



TRANSPORT WORKERS' UNION OF NSW

TWU NEWS

ISSUE 107 • SUMMER 2023

ROAD TO RESPECT



**BUS MEMBERS
WIN
OPAL CARDS**

CHECK OUT MORE MEMBER ACTION INSIDE

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CONTACTS

Advertising:
Antoinette Atkin
Antoinette.Atkin@twunsw.org.au
22 John Hines Avenue, Minchinbury 2770
Print Post Approved 100008176

TOGETHER WE WIN



Together we have achieved great things, and next year will only be better.

I could not start my final message for 2023 without first thanking and applauding you for all your hard work this year. Each and every member has put in the hard-yards, whether that meant fighting the good fight in your own yard, supporting your fellow members as they fought in theirs, or recruiting new members to help strengthen our union and what we can achieve.

Membership has increased again this year, and we proudly and warmly welcome more to the fold. If you are a new member, I would like to extend our warmest wishes and thank you for believing in us as we move into our next chapter. As you march with us, we are sure to reach even greater heights in 2024.

TWU health and safety representatives (HSRs) and delegates continue to take up valuable training towards making their yards safer and fairer. When management gets out of line, it is your strength that pulls them back in. I am proud to see the progress that you have made, and am excited to see what else you will all achieve in the future.

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 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 with the union a new member. 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.

As we head into the major rounds of bargaining with Fedex and StarTrack in 2024, I look forward to standing alongside you as we fight to lift industry standards across the country.

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

*Tony Matthews,
State President*

A YEAR OF CHANGE



THIS YEAR was a year of significant change – a year that has set the standard for what we can achieve in unity. We won against Qantas again and again, and Alan Joyce is finally gone. We have paved the path for better industry standards through our Majors bargaining. We have continued to fight for our essential waste workers at Cleanaway, against the attacks the company have launched on workers across the nation.

We kicked Dominic Perrottet out and the new government have finally opened the door and let us have a seat at the table. We have been fighting to improve the bus industry, and fighting against the rorts that companies like Transurban continue to push onto everyday working people.

But none of this could have happened without you. Our members are strong, and our membership continues to grow across the industry. It is because of your strength - your unity, that we are able to fight giant corporates, and win.

We stood together with Theo, who

NONE OF THIS COULD HAVE HAPPENED WITHOUT YOU. OUR MEMBERS ARE STRONG, AND OUR MEMBERSHIP CONTINUES TO GROW ACROSS THE INDUSTRY. IT IS BECAUSE OF YOUR STRENGTH - YOUR UNITY, THAT WE ARE ABLE TO FIGHT GIANT CORPORATES, AND WIN.

won. We stood together in our Majors fight, and won. We will continue to win, because of you. We keep making sure that the regulators are on the job when it comes to safety. We are constantly working to lift industry standards, and increase our fight against supply chain corporates, like Aldi and Amazon.

We are continuing to fight – for you and alongside you.

In 2024, we enter our bargaining with

FedEx and StarTrack. We must continue to grow our membership and our influence across the industry, to ensure that not only can we get good deals at these yards, but so we can also lift the floor across transport.

Transport workers are still being killed at unacceptable rates on our roads. We have continued the fight for Transport Reform, which was disgracefully delayed in Parliament by Peter Dutton and Michaelia Cash. This is not good enough. The bill will be voted on by politicians in the new year. This vote is about choosing between working people and big businesses.

We need everyone in transport to be union, so that we can continue the fight for safer, fairer transport. Tell your workmates to join, get active in your yard and help lead the campaign.

Thank you for your support over the past year, and I look forward to seeing you in 2024.

*Richard Olsen,
State Secretary*

TAKING ACTION



SHARING THE DIGNITY

The TWU were proud to continue standing alongside women of all walks of life, and this year decided to support Share the Dignity's "It's in the Bag" campaign.

We believe in backing women, and everyone deserves a basic standard of dignity. These bags could make a world of difference to a woman over this holiday season.

A huge shoutout to our very own Melissa for pushing this initiative forward, and a huge thanks to all of our members who contributed, making up 75 bags for our community.

PINK RIBBON MORNING TEA

Women of the TWU, including Assistant Secretary, Marija Marsic, were proud to come along to Michelle Rowland's Annual Pink Ribbon Event to support the National Breast Cancer Foundation. We remain committed to supporting women and maintaining the fight to reach zero deaths from breast cancer.



THANK YOU JACQUELINE



Jacque Wilson, second from the right, has been a member of the TWU for over 5 years, and since joining has been key in the fight to lift industry standards and improve conditions for bus drivers across NSW. She continues to fight everyday to lift conditions, especially access to toilet facilities for women while on the job.

We'd like to thank Jacque for her ongoing hard work and look forward to working with her in future.

ONE STEP CLOSER

This year we have made monumental progress towards our goal of a safer, fairer, more sustainable road transport industry.

IN SEPTEMBER, Tony Burke, the Minister for Workplace Relations, introduced the "Closing the Loopholes Bill" to Parliament, which will introduce minimum standards in road transport as well as impacting other transport workers right across the industry.

This is a huge win and has come from decades of workers fighting for change. Crucially, the rest of the industry—including transport operators, major retailers and gig economy companies—are on the same page in our fight.

Transport reform is the most powerful tool in our plan to lift standards across the industry, stop the rampant undercutting and the gig tsunami that is pulling the rug out from underneath the transport industry.



Tony Burke's "Closing the Loopholes Bill" will introduce minimum standards in road transport.

