



TRANSPORT WORKERS' UNION OF NSW

# TWU NEWS

ISSUE 108 • AUTUMN 2024



## YOUR LANDMARK TRANSPORT REFORM VICTORY!



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## A GREAT YEAR AHEAD



**IN THIS NEW YEAR,** I'd first like to acknowledge and appreciate the tireless efforts of each member of our union. Whether you've been actively engaged in advocating for our cause, offering support to your colleagues, or helping to expand our membership, your dedication has been instrumental in our collective progress.

Our union has seen continued growth in membership throughout 2024, and we warmly welcome all new members into our community. Your belief in our mission strengthens our resolve as we embark on our journey to improve the conditions and rights of transport workers together. With your support, we are poised to achieve even greater accomplishments in the coming year.

The commitment of our TWU health and safety representatives and delegates to enhancing workplace safety and fairness is commendable. Your ongoing training and advocacy play a crucial

role in upholding our standards and holding management accountable. I'm proud of the strides we've made and eagerly anticipate the future successes we'll achieve together.

In an industry where profit often takes precedence over worker well-being, our union's training programs equip you with the tools to combat injustices and protect your rights. As the TWU continues to expand its presence across various sectors in Australia, the spirit of unity and solidarity among workers remains steadfast.

Looking ahead to 2024, we face significant bargaining rounds with Cleanaway, StarTrack and FedEx, among others. I am confident that, with your unwavering support, we will negotiate fairer conditions and elevate industry standards nationwide.

*Tony Matthews,  
State 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-2023/>

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

# TOGETHER, WE ARE POWERFUL



**AS WE REFLECT** on the first few months of 2024, it's with immense pride and gratitude that I look back at the accomplishments we have made as a union so far this year. Together, we have achieved remarkable milestones, with the passing of the Closing Loopholes legislation standing out as a beacon of our collective strength and determination.

This groundbreaking legislation is a testament to our unwavering commitment to advancing the rights and protections of workers in the road transport industry. Through its provisions, the Fair Work Commission is now empowered to establish minimum standards to the transport sector, ensuring fair treatment and just compensation for all.

Moreover, the legislation brings forth a host of additional reforms, including heightened protections for gig workers and pathways for casual employees to transition to more permanent

**LET US REMEMBER THAT REFORM IS A COLLECTIVE ENDEAVOUR, GOING BEYOND THE EFFORTS OF ANY ONE PERSON. TOGETHER, WE STAND AS A POWERFUL FORCE FOR CHANGE.**

roles, safeguarding the well-being our members.

None of these achievements would have been possible without the dedication and solidarity of our members, your tireless efforts, your resilience in the face of adversity, and your unwavering support for one another that have propelled us forward.

Through your participation in events such as National Convoys and Days

of Action, hundreds of road transport workers raised their voices in unison, demanding meaningful reform and driving positive change within the industry – and that's exactly what we have got.

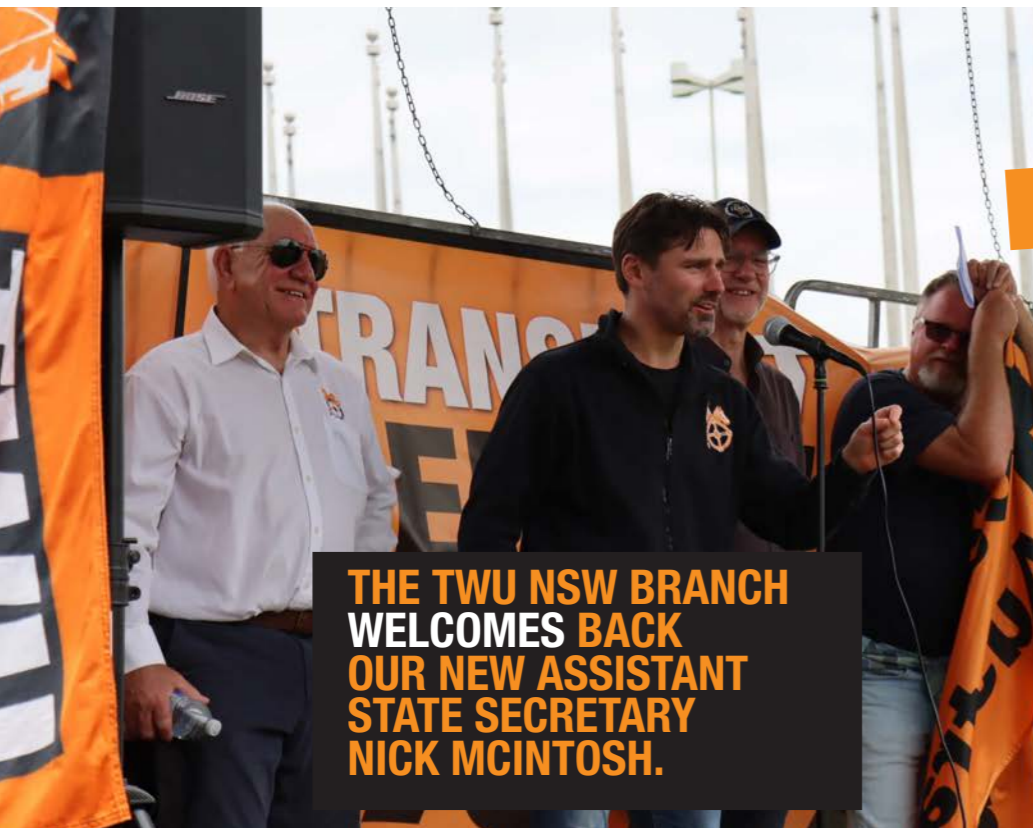
I extend my deepest gratitude to each and every member, as well as to our dedicated delegates, whose tireless advocacy and commitment have paved the way for a brighter future for our industry.

