goes out to all of our vets for your ongoing support.

## TOLL TOMAGO

Toll Tomago (Day shift) delegate, Luke Jones has done a fantastic job against challenging times. Luke has shown great leadership, and both he and our members understand the importance and urgent need for Transport Industry reform.



TOLL TOMAGO

### Luke Jones said:

"We need National Transport Reform now more than ever. No one should have to go to work and hope they make it through the day without either killing someone else, or themselves being killed or seriously injured.

Transport workers are a highly qualified and professional group of workers. We are heavily regulated, and for good reason. Yet, the growing number of large overseas corporations who are reaping billions of dollars in profit, are taking little to no responsibility for the carnage left behind when a truck crashes. This has to stop. They have to be held to account. This government must introduce Transport Industry Reform or the industry will continue to decline, and the death count will continue to rise!"



TGE EXPRESS CARDIFF REFORM

## TEAM GLOBAL EXPRESS CARDIFF

Congratulations to the TWU leadership team at TGE Cardiff, who have shown that sharing responsibility builds strong high-density yards. This is necessary to deal with workplace matters.

### Lead delegate, Michael Day says:-

"It wasn't that long ago, we had low membership density, and no delegates here on site. With some help and guidance from TWU reps, Bec Hopkins and Ray Fitzpatrick, we elected delegates and HSRs, and we now have 100% Union members on site. No one wants to come to work and

have disputes with the boss, but when disputes, bargaining, or safety matters arise, it is good to know that everyone in the yard is behind us and we have the support from the TWU office. We all support Transport Industry Reform. We need legislation that holds everyone in the supply chain to account, not just the operators and the drivers they employ. Reform is long overdue."

As Newcastle sub-branch secretary, I congratulate Michael, "Swan'y", Sean Lilly and Craig Hayes. Well done to Bec Hopkins and Ray Fitzpatrick for building strength & confidence in the yard.

**As Newcastle sub-branch Secretary, I always consider myself both fortunate and honored to be an elected representative of this great organisation of ours, and to work with the women and men that "are" our organisation. I look forward to working alongside Ray, Daryll and Bec, and of course, all of you, our delegates and members. Together, along with the yard delegates, right through to the NSW State Secretary, Richard Olsen, we will continue to fight and win for our members throughout 2023.**

*Mick*

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

# FIGHTING FOR THE FUTURE

**THERE IS A BIG YEAR AHEAD FOR THE ACT.** We are building upon the achievements of 2022 in areas such as the ACT Ambulance Service, where we aim towards increasing capacity and consistency this year.

Additionally, it is no secret that Cleanaway have been relentless across the board. This is an issue nation-wide, and the ACT is, unfortunately, no exception this. In the wake of Cleanaway's attacks on workers, I would like to congratulate you all on standing strong and fighting back. Your demonstrations of power through solidarity have sent a strong message to Cleanaway, and have only been further enhanced by support from your comrades across the country.



## ACT AMBULANCE SERVICE CAUCUS

**FOLLOWING THE SIGNIFICANT ACHIEVEMENTS** in late 2022, the ACT Delegates Caucus has been dedicated to rolling out the outcomes in 2023.

The Communication Centre realignment for the One Comms ESA will be completed in early April with Support Services and Workforce Planning to follow shortly. This will ensure vital core components of operations returned to the Service, increasing capacity and consistency.

The Roster Reform Committee are set to make announcements confirming the timelines for the roll out of the new roster. Following members' motion of no confidence, the ACT Government has engaged an independent team, including Professor Tony Walker ASM, former CEO of Ambulance Victoria, which will conduct the Review considering the operation of the ESA senior executive leadership

team. There will be a focus on how they set direction and align the organisation.

We continue to engage in Agreement negotiations with early success in securing career advancement and improved structure in Non-Emergency Transport Service and a draft restructure in the Communications Centre.

## SWISSPORT – BACK IN THE GAME

**TWU MEMBERS** at Swissport have sent a strong message to management that the ACT are union strong. With over 70 percent of the workforce in Canberra have been rallying in support of the TWU Agreement negotiation.

With current attrition rates, this is a significant achievement by their delegate Jake, whom has achieved a great outcome with a committed and active union presence back at the Canberra airport. Swissport members are planning aviation meetings across the Airport sector in May and will keep members up-to-date as meetings are confirmed.

## CLEANAWAY

Members at Cleanaway C&I in Hume continue to take Industrial action in the fight against the company's ideological stance on compulsory weekend work. ACT members joined hundreds of their comrades across NSW in taking strike action at Easter. In the case of the Canberra garbos, the 48 hour strike was the third and fourth days of industrial action. TWU delegate Peter (Dingo) Herringe said, "This fight is not about money. It's about preserving a reasonable balance in our lives. The ability to spend some time over the weekend with our families. The members are determined to see this through."