THIS LIFESAVING LEGISLATION WOULD MEAN:

- 1 SAFE INDUSTRY STANDARDS**
 - To stop the rampant **undercutting** that's driving down pay and conditions through minimum standards
 - To eliminate incentives or pressure to cut corners on safety
 - To ensure workers have tools to safely navigate **natural disasters** and other disruptions
- 2 SUPPLY CHAIN ACCOUNTABILITY**
 - Clients must be accountable for **safety and fairness** throughout their supply chains
 - To ensure **cost recovery** for owner drivers and gig workers
 - Investigations into **road transport accidents** should involve the whole supply chain
- 3 SAME JOB SAME PAY**
 - To ensure workers receive the same pay for doing the same job
 - To lift standards across the industry
 - Transport jobs should be **secure**, not threatened by undercutting, and the risk of contract changes
- 4 END GIG EXPLOITATION**
 - To stop gig companies **exploiting workers**
 - To ensure companies can compete on a fair basis, by giving gig workers **minimum standards** regardless of their employment label
 - To eliminate the incentive for employers to take the **low road** of gig models of employment
- 5 A VOICE FOR TRANSPORT**
 - To ensure workers have a **seat at the table** when decisions for the industry are being made
 - Legislation is shaped by **people who work in transport** and know what the industry needs

WHAT HAPPENS NOW?

On 6 December the Senate passed the Same Job Same Pay legislation to stop underpaid labour hire workers being used to undercut good, secure jobs and conditions.

In a major union victory the first part of the Closing Loopholes Bill has been passed, with the second part - including lifesaving transport reform - to be voted on when the Senate returns in the new year.

The wealthy clients at the top of the supply chain, the Aldis and Amazons of the transport industry, will fight this legislation with everything they've got.

In 2024 we will have to push harder than ever to get this across the line. If we remain united, we will have lifesaving transport reform passed into law early next year. Stay tuned for how you can contribute to the campaign as we move into the final stages.

TWU WIN!

✓ FIRST-EVER PROSECUTION FOR TARGETING HEALTH AND SAFETY REPRESENTATIVE



This is a fantastic result. Theo is a workplace hero and he has been vindicated. When the TWU urged SafeWork NSW to prosecute this case, Theo courageously took on one of Australia's biggest corporate bullies and won.

IN A HUGE WIN FOR WORKERS, Qantas has been found guilty of illegally targeting and standing down TWU member and HSR Theo Seremetidis.

Theo was stood down for directing colleagues to cease unsafe work – an important right HSRs have under the WHS Act. The TWU involved SafeWork NSW and urged them to criminally prosecute Qantas for its actions.

This was the first ever criminal prosecution of its kind in Australia – and this win strengthens the protections that HSRs and all workers need to make sure their workplaces are safe.

The Judge found Theo to be a 'favourable witness' who "attempted to carry out his duties as an HSR conscientiously and carefully."

Theo, as a trained and elected HSR, stood up for his fellow workers just as other HSRs around the country do every day. Not only did he stand up for his colleagues, he also stood up to Qantas, one of the biggest corporate bullies in Australia—and won.

By standing down Theo, Qantas again showed its utter disregard for workers' safety and their legal rights. The successful prosecution of Qantas is a huge win for workplace safety everywhere, and a message to other companies that union members will stand up for each other and their rights.

"This is a fantastic result. Theo is a workplace hero and today he has been vindicated. When the TWU urged SafeWork NSW to prosecute this case, Theo courageously took on one of Australia's biggest corporate bullies and won," TWU Secretary Richard Olsen said:

"Theo always acted diligently to protect his colleagues, and the evidence brought in this case proved that he thoroughly researched the risks, asked the right questions of his employer, and requested protective equipment and training for workers cleaning planes from COVID hotspots.

Qantas not only ignored the concerns of Theo and his colleagues, but set out to punish and silence him for acting in his role as a highly trained HSR.

"We congratulate Theo and SafeWork NSW for leading this unprecedented prosecution which has inspired others to come forward."

CONGRATULATIONS TO A TRUE WORKPLACE HERO.

CL OWNAWAY:

WORST EMPLOYER OF 2023



THE TWU would like to extend its congratulations to Cleanaway for being awarded the 'Worst Employer of 2023' at our Delegates Conference this year.

Not only have they made outrageous attempts to undermine the pay and conditions of workers, but their stalling of negotiations has resulted in over 10 Protected Industrial Actions which have occurred over the past year across NSW, as well as a significant number of safety risks and severe worker shortages.

We are continuing to take up the fight with this company, and will continue to push them to recognise the importance of these essential waste workers.





This year's Delegates Conference saw hundreds of transport workers come together to share their stories, and hear from industry leaders and political figures. CHECK OUT SOME OF THE HIGHLIGHTS!



DELEGATES CONFERENCE 2023



OUR WOMEN'S PANEL



HEARING FROM GOVERNMENT ON THEIR PLANS TO SUPPORT TRANSPORT REFORM NOW



OUR BUS INDUSTRY PANEL



DELEGATES OF THE YEAR MARION AND MARGARET

VIRGIN BARGAINING & BAIN CLAIM



It's been a huge year across the Virgin group, both below and above the wing. This group has come together like never before, with ground crew, cabin crew and pilots all fighting for fairer agreements at Virgin after making huge sacrifices to get the airline running again during the pandemic.

IN JULY, MEMBERS SERVED A FIVE-POINT CLAIM ON BAIN CAPITAL, THE OWNERS OF VIRGIN AUSTRALIA, CALLING FOR:

VIRGIN WORKERS' CLAIM ON BAIN CAPITAL

RESPECT FOR WORKERS

Address cultural issues that have led to high turnover, absenteeism and disputation

ONGOING INVESTMENT

Invest in technology, fleet and workers to maintain and grow safe, fair standards

GOOD, SECURE JOBS

All essential workers are employed in good, secure Virgin Australia jobs

EMPLOYEE SHARE SCHEME

Annual \$1,000 employee share scheme in conjunction with IPO

INDUSTRY REFORM

Support the campaign for a Safe and Secure Skies Commission to rebalance aviation



Following a further letter from members, both Bain Capital and Virgin Australia CEO Jayne Hrdlicka acknowledged workers' concerns, with Hrdlicka supportive of an ongoing discussion around industry reform as well as a number of the claim items, including possible options around insourcing. This is an important step in redefining the ongoing relationship between Virgin and its workforce.

In October, **GROUND CREW** became the first Virgin work group in history to apply for a Protected Action Ballot, with cabin crew following them three weeks later, as the company refused to budge on poverty pay, insecure work, and safety issues.