Let us remember that reform is a collective endeavour, going beyond the efforts of any one person. Together, we stand as a powerful force for change, and together, we will continue to fight for the rights and dignity of workers across the road transport sector.

*Richard Olsen,  
State Secretary*

# MAKING AN IMPACT

# JUSTICE FOR THEO!



**THE TWU NSW BRANCH WELCOMES BACK OUR NEW ASSISTANT STATE SECRETARY NICK MCINTOSH.**

OVER THE PAST SIX YEARS, our union's profile and community standing have soared due to our successful campaigns. Whether it was our 2021 battle for job security in road transport, our landmark victory against Qantas in the High Court, our pivotal role in ensuring Virgin's continued operations, or the recent passing of the Closing the Loopholes legislation, which centralises road transport matters in the Fair Work Commission, our impact has been significant.

Additionally, it's been gratifying to contribute to key branch campaigns, such as securing the first job security arrangements for waste workers during the tendering of Local Council contracts nationwide.

Now is the time for unity as we endeavour to transform our industry and its various sectors. Our track record proves that collective action yields results. Thus, it's imperative that we move beyond individual battles and champion our causes collectively, both within our sector and across the industry.

For the first time in over three decades, we have legal and governmental support behind us. As the most prominent and robust union in the country, we must seize this momentum.

I am thrilled to return to the branch, where I spent 12 years, and collaborate with officials, delegates, and members to capitalise on this unique opportunity. Together, let's elevate standards and amplify the voices of transport workers.

*Nick McIntosh,  
Assistant State Secretary*

## NICK'S

### Union Career HIGHLIGHTS:



**LEGAL OFFICER:** Represented members in the Commission, ensuring Robbie Lankam received maximum compensation after being unfairly dismissed by Fed Ex.

**CHIEF OF STAFF:** Successfully preserved Chapter 6 when the newly elected O'Farrell Government attempted to abolish it.

**SOUTH COAST SUB-BRANCH SECRETARY:** Advocated for members' rights from Wollongong to Wagga to Albury.

**ASSISTANT NSW SECRETARY:** Secured guarantees from the Berejiklian Government for the jobs and conditions of waste workers on the Central Coast.

**ASSISTANT NATIONAL SECRETARY:** Spearheaded the passage of standard lifting and life-saving road transport legislation in Federal Parliament.

IN FEBRUARY, Qantas agreed to pay \$21,000 for wrongly firing Theo Seremetidis, TWU member and a worker who spoke up about safety concerns during COVID-19. This is a big deal because it's the first time a court is punishing an airline for breaking safety laws like this.



### ^ TWU NEWS REPORT BACK IN AUTUMN 2020

In February 2020, Qantas suspended Theo for a year after he told workers to stop doing unsafe tasks. Back then, workers were cleaning planes from COVID-19 hotspots without proper gear or training, only using water and one cloth to clean surfaces. After Theo spoke up, safety inspectors confirmed these problems.

This case shows big companies like Qantas can't break safety rules without consequences. It's a reminder that all workers deserve to be safe, especially during tough times like a pandemic.



**A WIN FOR THEO! NSW STATE SECRETARY RICHARD OLSEN SPEAKS TO THE MEDIA OUTSIDE OF THE DISTRICT COURT AFTER QANTAS IS ORDERED TO PAY \$21,000 OVER STANDING DOWN THEO FOR DOING HIS JOB AND KEEPING HIS CO-WORKERS SAFE DURING THE COVID-19 PANDEMIC.**

## MORE PAIN FOR QANTAS



And in another huge win for HSRs, the NSW District Court slapped Qantas with a hefty \$250,000 fine for unfairly standing down Theo. This came only a week after Qantas agreed to pay for the loss and hurt he experienced while working at the airline.

Judge Russell SC DCJ said the reasons for his verdict were the offences had "significant culpability", there was a "gross power imbalance" between Qantas and a part-time worker acting as an HSR, and "the conduct of Qantas is shameful."