*Klaus*

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

# TIME FOR TRANSPORT REFORM



**OUR IMPRESSIVE ALDI PROTESTS IN MARCH WERE JUST THE BEGINNING**

**THE START OF 2023** could not have come with a stronger reminder that we must fight with everything we have to get transport reform through Federal Parliament. We wasted no time taking action, with national protests at Aldi stores across the country and a claim served on 40 wealthy retailers, manufacturers and agricultural companies.

Hundreds of TWU members were devastated by the collapse of Australia's largest cold chain logistics company, Scott's. The good news is that the TWU was able to secure job opportunities for workers at other major operators like Global Express, Linfox, ACFS, Ron Finemore Transport and FBT Transwest.

But this horrific ordeal should never have happened. Standard-setting reform would give all operators the regulatory protections to ensure transport contracts are fair, safe and sustainable. That's why this year is our chance to reverse the crisis in our industry.

Our impressive Aldi protests in March were just the beginning.

Together, we will take rolling actions to keep the pressure on wealthy clients and the Federal Parliament, which will be asked to consider transport reform later this year.

We need to see all members along with our families and friends out on streets at protests, convoys and actions. We know we'll face opposition from wealthy clients who want to protect their mega-profits at all costs, so we need to be louder.

This will be a huge year, with bargaining kicking off across many transport operators and aviation. We have shown great

strength and unity over the last few years of bargaining, and we look forward to seeing the same discipline and togetherness over the coming months.

Aviation has ramped right back up, and our strength and power across airports above and below the wing is growing with it. Demand is through the roof while companies recruit workers to fill the gaping holes left by illegal outsourcing, mass redundancies and stand-downs throughout the pandemic. As we welcome new workmates, we must welcome them into the union to maximise our capacity to rebuild good, secure aviation jobs.

And this year the High Court will decide once and for all whether to uphold two Federal Court rulings that Qantas broke the law in sacking and outsourcing its entire ground and fleet presentation workforce. Our case has become even stronger since Workplace Relations Minister Tony Burke intervened to remind the court of the protective intention of the Fair Work Act, which Qantas is attempting to dismantle.

It will be another big year at the TWU, full of potential and lasting change if we all stand proud together and march on.

*Michael*

# STILL STANDING STRONG!



**IN 2023, TWU VETERANS** continue to support the TWU's current membership. Our longtime Veterans come out to actions and contribute to the fight for a safer and fairer transport industry.

TWU Veterans showed their support at the Client Claim march we delivered to Aldi Minchinbury. This year will be action packed, and you can expect to see our proud Veterans at actions across the state as the year goes on.

## **TWU VETERANS SECRETARY, TONY WOOLGAR, HAS SHARED A FEW WORDS:**

"2022 – What a great year for our Union! 2023 will be no different... this year, we look forward to bargaining with majors, working towards industry wide reform, and committing to various actions that will project the voice of members loud and clear. To current, active members of the TWU – the Vets always have your back.

We have been there, and we see you. I see today's delegates, and it puts a smile on my face knowing that the future of the industry is in good hands. However, the wins never come easy. In our time, we fought hard, and our wins were great.

**“ 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 key is sticking to your guns and standing your ground. As the TWU has demonstrated time and time again; there is strength in numbers. I look forward to seeing what you will achieve in 2023!

**ARE YOU A RETIRED TWU MEMBER? JOIN THE VETERANS! IF YOU WOULD LIKE TO KNOW MORE, CALL OUR MEMBERS' SERVICE CENTRE ON 1800 729 909.**

*Tony Woolgar,  
TWU Veterans Secretary*

# You said it on Facebook:

10 March 2023:

More action at Cleanaway!

TWU members at Cleanaway Canberra took protected industrial action today in support of a new Enterprise Agreement. Cleanaway is insistent on introducing compulsory weekend work, which would devastate the family life of these workers.



**Greg Fleming**

Victoria right there with you Interstate Brothers and Sisters. Fight the Grub y company and time for Shareholders and Stakeholders to get involved. Get rid of the protected species that created this disgusting document.

STAND UP FIGHT BACK

25 January 2023:

Garbos to strike on Friday! Workers in the City of Sydney, Randwick, and Erskine Park will hold a 24-hour strike over Cleanaway's attacks to their pay and conditions which would see them and their families go backwards.

We're standing with you!



**Brett Ueby**

Behind you guys 100% up here in Queensland stand strong guys



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

8 March 2023:

The TWU is proud to stand with the women who keep Australia moving. Opportunities for women in transport have only grown, and continue to grow. Today, the TWU celebrates and recognises the amazing women in our industry.