TWU members right across the country have made it clear that it's time for fairer agreements that restore work-life balance, address wages, resolve current fatigue issues and provide set, secure and protected hours. The actions members have taken to progress these bargains have led to significant movement from Virgin in negotiations.

VA PILOTS are now also in intensive bargaining to work through the considerable issues from their last EA, with VARA pilots having just finalised their EA before they're back in negotiations in 2024.

OCEANIA WORKERS, who perform work for Virgin in some ports, have commenced national negotiations and are building their strength for a fairer agreement.

With over 400 new Virgin members across the country in recent months, we are building our strength above and below the wing. The TWU remains the only union with coverage across the whole airport, and we have a clear plan to raise standards for all aviation workers.

HISTORIC HIGH COURT WIN AGAINST QANTAS OUTSOURCING

After three years of relentless fighting, TWU members have prevailed in the Federal Court, Full Court of Appeal, and the High Court – with all 11 judges in agreement that Qantas illegally outsourced 1700 workers.



THAT MEANS QANTAS is officially responsible for the largest case of illegal sackings in Australian history.

This win is due to the massive efforts of TWU members who have fought to hold Qantas to account for its disgraceful conduct.

Over the past three years members have held national actions and protests, written to their MPs, participated in Senate Inquiries, signed petitions, appeared on ABC investigative journalist program Four Corners, and been part of this legal battle.

JOYCE & GOYDER RESIGN

Our historic High Court win and efforts to expose the destructive business model at Qantas has led to the early exits of CEO Alan Joyce and Chair Richard Goyder. After years of refusing to step down, both were left no choice when workers, passengers and shareholders all turned on them.

What's more – this year's Qantas AGM will go down in history as the worst for the airline, after 83% of shareholders

Scan the QR code to see the massive media coverage across the country on the decision.



WHAT NOW?

CLOSE THE LOOPHOLES

There's a bill before Parliament which aims to close loopholes in our laws that companies like Qantas have exploited to outsource workers in the first place. We're urging Federal Parliament to urgently pass that legislation.

SAFE AND SECURE SKIES COMMISSION

We need an independent decision-maker that can return aviation to an industry that puts workers and the travelling public first—not executive bonuses.

OUTSOURCING RULING IS A WIN FOR ALL WORKERS

This is a huge win for Qantas workers but also for workers across Australia.

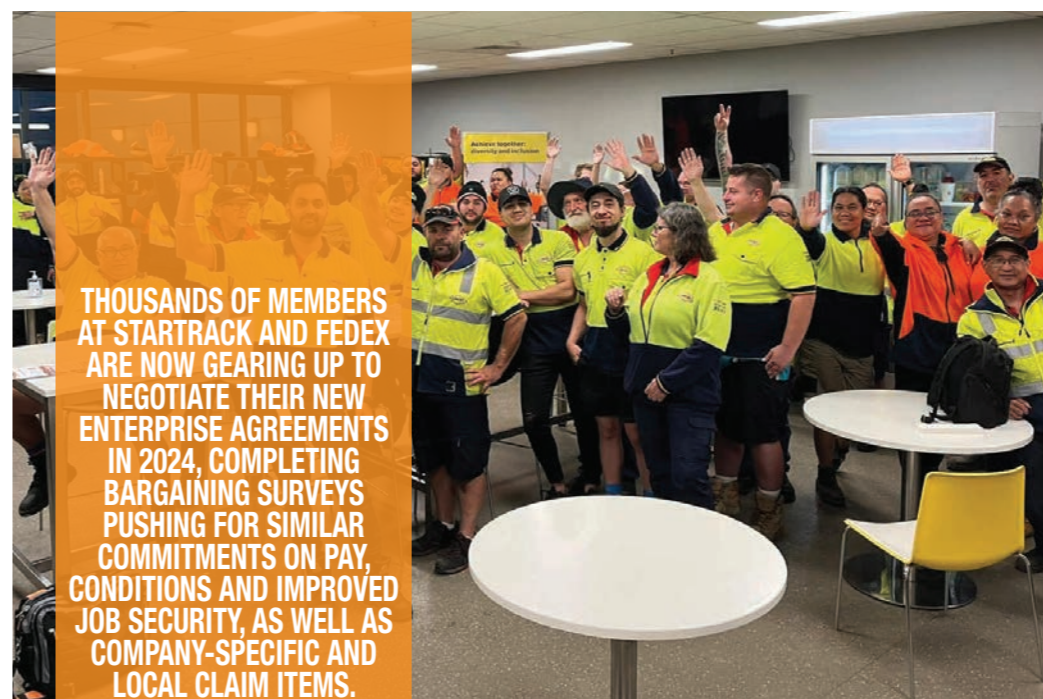
Qantas has been found responsible for sacking workers to prevent them from exercising their rights to bargain and take protected industrial action.

We've sent a message to every other company in Australia that when they do wrong by workers, the TWU won't let them get away with it.



CONTINUING TO BUILD ON WINS

In 2021 thousands of members in major transport companies around the country took action against massive threats to job security and had huge wins. In 2023 we've continued to build on those wins.



THOUSANDS OF MEMBERS AT STARTRACK AND FEDEX ARE NOW GEARING UP TO NEGOTIATE THEIR NEW ENTERPRISE AGREEMENTS IN 2024, COMPLETING BARGAINING SURVEYS PUSHING FOR SIMILAR COMMITMENTS ON PAY, CONDITIONS AND IMPROVED JOB SECURITY, AS WELL AS COMPANY-SPECIFIC AND LOCAL CLAIM ITEMS.



THIS YEAR MAJORS MEMBERS have made it clear to their companies that it's time for reform—the most powerful tool we can fight for to hold wealthy clients to account and lift standards across the whole industry.

Not only have those members pushed their companies to step up and publicly support transport reform, member-led teams in all majors—Toll, Global Express, ACFS, Linfox, BevChain, Ceva and Ron Finemore—have now settled new Enterprise Agreements locking in pay increases to deal with the cost of living, improved conditions, and further job security provisions.