# UNION WIN

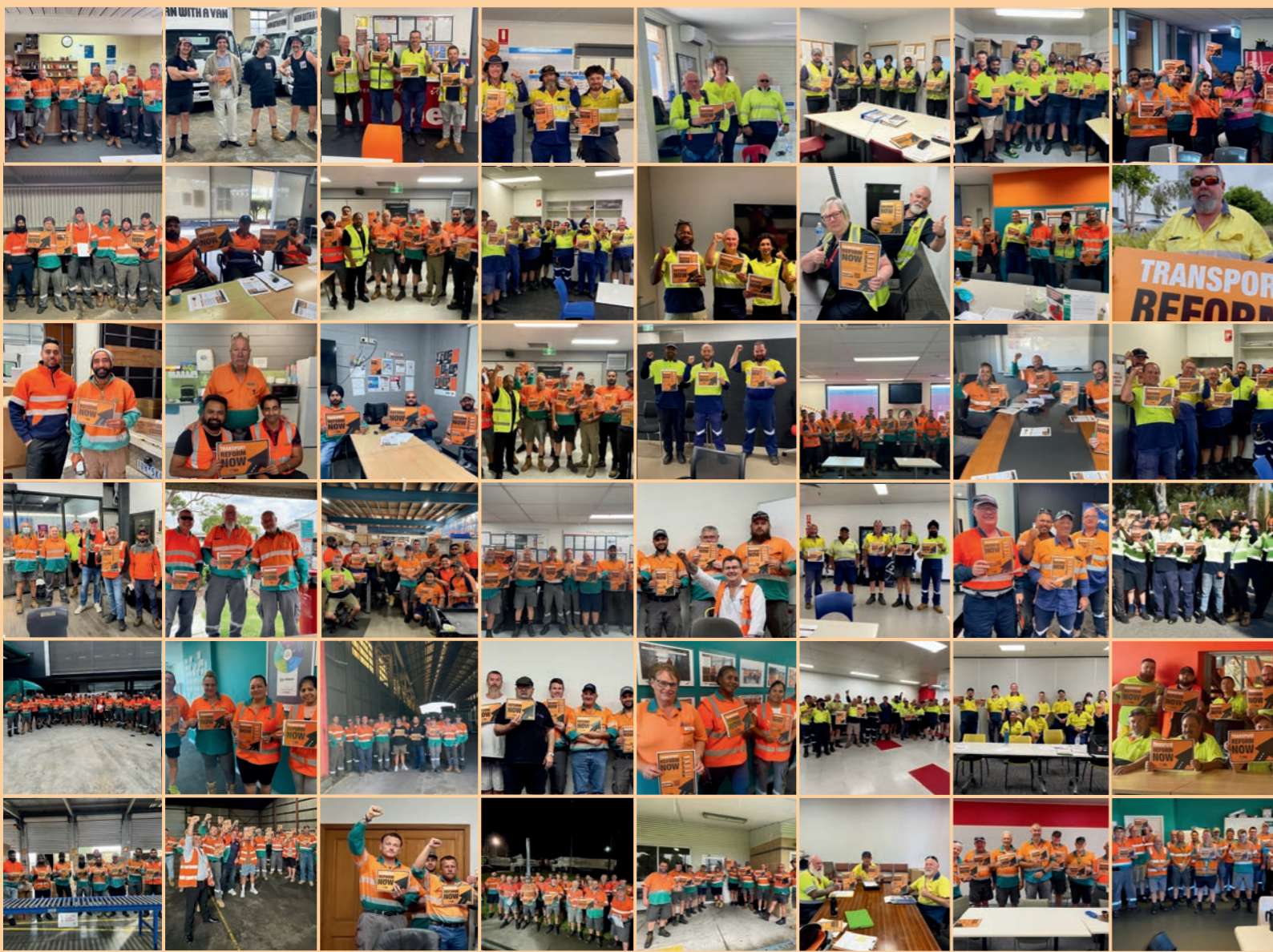
# TRANSPORT REFORM PASSED

The transport reform we have fought relentlessly to achieve has now passed Federal Parliament and will soon become law.

This is a monumental, world-first achievement that has involved thousands of members and decades of work. We would not be here without transport workers taking action towards a safer, fairer, more sustainable industry.

This legislation will ensure:

- 1 A POWERFUL VOICE FOR TRANSPORT
- 2 DEADLY PRESSURES ARE ADDRESSED
- 3 JOB SECURITY FOR ALL
- 4 ALL ROAD TRANSPORT WORKERS ARE COVERED



YARD PLEDGES



NATIONAL CONVOYS



CLIENT ACTIONS

# A TWO-DECADE CAMPAIGN

Through convoys, vigils, protests, sit-ins, lobbying, protected industrial action, member petitions, inquiries, international solidarity and more, members have fought relentlessly for a better road transport industry for over 20 years.

We protested for supply chain safety at Coles and Woolworths, and eventually the two retail giants signed charters with us - but we need all wealthy clients held to account and this legislation will do that.

Now reform has passed, we will be working just as hard to put decent standards in place as we did to get the legislation over the line.