We are grateful for the women who stand with us, and continue to be an integral part of our union.



**Marion Harris**

Well said TWU so proud to b part of TWU HAPPY International Women's Day I salute u woman of TWU

15 February 2023:

Health and Safety Representatives (HSRs) at Bevchain CUB Rosehill issued 4 Provisional Improvement Notices (PINs) in December regarding unsafe practices around keg deliveries.

Following a multitude of crisis meetings between management, HSRs and the TWU to allow keg deliveries to continue for peak season, the matter was referred to SafeWork NSW.

SafeWork NSW inspectors upgraded the PINs to an Improvement Notice, which means further non compliance to the Act will result in fines or prosecution.

HSRs are continuing to work with management regarding safety, and temporary measures are still in place.

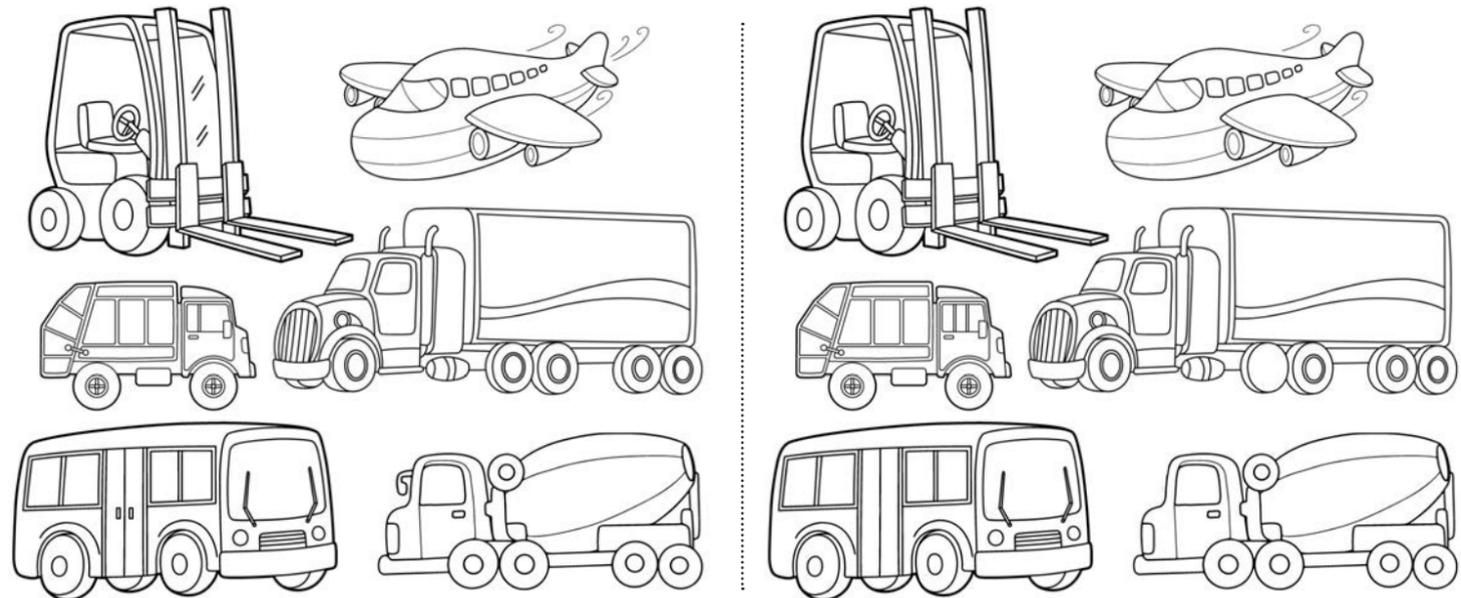


**Betsy-Anne Cwobby**

Good on you



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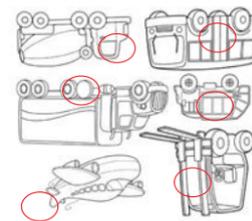
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V	T	W	R	N	K	I	T	E	S
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S	G	H	Y	E	L	L	O	W	J

- |        |        |        |
|--------|--------|--------|
| LEAVES | CHILL  | RUSTLE |
| SPORT  | SPORT  | COAT   |
| GLOW   | COLOUR | GLOVES |
| KITES  | RAKE   | RED    |
| PARK   | AUTUMN | YELLOW |
| FUN    | TREES  | ORANGE |



Q: Did you hear about the tree that had to take a break in autumn?

A: It was on a paid leaf.

Q: Why's it so easy to play practical jokes on leaves in autumn?

A: They fall for anything





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