Having some of Australia's largest transport companies supporting the call for vital transport reform is hugely powerful, and is a testament to members' unity and strength.

This year we saw over a thousand transport workers across the country take part in convoys calling for urgent transport reform, many of them majors members whose companies had released trucks for that purpose.

Right now, thousands of members at StarTrack and FedEx are now gearing up to negotiate their new Enterprise Agreements in 2024, completing bargaining surveys pushing for similar commitments on pay, conditions and improved job security, as well as company-specific and local claim items.

Thousands of TWU members will then be ready to bargain in 2026, tapping in to huge collective strength as dozens of agreements expire at the same time.



ROAD TO RESPECT

Following more than a decade of declining workplace standards, and a lack of basic respect for bus drivers, the TWU is calling for a serious reform of conditions for these essential workers across NSW.



BUS DRIVERS provide an essential service to our community. With the aim of building a stronger, more sustainable transport industry, this campaign is integral to the rebuilding of the industry, and to solve the bus driver shortage which is critically impacting drivers at every yard.

We launched our campaign at Charles St in Parramatta, where the hundreds of bus drivers who come through daily are expected to share two port-a-loos (which are rarely cleaned, if at all).

Our drivers have come with us to Parliament, to meet with the new government, and share the decade-long neglect that the industry has faced. We shared our hopes to lift industry standards, and to make bus driving, once again, a career which people enjoy.

At our yards, we have taken up the fight to get an Opal card for all drivers on the Opal network. Our members stood strong, and signed our petition to get an industry-wide Opal. **At our Delegates Conference, we were able to celebrate a massive win, with Minister for Transport, Jo Haylen's announcement that we had won the Opal Card.**

And we are continuing to push the fight into 2024.

AT OUR DELEGATES CONFERENCE, WE WERE ABLE TO CELEBRATE A MASSIVE WIN, WITH MINISTER FOR TRANSPORT, JO HAYLEN'S ANNOUNCEMENT THAT WE HAD WON THE OPAL CARD.



SHAME ALDI

Across the country, we are continuing the fight with Aldi to commit to a safe and sustainable supply chain.



WE HAVE CALLED for recently appointed CEO, Anna McGrath, to follow the lead of supermarket giants Coles and Woolworths and work towards a charter with the TWU on safety and fairness in their supply chain.

On numerous occasions, the retail giant has failed to respond to a claim served by transport workers calling on Aldi and other major retailers to sign up to safe, fair supply chain principles. Several other supply chain clients have responded and met with the TWU to discuss the principles, but Aldi has remained silent.

In the last financial year, there were a staggering 347 insolvencies in the transport industry, including Scott's Refrigerated Logistics of which Aldi was a client.

Amidst the intense cost of living pressures that we are facing, this is not good enough. Supermarkets are gouging prices for profits, and stretching margins to their very limit, which is impacting us. Aldi are one of the worst and aren't looking to improve any time soon.

Over the past few months, hundreds of transport workers have marched on Aldi stores across the country to call on them to respond. They have still remained silent. We will continue to push Aldi towards safer, and more sustainable conditions for transport workers in their supply chain.



IT'S TIME TO SAVE LIVES

On 25 November 2023 we hit the road, with hundreds of transport workers from across NSW and the ACT rallying outside of Federal Parliament, as part of a national day of action. These convoys follow a commitment from the Federal Government to empower the Fair Work Commission to set enforceable standards in transport to make the industry safer, fairer and more sustainable. We can't wait anymore. Truck crash deaths for 2023 have surged to 210 and transport business insolvencies hit a five-year high. It's time to pass the bill. It's time to save lives.



HOLDING WORKPLACES TO ACCOUNT ON SAFETY

The WHS team fight to ensure that our members are safe at work every day, and make sure that workplaces are being held to account when it comes to safety.

ALDI

A recent inspection by SafeWork NSW saw workers walking in areas where forklifts were in operation, and no area separating people and the forklifts was provided. After Aldi was asked and failed to provide a Traffic Management Plan, SafeWork issued an Improvement Notice enforcing the need for a plan to be implemented, and requested a copy of the document.

They continued to inspect the workplace to ensure Aldi were complying with the Improvement Notices, and ensuring the safety of workers. On the third visit to the site, Aldi were given an on the spot fine of \$3600 for failing to comply with the Improvement Notice within the given time frame. The next inspection resulted in again, another on the spot fine of \$3600 for failing to comply with the Improvement Notice within the given time frame.

The TWU HSR also issued Provisional Improvement Notices (PINs) for failure to consult on the new Drug policy. Aldi agreed they did not consult, retracted the policy and have begun consultation. We are proud to stand with the HSR in this fight to make Aldi safer, and congratulate our members at the yard for their hard work.