We'll be reconvening industry discussions to make standards applications when the new laws come into effect in August.

Our job as transport workers is now to turn our attention back to clients like Aldi, who think they can shirk their responsibilities to safety in transport.



LOBBYING



VIGILS

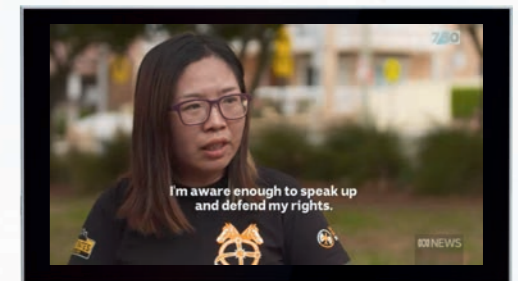


INTERNATIONAL ACTION

# HUNGRY PANDA RIDERS FIGHT BACK

Over the past month Hungry Panda riders have been speaking out against pay cuts and unsafe, unrealistic delivery times.

After Zhuoying Wang, a delivery rider, helped organise protests, Hungry Panda cut her orders from 70-80 per day to zero. But despite financially struggling as a result of Hungry Panda's actions, she continued to stand up for fairness.



WATCH ZHUOYING'S STORY



Now ABC 7:30, ABC's investigative program, has shone a spotlight on Zhuoying's story and her shocking treatment from Hungry Panda.

Zhuoying's story is not uncommon in the gig economy, where the lack of minimum standards has created a model of exploitation.

That's why when transport reform comes into effect, setting minimum standards in the gig economy will be crucial—not just for workers like Zhuoying, but to ensure the exploitative gig model doesn't spread to the rest of transport.





# CLEANAWAY

# CAUGHT

# PRYING

**CLEANAWAY** – last year's worst company as voted by you, union members – has been at it again, this time trying to pry into workers' private Facebook groups. In February, the Fair Work Commission refused the company's demands that a TWU delegate hand over social media posts.

**EVEN THOUGH CLEANAWAY TRIED SO HARD TO GET THIS INFORMATION, THEIR EFFORTS WERE IN VAIN.**

The Facebook post showed gratitude to waste workers for their tireless efforts against "Big Blue" and criticised the company's tactics to evade arbitration and push through unfavourable agreements.

Despite Cleanaway trying so hard to see your private social media posts, TWU members have stayed strong, keeping their privacy safe and stopped Cleanaway's snooping. The company would rather engage in continued failed legal battles and spy on workers' social media activity, rather than come back to the table with a fair deal which doesn't attack conditions and wages.

## ENOUGH IS ENOUGH!

In another win against the company, the FWC granted an intractable bargaining declaration at Cleanaway's Wollongong and Erskine Park sites. The company wanted to roster employees from Monday to Sunday.

Despite over a year of negotiation and dozens of bargaining meetings, no agreement has been reached with Cleanaway's management. Members have rejected proposed changes over concerns about maintaining current conditions and avoiding a two-tier workforce.



**RATHER THAN COME BACK TO THE TABLE WITH A FAIR DEAL WHICH DOESN'T ATTACK CONDITIONS AND WAGES...**

**CLEANAWAY WANTS TO ENGAGE IN CONTINUED FAILED LEGAL BATTLES AND SPY ON WORKERS' SOCIAL MEDIA ACTIVITY.**



## PRIORITIES AT TOLL IN 2024

**TWU MEMBERS STOOD TOGETHER AND WON STRONG PAY INCREASES AND CONDITIONS UNDER A NEW TOLL-TWU ENTERPRISE AGREEMENT. TOLL DELEGATES MET IN MINCHINBURY TO DISCUSS THEIR NEXT STEPS!**

Last year, TWU members stood together and won strong pay increases and conditions under our new Toll-TWU Enterprise Agreement. Now that the agreement is complete, our priority is to ensure that we enforce every entitlement achieved by TWU members across all Toll sites in Australia.

### HERE ARE SOME OF THE IMMEDIATE PRIORITIES WE'RE FOCUSING ON:

#### OUTSIDE HIRE PROTECTION

A new commitment to ensure outside hire levels do not increase on a site-by-site basis over the life of the agreement.

Why is this important? It guarantees job security for all members while encouraging direct hiring by Toll.

**What's next?** Your TWU delegates will be rolling out systematic inspections of outside hire as one of our immediate priorities.

#### MENTAL HEALTH FIRST AID TRAINING

Mental health affects transport workers more than most industries. New rights to access 'Mental Health First Aid Training' for all delegates and at least 50 other Toll employees were negotiated by your TWU-led committee

**How can I access it?** If you are a TWU member and want to take up training, please let your delegate know. Being a union means being there for each other when we need it most. This training helps us do that.



# RESETTING GOOD PAY AND CONDITIONS AT VIRGIN

**2023**  
Last year Virgin workers above and below the wing called on the company to reset decent pay and conditions after huge sacrifices during the pandemic. They called on Virgin's owners Bain Capital to commit to:

**RESPECT FOR WORKERS** **EMPLOYEE SHARE SCHEME**

**GOOD, SECURE JOBS** **INDUSTRY REFORM**

**ONGOING INVESTMENT**

The claim has brought some great success: Virgin agreed to insource more ground handling jobs in its international operations, and agreements won by ground workers and cabin crew addressed many other concerns. Virgin has also said there should be further industry discussions on reform.

In bargaining, ground workers were the first Virgin work group in history to file a Protected Action Ballot, followed by cabin crew. Their unity led to agreements with huge improvements in pay, conditions, and work-life balance.

Pilots have been in bargaining for several months pressing claims for better work-life balance and a reset to pay and conditions.

**These wins from members of the only union with coverage across the entire airport, show the power of standing together.**



## UNION WIN

# MULTI-EMPLOYER BARGAINING TALKS BEGIN IN GROUND

In a huge win as part of our plan to bring up standards in aviation, Menzies and Dnata have commenced discussions around multi-employer bargaining.

### IMPROVING STANDARDS

It will help us to **bring standards up** in the industry across all companies.

Multi-employer bargaining is part of new laws brought in by the Albanese government to return power to workers in bargaining.

### PAY AND CONDITIONS

As companies like **Swissport** pull the industry down, multi-employer bargaining will give workers huge power to **improve pay & conditions for everyone**, without workers going backwards.

It gives workers the ability to bargain together across different companies, **reducing the risk of contract losses—and we know we're always stronger together.**

### JOB SECURITY

To win clients, companies often **reduce pay and conditions** which results in **insecure work**. Bringing up everyone together will improve job security for all workers.

**Here's what it means for workers:**



Menzies and Dnata multi-employer bargaining team

This is a huge breakthrough and could only be achieved by the work of members and delegates over recent years.



# FIRST-EVER CRIMINAL CONVICTION



➤ **\$21,000 COMPENSATION**

➤ **CRIMINAL CONVICTION**

➤ **\$250,000 FINE**

In a massive union win for workers, Qantas has been fined, criminally convicted and ordered to pay compensation for standing down TWU member and former Health and Safety Representative (HSR) Theo Seremetidis.

Qantas is the first company in Australian history to be criminally convicted for targeting an HSR — a huge win for health and safety reps everywhere.

Since Theo bravely stood up to Qantas in a first-ever criminal prosecution, other HSRs have come forward to take on employers. Congratulations to Theo - a true workplace hero.

Elected HSRs play a crucial role keeping workplaces safe and have specific powers and duties to hold employers to account for safety.

**Talk to your delegate or organiser to get involved.**

# COMPENSATION HEARING: ILLEGALLY SACKED QANTAS WORKERS



After three long years of fighting - and winning - through the courts, illegally outsourced workers are a step closer to compensation.

After Qantas walked away from mediation in December, the matter returned to the Federal Court in March for a week-long hearing.

This was the largest case of illegal sackings ever in Australia. A compensation process to this scale has never been done before.

If you have questions about the case, read our FAQ by scanning the QR code.



**Closing submissions are scheduled for May, with a decision to follow.**



# ROAD BARGAINING KICKS OFF

## STARTRACK AND FEDEX

Members at StarTrack and FedEx are gearing up to begin bargaining, having completed surveys on priorities for negotiations.

With both companies now trying to push ahead with threats to job security, it's crucial we have as many union members as possible to win the best outcome.

In 2026, road transport companies around the country will be bargaining together again – this gives us immense power across the industry to lift pay and conditions.



## BARGAINING IN RETAIL

Retail companies compete for large contracts with wealthy clients. At the moment, the way many companies get those contracts is to lower workers' pay and conditions to undercut each other.

**We need to have industry rates of pay across road transport so that can't happen.**

**That means we need strong yards.**

Bargains are taking place across retail companies around the country this year, but even for those companies not in bargaining, the work starts now to build up our yards.

In gearing up for 2026, It's crucial we spend the next two years building our yards by enforcing agreements and safety, and making sure we have strong structures in place.



# STRONGER THAN EVER

This year could not have begun stronger for our union. Across road transport and aviation, we have come out on top. We are growing in membership, and using our powerful voice to shift the dial for transport workers.

In just three months, we have:

- won lifesaving transport reform for road transport and the gig economy;
- had Qantas criminally convicted and fined \$250,000 for breaching the Work Health and Safety Act;
- held a week of unprecedented Federal Court hearings to compensate illegally sacked Qantas workers; and
- taken steps to start the first ever multi-employer bargain in aviation.



## ➤ BUILDING ON AVIATION WINS

Our success in aviation is multiplying, because we're working hard together to build on the wins we've already achieved.

Strong agreements won by Menzies and Dnata workers in 2021 have led to talks on the first ever multi-employer bargaining round for aviation. An opportunity that gives workers more power to lift and protect pay, conditions and job security.

Virgin pilots continue to bargain from a stronger position, following solid agreements in ground and cabin crew last year that showed Virgin the TWU means business.