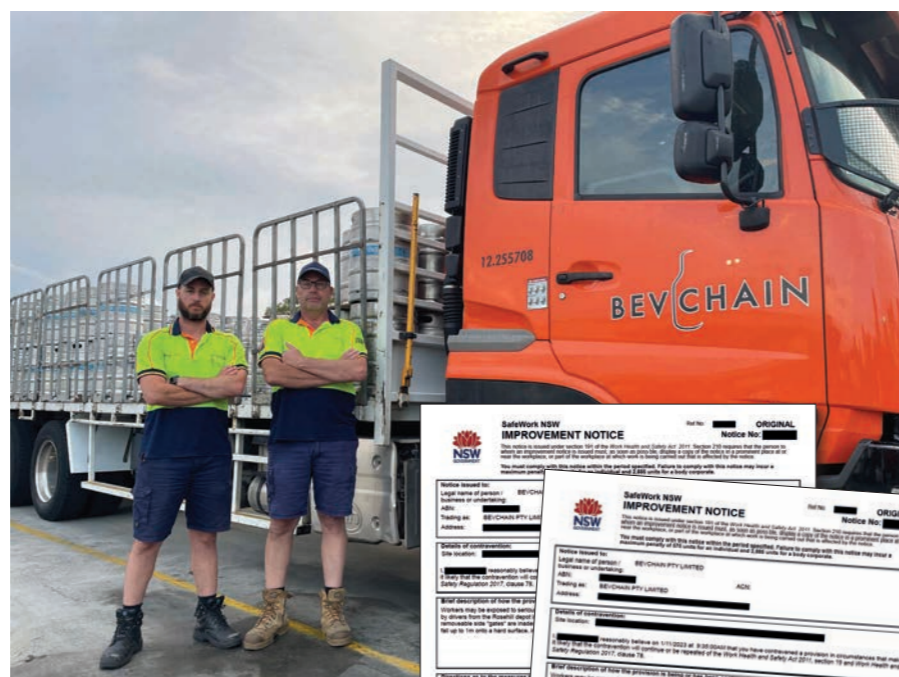
TOLL MINCHINBURY

The HSR at Toll Minchinbury issued two PINs for the employer failing to provide a safe working environment and failing to provide adequate training. Workers were expected to unload pallets on a tailgate with a risk of falling from heights and receiving crush injuries by the pallets falling on them.

The employer did not provide adequate risk assessments or control measures on the task to ensure the health and safety of workers. Since the PINs were issued, workers have not been required to unload pallets on a tailgate at height, which is a massive safety win. Congratulations for all your hard work!

BEVCHAIN

Workers at Bevchain have been exposed to a range of safety issues regarding the unsafe practices around keg deliveries.



OUR HSRs ISSUED MULTIPLE PINs, WHICH WERE THEN UPGRADED TO IMPROVEMENT NOTICES BY SAFEWORK NSW.

These risks have included crush injuries and fall from heights onto hard surfaces and active roadways.

Our HSRs have issued multiple PINs, which SafeWork NSW have upheld, upgrading the PINs to Improvement Notices. Workers have been expected to use removable side gates on a truck on an angle as a form of a ramp or step when unloading kegs, with the risk of workers falling onto hard surfaces and active roadways.

SafeWork have deemed these work procedures unsafe and a serious risk to workers. The employer now must comply with the new Improvement Notices by eliminating the risks to workers.

CONTINUING TO FIGHT FOR OUR MEMBERS

Our member was off work on workers compensation and ready to come back to work, but his employer wouldn't let him.

After receiving clearance both from his own, and the company doctor, his employer still wouldn't allow him to work. The member contacted our Members' Service Centre and the team got straight to work with the Fair Work Commission (FWC), and applied to have the member returned to work. This got approved. This is what our Members' Service Centre can do for you.



DON'T FORGET

YOU HAVE THE RIGHT TO CHOOSE YOUR OWN DOCTOR!

MSC – OUTCOMES: 1ST JAN 2023 TO 31ST OCT 2023

| | | | | |
|--------------------|-------------------|---|--|--|
| | | | | |
| 7 | 86 | 37 | 19 | 37 |
| BULLYING CASES WON | DISCIPLINARY WINS | MISCELLANEOUS MATTERS TOTTALLING \$159 363.47 | UNDERPAYMENT WINS TOTTALLING \$50 365.64 | UNFAIR DISMISSAL WINS TOTTALLING \$276410.10 |

CLOWNAWAY IN THE COMMISSION

The ongoing fight at Cleanaway has been a massive amount of work for our Legal team, who are taking the fight up in the Commission constantly. Recently, we have submitted intractable bargaining applications for two of our sites, which means that we don't believe bargaining can continue and reach an outcome in good faith. Cleanaway have attempted to oppose these applications, so the fight goes on.

With the Unanderra site, the bargaining process has included:

- 14 bargaining meetings, and the cancellation of an additional 4 by Cleanaway;

- One instance of protected industrial action taken;
- A Proposed Agreement not supported by the TWU being put to a vote in late July 2023, returning an 85% "no" vote.

With the Erskine Park site, the bargaining process has included:

- 17 bargaining meetings;
- A Proposed Agreement not supported by the TWU being put to a vote in late June 2023, returning an 100% "no" vote;
- Approximately six instances of protected industrial action taken.



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**, covered by the **At-Fault-Party** for the duration of your vehicle repairs.

OUR FLEET



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

Keep Moving Forward In 3 Simple Steps

- We supply a like-for-like replacement vehicle.
- We arrange the collection and drop off for the vehicle.
- We recover the hire costs from the At-Fault-Party.

GET IN TOUCH

To find out more information & see if you qualify, Scan the QR code or contact us on

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SCAN ME

SHOW YOUR UNION PRIDE!

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

Show solidarity with your union this summer.

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

You can grab a 100% Australian made TWU hoodie or a polo shirt or be seen in a TWU hi vis vest for your yard.

Jump online and check it out or contact the MSC on 1800 729 909 for more information.



Check out more! www.twunsw.org.au/shop

MEMBERSHIP

MATTERS

If you are a current financial member of the Transport Workers' Union at the time of the printing of this magazine, then your 2024 Membership Badge is included within the packaging this magazine came in.



Statement member badges will be delivered separately. Contact the TWU Members' Service Centre on 1800 729 909 if you have any questions.



YOUR MEMBERSHIP: THE KEY TO OUR SUCCESS

In 2023, we saw a historic campaign with the success of the TWU's High Court victory over Qantas and the successful tabling of the 'Closing Loopholes' Bill that aims to close loopholes that undermine pay and conditions and improve work health and safety laws.

By renewing your TWU membership, you can be part of our continued fight for secure work and protection for the jobs of our members. We will defend and improve union-won industry rates and conditions by holding the employers and clients responsible, ensuring these union rates and conditions are a part of the supply chains.

In order to continue delivering for our members and to tackle fights of this scale and importance, a membership fee increase has been applied to your 2024 membership fees.

Part Time Rate: \$14.70
 Full Time Rate: \$18.30

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 2023 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.



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

Areas of Practice:

- // Compensation Law
- // Employment/Workplace Law
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- // Property & Conveyancing
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- // Local Court
- // NSW Civil & 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:

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Level 11, 276 Pitt Street
Sydney, NSW 2000

Central Coast
40 Karalta Road, Erina

TWU offices in
Minchinbury, Newcastle
Wollongong

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MEMBER POWER DELIVERS

2023 has been a year of success! The Sydney Central West Sub-branch has been in the thick of the action, and our wins can only be credited to the power of the membership. Congratulations to our dedicated members for fighting the good fight this year!

BIG THINGS IN CONSTRUCTION

We are excited to be making strong progress in the realm of construction. We are currently undertaking Contract Determination rate increases for Excavated Materials and Quarried Materials, along with the modernisation of the Concrete Haulage Contract Determination. This use of Chapter 6 of the Industrial Relations Act is imperative to protect the cost recovery of owner drivers.

In other news, Holcim members took action over a dispute about the painting of trucks. The Company was allowing vehicles to get into a state of disrepair that meant vehicles were not passing the registration safety inspection. Members at sites across NSW took up the fight and achieved a great outcome. Well done!

RETAIL TARGETS AND CENTRAL WEST

We are proud to share some significant progress with our retail targets, and members in the central west. A long-standing dispute between Contract Carriers and Hi-Trans has finally reached its climax, with a fantastic result. Hi-Trans has now been forced to pay the proper General Carriers rates. A fantastic win from our hardworking members!

In other areas, the TWU has secured deals at SCT, K&S, Pearsons and Qube. We continue to embark on negotiations at the likes of Border Express and Lindsay Australia.

Our members at Camerons won a dispute for a 6% increase on CPI, as opposed to the original 2.5% the company tried to pay. Outstanding!



OPAL CARD WIN

BUSES

Of course, as always, we never rest when it comes to the buses – after all, the industry is in crisis. The TWU is conducting the largest survey of private bus drivers to determine the greatest need for improvement in driver facilities, amenities and running times as part of the Road to Respect campaign.

We had a great win following our fight to get an Opal card for all drivers on the Opal network. Our members stood strong, and signed our petition to get an industry-wide Opal.

In a massive win Minister for Transport, Jo Haylen announced at our Delegates Conference that we had won the Opal Card.



LET'S STOP THIS!

Regarding facilities – we are beginning to see movement on important upgrades, such as at Charles Street, Parramatta. We are looking forward to permanent solutions being worked on for Parramatta, and for the Liverpool Interchange. We foresee that 2024 will be a great year for progress!



Fighting to improve industry standards. Mick Pieri with the NSW Government and Bus Industry Taskforce!

Mick

PLENTY OF ACTION IN 2023

The South Coast and Southern Sub-branch has been busy negotiating Enterprise Agreements and while the battle with Cleanaway Unanderra continues the branch has some wins and good news stories for the year 2023.

STRONG AND UNITED



The battle has continued at Cleanaway Unanderra. Similar to what is going on in Sydney, the staunch TWU members at Wollongong have dug their heels in and refused to accept the attack on their ordinary hours and their Monday to Friday roster.

The matter now faces the FWC in what is likely to be one of the first of its kind facing an Intractable Bargaining dispute. The TWU could not be more proud of the efforts and strength of the negotiation team in Bill Stephen and Steve Ten-Hoonte.

ON THE BUSES

In the Bus industry, TWU members at **Dions** alongside the **Premier Illawarra** members have been solid and stayed together in the fight to find a new home in regards to a bus terminus where they can have their lunch and break in a safe, tidy, secure space. With the conversation ongoing, Wollongong City Council and Transport for NSW are attempting to move the current location away from Lang Park in Wollongong. The TWU and our members are doing all we can to ensure the Bus Terminus ends up in an appropriate location that won't put unwanted strain on drivers, alongside the facilities being adequate for the needs of our members.

EA ON TRACK

Much work has been put in to build and create an EA at **NJ Ashton**. We are still in early stages, however, things are on track to build a good foundation and base for this growing Tip Truck company and its employees.

REDUNDANCY WIN

In 2023, **Ventia** lost a Defense refueling contract to UGL. This had some early problems as communication from both the incumbent and new winners of the contract was hard to come by. After a long battle, TWU members received redundancy with Ventia and almost all of the former employees that applied at UGL were given roles and positions. A great outcome after a long fight.

ENTERPRISE AGREEMENT WRAP UP

Throughout 2023 we have negotiated Enterprise Agreements which have been endorsed by the membership.

Below are some of the highlights;

McColls Dairy

Increase of 7.5% year 1, the return to traditional overtime rates and the inclusion of a night shift penalty.

Remondis Unanderra

Increases of 3.5% per year throughout the duration of the agreement alongside an increase to their KPI and a reduction to some of the DARGs.

Veolia Nowra

This agreement has been agreed to in principal. Documents are going out to members to vote as we head to print. Highlights include a 5% increase in year 1 with some CPI components in year 2 and 3.

Boral Cement

Members have stayed strong and unified throughout negotiations and, following a long process, are extremely close to an in principal agreement.

Rob

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

2023 SUCCESS STORIES!

Congratulations to all delegates, activists, HSR's & members of the Newcastle & Northern NSW Sub-branch. YOU, along with our hard-working Officials, have made 2023 a very successful year, with your unrelenting contribution to not only your local yards, but also major state and national campaigns. 2023 has been filled with many success stories.

Canberra Convoy



None more important than the Transport Reform campaign (Safe Rates) after the RSRT was knocked out by the then Liberal Government, hundreds of Australian lives have since been lost as a direct result of a heavy vehicle crashes. Many unions would have thought it a lost cause, but with the guidance of our NSW State & National leadership, and with all of your on the ground effort, YOU continued the fight for justice to our industry reform to be high on the agenda. Because of YOU, we are almost there! Congratulations!

Members leading the fight



A huge congratulations to lead Toll delegates Phil Latimer & Luke Jones. Phil has been a prominent member of the Newcastle Sub-branch executives, and senior delegate at Toll Tomago. Luke Jones (also Toll Tomago) is in a lead delegate role, as well as on the national committee, at the Toll national bargaining table. These men, along



with Tim McTegg, have led some long and difficult campaigns. Thank you, and congratulations for your outstanding work.