Workplace hero and HSR Theo Seremetidis and illegally outsourced workers who fought through years in the courts - and won every time - are now bringing Qantas to justice with a criminal conviction and unprecedented compensation hearings.

Thank you to all members for relentlessly fighting for a better industry. Let's keep it up.

On top of these significant moments, bargaining is kicking off at StarTrack, FedEx, Border Express, Centurian, Camerons, Qube, Lindsay, SCT, PFD and K&S, and continues for Virgin pilots. All the while, our core union business to improve the lives of transport workers is carried out by members and delegates on the ground across the country.

## ➤ TRANSPORT REFORM: A HISTORIC WIN

Congratulations to every single member for the enormous effort to convince politicians that passing transport reform will save lives, jobs and businesses.

In August, we will have our very own road transport stream of the Fair Work Commission to set enforceable minimum standards throughout supply chains and in the transport gig economy. This is a world-first system that will completely reshape our industry, hold wealthy clients and gig behemoths to account, and give power to transport workers.

The best part: TWU members who fought so hard for this system are guaranteed a seat at the table to advise the expert panel of the Commission on standards. That is incredibly powerful, and exactly the right way to lift standards in transport.



# BUILDING TO

# 2026

We're gearing up for a huge opportunity in 2026, when hundreds of agreements will expire across the transport industry, giving us power to bargain at the same time.

This is the next phase in our plan to bring up pay and conditions across the industry by taking the fight right to the top of the supply chain.

We now have a powerful tool in place to help lift standards, with reform soon to take effect. But we still need to build our union power right across the country.

## Building strong yards starts now.

Our focus for the next two years is on:

- ▶ Enforcing agreements
- ▶ Safety
- ▶ Making sure we have strong structures in place



# REFOCUSING ON CLIENTS

As we build to the next industry fight, we're refocusing our attention on clients like Aldi, which has consistently refused to sign a charter with the TWU on supply chain safety.

After workers last year served a claim on 40 retail clients to lift standards in their supply chains, we're ramping up our campaign to hold them to account.





# FREE OPAL CARDS WIN



Last year, the NSW Government listened to worker demands for free Opal Card for. Their petition, backed by the TWU, delivered this victory and it was through our united front that we were able to successfully advocate for these benefits.

## ROAD TO RESPECT THE TWU'S DRIVE FOR BETTER BUSES

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

Dozens of TWU bus industry delegates met in Sydney's Mount Druitt for the seventh annual Bus Safety Week, emphasising urgent measures to improve driver working conditions.

They were there to highlight the need for drivers to have access to clean facilities, suitable rest areas, and comprehensive safety training – crucial for their health and dignity.

### YOU DESERVE BETTER!

TWU bus delegates and members demand respect! Drivers being forced to put up with inadequate break faculties which smell of sewage is UNACCEPTABLE.

This is a reminder of the importance of ensuring the safety and wellbeing of drivers, who play a vital role in ensuring passengers and road users' safety every single day.

We demand action to address the decade-long neglect under the previous Liberal government, stressing the need for more professional development and an industry group to uphold training standards and support drivers.



### WHAT YOU GET WHEN YOU OPT IN:

- ✓ Access to station facilities, i.e. bathrooms
- ✓ Supported travel to and from work
- ✓ Supported travel across the Opal network



Remember! Speak to your delegate and join the TWU to get your free Opal Card!

And we are continuing to push the fight through 2024.



# OUR FUTURE, OUR TRUTH

## TWU members out in force at Sydney's Mardi Gras celebrations in March!

This year, Union Pride dedicated the Mardi Gras float to our continued solidarity with the Aboriginal and Torres Strait Islander community.

The float was designed by the phenomenal Lara Watson, Birri Gubba woman, ACTU Indigenous officer, and the artist behind "Wadya Gathering", which was proudly used by the Yes campaign.



# HIGHWAY ROBBERY!

A new review into Sydney's toll roads is showing just how out of control the city's toll road crisis is. The report by former ACCC chair Allan Fels revealed motorists will pay \$195 billion in tolls between now and 2060 and that the finances of private companies are being prioritised at the cost of drivers.

You know just how outrageously expensive tolls are, and ongoing increases each year is putting an enormous financial burden on all transport workers.

## It's time for toll companies' exploitation to end!

We are echoing Professor Fels, who has made it clear that "tolls need a big shake up. Major reforms, no holds barred and the New South Wales Government needs to take back control of tolls."

And all of this comes only a month after Transurban reported a net profit of \$230 million - all at the expense of owner-drivers and transport workers already struggling amid this cost of living crisis.

Tolling companies' callous disregard for the financial strain and hardships endured by drivers as their gains come to the detriment of the transport industry and all of those working in it.