Workers Memorial Day



The 2023 worker memorial held at the memorial in Newcastle each year is always a sad, but important day. Sad, because no worker should ever die at work. Important because we should never forget that they had. Workers still die on the job, particularly in the transport industry. This is just another reason why campaigning for the introduction of reform in our industry can never stop until the much needed legislation is introduced. I am honoured and humbled to have been able to speak to the crowd about those who have needlessly perished at the memorial, not to mention the thousands that are seriously injured.

Our hearts, thoughts and prayers go out to the families left to deal with the loss of their loved ones. I extend my thanks to those who were able to turn out to the memorial day to commemorate.

I congratulate our Newcastle Sub-branch Officials & staff; Daryll Elliott, Rebecca Hopkins, Todd Marselos & Nichole Schuberth. As well as our dedicated delegates, HSR's and all of our members throughout Northern NSW, for all of your dedication to a fantastic 2023, and look forward to continue in 2024.

I know our NSW State leadership team, Richard Olsen, Mick Pieri & Marija Marsic join me in wishing all of you & your families a very Happy New Year.

Mick

Changes to our team

Our Newcastle Sub-branch has had some recent staff changes. Ray Fitzpatrick had been a TWU Official in Newcastle and has recently retired. On behalf of myself and the TWU family, we congratulate Ray, and wish Ray and Kim, a long and happy retirement.

Most of you would know Rebecca (Bec) Hopkins. Bec has accepted a position as a TWU NSW official. Given Bec's long background in the NSW branch, I know Bec is a great asset, and will only get better with experience. I am very much looking forward to making our Newcastle & Northern sub-branch even stronger. Congrats Bec!

Todd Marselos has been a senior delegate with CDC in the bus industry, has always put the best interest of the members first, and has a wealth of experience to offer. Todd has accepted a role with our Newcastle sub-branch as Member Support Officer. Todd will be the first "port of call" for anyone contacting the Beresfield office. Congratulations Todd!

Steve Pettiford has worked the Cash in Transit (CIT) industry for 30 years, and has been an active member of our mighty TWU the whole time. Steve held senior delegate positions in the Newcastle Executive Committee, as well as BCOM at a state level, but has decided to retire. We wish Steve & Nichole a long & happy retirement. Congratulations on all counts Steve.

BIGGER AND BETTER IN 2024

2023 has been a big year. Thank you to all our members in the ACT for your continued support. In 2024, we will continue to fight alongside you, for even bigger and better wins. Let's take a look at some of the recent, and upcoming action, on our end...

TWU CALLS FOR GIG MINISTER IN 2024

The TWU calls on a re-elected ACT Labor Government to commit to a Minister for the Gig Economy. With an election set for 2024, TWU Gig workers have called on ACT Labor to establish a Gig Minister to better engage and advocate for members employed in the ever-increasing sector in the Territory.

With increased demand for Gig workers, and a weak code-of-conduct, the TWU has called on the newly established Minister to create a Gig Economy Advisory Committee with major stakeholders to provide expert advice on the challenges in the industry and how the Government can better meet them.

AMBOS CONCERN FOR CHRISTMAS CHAOS

With Negotiations stalled for a new Enterprise Agreement, TWU delegates have urged the ACT Government to come to the table in preparation for preventing chaos over the Christmas period. TWU delegates had hoped to secure an agreement with the Government over terms and conditions of the new roster set to be implemented in early 2024.

However, as negotiations have stalled, members have warned that temperatures will remain high, and protected action remains on the table. The parties are set to meet in late December and will have an outcome for members to progress at a General Meeting.

AMBOS FIGHT FOR NATIONAL LEGISLATION



Sitting on the Australasian Council of Ambulance Unions, the TWU have successfully led the charge for key national legislation, alongside Senator Tony Sheldon.

Watching the legislation being rolled out was nothing short of fantastic.

Congratulations to our ambos for sticking to it and delivering, and we extend our thanks to the ever-dedicated delegates – Jim Arneman, Darren Neville and Billy Brooks.

Well done!

AVIATION ROUNDTABLE

Given the success of recent aviation meetings at the Canberra Airport, the TWU will be hosting a roundtable in early 2024 with workers of the major providers at the Airport. The discussions will include a Q&A on entitlements and conditions for workers including minimum hours of engagement.

Once again, thank you to all our dedicated members for their support in 2023.

The ACT Sub-branch would like to wish everybody a very Happy New Year, leading into an action-packed 2024!

Klaus

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

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

MOMENTOUS



THE TWU IS UNIQUE. WE DON'T SEPARATE OURSELVES ACROSS SITES, STATES, WORK GROUPS OR EMPLOYERS. WE KNOW THAT MEANINGFUL CHANGE COMES FROM OUR STRENGTH AS ONE POWERFUL FORCE. THAT'S HOW WE WIN.

AT THE END OF EACH YEAR, we reflect on our collective wins and there are always countless - but this year will be hard to top.

We beat Qantas in a historic High Court case over the illegal mass sacking of 1700 workers. Qantas CEO Alan Joyce and Chair Richard Goyder each announced their early 'retirement' - which is code for 'leaving in disgrace'. Even shareholders turned on Qantas management, with a staggering 83% vote against executive pay.

Apologising has become common practice at Qantas. It's the result of aviation workers never ceasing to call out the destructive business model to splinter the workforce, illegally outsource and erode standards.

JOYCE REGIME TOPPLED

Thanks to TWU members, the Joyce regime has been toppled and aviation has a much greater chance of rebuilding good, secure jobs.

Road transport reform - our reform - has been tabled in parliament to be voted on in early 2024. If, or when, this is passed into law, all road transport members will benefit from better, more secure jobs.

Perhaps one of the most remarkable things about this huge TWU win, is that the reform has broad support from right across the industry. The likes of Uber, DoorDash and Menulog, major transport operators, employer associations, and wealthy retail clients Woolworths and Coles have all backed in the system. Essentially, they're backing regulation of themselves to better pay their workers.