# RIPPED OFF

Sydney motorists will pay \$195 billion in tolls for projects that favour private companies over drivers, report finds **9NEWS**



## THE CHANGES ALLAN FELS SUGGESTS:

Reforming the toll network will be complex, with 13 toll roads and 10 contracts, with two more under construction. Recommendations include:

- ✓ A network-wide price structure based on distance.
- ✓ A state-owned entity to set toll prices, legislative changes for independent toll pricing.
- ✓ Involving the Independent Pricing and Regulatory Tribunal (IPART) in oversight.

# STRONG, ACTIVE WOMEN

The second women's panel at the TWU NSW Delegates conference heard from strong, active women in the TWU.

The women's panel, led by Assistant State Secretary and Director of WHS & Education Marija Marsic, included bus delegates Jacqueline Wilson-Haria and Marta Folkard, TWU Legal Officer Angharad Owens-Strauss and TWU WHS & Education Official Emily Armstrong.



# DELEGATES OF THE YEAR

This year has also been a monumental year for women members of the TWU, with the first ever females receiving Delegates of the Year.

In a traditionally male-dominated industry, the women in the TWU are the trailblazers of change, breaking down barriers and paving the way for a more inclusive future. These remarkable women bring their unique perspectives and skills to the table.

## MARGARET HARVEY

Margaret has been a TWU member for 18 years, and in those years, she has pushed to lift industry standards for her yard. Currently a delegate at Team Global Express, as well as a member of the Branch Committee of Management, Margaret is working hard to ensure that all transport workers are being treated fairly, and that pay and conditions will not be undermined.

With an unwavering understanding of the benefits of union membership as well as the power of solidarity, Margaret is committed to ensuring all transport workers are treated fairly.



## MARION HARRIS

Marion has been fighting as a member to improve the standards of the aviation industry for over six years. A delegate for Cabin Services Australia, Marion has never backed down from ensuring fairness is at the forefront at work, as well as ensuring that major corporations like Qantas don't get away with stripping away basic conditions.

A strong advocate for the industry, Marion has stood strong alongside the TWU in the fight for reform, and is working everyday to ensure that her yard is strong, and that we are ready for our next fight.



# LEGAL TEAM WIN @ REGION 6



After a prolonged bargaining period spanning 2022 and 2023, the TWU successfully negotiated an enterprise agreement for Transit Systems Region 6 drivers.

This agreement streamlined various conditions across Transit Systems' workforce and ensured equal pay for equal work among all drivers in Region 6.

Once the agreement was approved, Transit Systems attempted to postpone the payment of specific allowances and entitlements for drivers on certain shifts until the introduction of new shifts and rosters. The TWU objected to this delay,

asserting that these payments should have commenced from the agreement's start date.

In response, the TWU brought Transit Systems before the Fair Work Commission. During the hearing, both parties engaged in intensive settlement discussions. Ultimately, the TWU avoided a lengthy hearing and secured a favourable settlement for over 600 drivers in Region 6.

# PROTECTING MEMBERS EVERY DAY

The NSW Branch legal team continues to work to protect our members whether facing unfair dismissal, wage theft, enterprise agreement negotiations or threats to job security and pay.

## IN THE LAST 12 MONTHS:





**I'm in the right**  
accident replacement vehicles

## NOT AT FAULT ACCIDENT ?

**If You Have Been Involved In A Not-At-Fault-Accident, We Can Get You A Like-For-Like Vehicle, With Costs Recovered From The At-Fault-Party\***

### OUR FLEET



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



Conditions Apply\*

#### GET IN TOUCH

For more information please scan the QR code or contact us on:

- Accident Management Team
- Sam Cash (BDM Trucks)
- 1300 004 487
- 0492 878 769
- am@imintheright.com.au
- sam.cash@imintheright.com.au

# 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.



Beanies sold out! Back in stock soon!

**Check out more! [www.twunsw.org.au/shop](http://www.twunsw.org.au/shop)**

# MEMBERS' SERVICE CENTRE

## HOW WE ARE SUPPORTING OUR MEMBERS THROUGH TOUGH TIMES:

### LONG SERVICE LEAVE WIN:



William tackled a challenging case involving a Bagways employee, who had resigned after staying on worker's compensation for

an extended period, due to an incapacity to perform his inherent duties. When the company refused to recognise the member's entitlement to Pro-Rata Long Service Leave after his seven years of service, William intervened. Upon stating to the company legal action will be taken unless if the member's entitlements were recognised, the member was paid out all of his entitlements.

### SUPPORTING WORKERS:



Melissa intervened when a supervisor at Securitas was called into a meeting without being offered a support person. Melissa attended the meeting and shut

it down, as it was disciplinary rather than fact-finding. She prevented the worker from being fired on the spot. Despite the company's attempt to demote the worker and relocate them to a role that would result in a \$380 weekly pay cut, Melissa successfully argued to keep her current rate, as the alleged misconduct did not warrant such severe punishment.

## WE'RE HERE TO HELP

As a TWU NSW member, you are entitled to assistance and support with workplace issues, all the way from advice over the phone to face-to-face representation in industrial matters or disputes. The Members' Service Centre (MSC) is your first port of call for an efficient response to any issue. Whatever the problem, our highly experienced and carefully trained MSC officers are here for you.