RELENTLESS CAMPAIGNING

Of course, we know it isn't actually remarkable - or at least it shouldn't be. It's the result of literally decades of relentless campaigning from TWU members to hold to account bad actors, celebrate those doing the right thing, and demonstrate that a level playing field of safe, fair standards benefits the entire industry and makes our roads safer.

TWU members have stepped up the pressure for reform over the last year.

We've held national convoys, taken several delegations to Parliament, achieved commitments from major operators during bargaining, held vigils for the truck drivers and gig workers we've lost, shared personal stories, and launched an international Safe Rates campaign supported by more than 50 transport unions around the world.

WORKING TOGETHER

Amid all of this, TWU members have achieved huge wins in bargaining, made workplaces safer, and addressed local issues through our outstanding delegates. We've worked together across work groups - like ground crew, cabin crew and pilots at Virgin serving a claim on Bain Capital and all bargaining at the same time with a common goal to lift pay and conditions.

The TWU is unique. We don't separate ourselves across sites, states, work groups or employers. We know that meaningful change comes from our strength as one powerful force. That's how we win.

Wishing everyone a safe and enjoyable festive season as you keep our country moving.

Michael

VETS PAY TRIBUTE TO BRUCE PENTON, TRUE TWU LEGEND

In September, former TWU NSW Assistant State Secretary, Bruce Penton, passed away. A member for over 42 years, his contributions to our movement have proved invaluable.

Having started out as a Linfox delegate, Bruce quickly led the charge in NSW to lift industry standards through a national wage claim. He remained a delegate at Linfox before starting as an Organiser with the TWU in 1998. With more than 20 years of experience in the transport industry under his belt, Bruce was a valuable asset to our union. We pay tribute to a true blue TWU legend and champion of the Union Movement.

Bruce began his career in the transport industry at the age of 15 where, straight out of school, he started work at Anthony Horderns, the biggest retailer in NSW at that time. From there, Bruce went to work for H and D Mcrae, a waterfront company, until it was taken over by Linfox.

During his time on the road, Bruce spoke to many other drivers at truck stops who told him stories of how they were being ripped off by unethical companies; not getting enough work or pay to support their families.

The issues hit home and inspired him to be more active in the union. In 1994, Bruce became the delegate at his Linfox yard where he remained as a delegate before starting as an Organiser with the TWU in 1998.

Bruce never looked back and committed himself to building union strength throughout the transport industry by never missing an opportunity to sign up members and take up their battles as if they were his own. He transformed workplaces: those with few or no members soon had more than 90 per cent TWU membership.



He was responsible for the recruitment of over 800 members, mostly bus drivers during the 2000 Olympic Games, implementing and overseeing 'Bus 2000'.

Bruce's huge wins as an Organiser drew the attention of the wider Labor Movement. On being nominated for the inaugural Labour Council Organiser of the Year in 1999, Workers Online described Bruce as an effective organiser, who from



BRUCE WITH TWU NSW STATE SECRETARY, RICHARD OLSEN, AND ASSISTANT STATE SECRETARY, MICK PIERI: BRUCE WAS A TRUE LEGEND OF THE TRANSPORT WORKERS' UNION.

"the day he first walked into the office ... had been the most enthusiastic, innovative and open-minded unionist." After only one year as an Organiser, Bruce, up against more experienced union Officials won the award.

Bruce's calm but determined leadership led to an acceleration through the ranks of the TWU. In 2004, Bruce was elected as the Sydney Sub-branch Secretary, and in 2009 he took over the position of NSW Assistant State Secretary.

On his retirement, Bruce said:

"I have immensely enjoyed my time at the TWU. Being a part of the union over the years has been a gift that keeps on giving. I have had the chance to help people and be a part of a force much bigger than myself."

This is a true reflection of Bruce and we thank him for his tireless contributions to our movement.

State Secretary Richard Olsen and the NSW branch would like to extend our thoughts and prayers to his family during this challenging time.

If you are a retired member, you can join the 1888 Club by calling our Members' Service Centre on 1800 729 909.

*Tony Woolgar,
TWU Veterans Secretary*

You said it on Facebook:

24 November 2023:

Today, we were proud to donate over 13 crates of essential hygiene products to Share the Dignity's It's in the Bag campaign! A huge shoutout to our very own Melissa for pushing this initiative forwards, and a huge thanks to all of our members who contributed




Nick Haughain
What a great cause, well done team!

3 November 2023:

Waste workers at Cleanaway Padstow are on strike over this weekend for a better deal, while they fight for a better deal. Padstow is the only site Cleanaway have to process liquid waste in Sydney, and these workers have very specialised jobs. They deserve a fair deal.



Karen Wiles
Solidarity

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

16 November 2023:

MASSIVE UNION WIN – QANTAS FOUND GUILTY
In a ground-breaking ruling, Qantas has been found guilty in the first-ever criminal prosecution brought by SafeWork. This decision is a major victory for Theo and it holds great significance for all Health and Safety Representatives, highlighting the crucial role they play in ensuring safe workplaces.

The WHS Act has done its job. Now, we need to make sure the Fair Work Act can do its job by closing the loopholes exploited by Qantas to decimate jobs and standards.



Todd Marselos
congratulations Theo and TWU for standing up to Qantas and not letting them get away with not providing a safe environment for workers

25 October 2023:

Today we were proud to support our local community through donating laptops to Narang Bir-rong Aboriginal Corporation. While those laptops may not be of any use to us anymore, they will make a world of difference to a young person's education. These devices will go directly to kids in foster care and to families who need extra support in Western Sydney.



Michael Crosby
What a great idea!



 Help the driver find the truck



Q: What does a ghost say on January 1?

A: **Happy boo year!**

Q: Did you hear about the firecracker's New Year's Eve party?

A: **It was a BANG!**

Q: What do you say when you see someone after midnight on New Year's Day?

A: **I haven't seen you since last year!**

Q: What was the caterpillar's New Year's resolution?

A: **To turn over a new leaf.**



Colour me in and enter!

Name: _____ Age: _____ Phone: _____

Address: _____

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