## THIS YEAR THE MSC HAS:



**Made over 5300 phone calls to our members**



**Recovered \$482,686 for issues like wage theft, redundancy, and unfair dismissals**



**Managed 103 Disciplinary Matters**

Resolving 43. Five have been referred to legal for ongoing issues, and seven are ongoing. We've also managed 54 unfair dismissal cases, with two referred to legal proceedings and 15 ongoing.



**Secured \$239,222 in compensation, statements of service, and downgrades to resignation**





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

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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](http://www.santone.com.au)



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# FACING THE CHALLENGES

After various union roles, I'm humbled and grateful for the opportunity to step into the role as Sydney Sub-branch Secretary. I look forward to collaborating with members and delegates across all industries within the branch to empower all transport workers.



**IN OUR FOCUS** on the Road To Respect campaign, we're prioritising the upgrade of break and toilet facilities. Our members are exercising their power to achieve positive outcomes in this area. We're also seeing growth in members within the bus sector. As we continue this fight, we're turning our attention to addressing two critical issues: the recognition of and uplift of skills for bus drivers.

It's important to acknowledge the challenges they face; the TWU is aware that drivers lack support for training and development. Additionally, we're tackling cost of living pressures under the agreement cycle, preparing for a significant battle in 2026.

## WASTE FIGHT CONTINUES

We commend waste officials for their efforts in maintaining pressure on Cleanaway, with membership showing growth. We've also achieved success in securing agreements elsewhere in the waste industry.

## STARTRACK/FEDEX

Members are gearing up for negotiations, with endorsed logs of claims across all NSW sites. Our organisers are doing a great job ensuring strong, informed membership ready to confront these companies.

## CONSTRUCTION

We're deeply concerned about the outsourcing of work in the construction industry, which is undermining job security. The TWU is working to close loopholes in legislation to enhance job security for workers in this sector.



## TRANSPORT FOR NSW

We're seeking recognition for workers within the traffic, emergency patrol, and tow truck divisions of Transport NSW and want to highlight their crucial role in maintaining traffic flow and safety.

The TWU is committed to supporting them to ensure their contributions to Sydney are properly acknowledged.

## INTRODUCING

Robert Rasmussen



**ROBERT RASMUSSEN** began his journey in transport working on a receiving dock on his weekends while at school. When able, he traded in a pallet jack for a rigid truck doing bread deliveries. Working as a relief, labour-hire, employee and owner driver, opportunities and licence upgrades led to delivering milk, chicken and perishables into supermarket chains. In 2011, he became an organiser with the TWU, fulfilling roles in the call centre, induction team, organiser, as a lead official and then the Campaign Coordinator before becoming the Sydney and Central West Sub-Branch Secretary in 2024.

## YOUR VOICE DELIVERS ON TRANSPORT REFORM

Congratulations to Sydney truck drivers and transport workers for their resolute action in driving Reform Now. Your powerful voice was instrumental in the passage of these reforms. Let's continue to stand together.



Robert

# TAKING CONTROL



With another busy start to 2024 it's great to see members out there taking up the fight.

## NJ ASHTON

NJ Ashton are on the verge of signing off on their first EA. This EA could potentially be industry leading in the tip truck sector. The initial site for NJ Ashton is Marulan, however, over the last 18 months we have seen NJ Ashton grow to have sites in Woonona, Eastern Creek, Peats Ridge and Tomago.

## EA'S A PLenty AT BORAL

Boral Drivers out of Berrima, Maldon, Dunmore and Port Kembla amongst others in the South Coast will begin negotiations for their new enterprise agreements. These EA's will cover the Tanker, Tipper, Agitator and Packaged Cement Drivers.

## SOUTH COAST EQUIPMENT

Wollongong based South Coast Equipment will kick off their EA negotiations this month in an attempt to raise pay rates amongst other improvements across their EA.

## BUS TERMINUS WIN

We have received confirmation from Wollongong City Council and Transport for NSW that the lease for the current site – at Marine Drive – where the Wollongong Bus Terminus currently sits will be extended until the completion of the new bus terminus.

This means our bus drivers will continue to have a safe place to park up to have their breaks and use amenities, rather than a potential proposed stop gap facility until the new terminus is built.

## A LONG FIGHT AT CLEANAWY UNANDERRA



Cleanaway Unanderra, who have been negotiating their EA since 2022, have had their situation heard in the FWC. The FWC have determined the situation is now intractable and an outcome needs to be arbitrated. Congratulations to all of the Cleanaway members who have stuck to their guns and got the situation to where it currently sits. A long fight in an extremely tough environment has a finish line and end goal in sight.

Rob

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

# A POWERFUL VOICE

As the Newcastle & Northern NSW sub-branch secretary, I welcome you to 2024. Thanks to our united efforts we've achieved significant victories, notably the passage of the "Safe Rates" industry reform in February. Our members, delegates, veterans, and officials played crucial roles in events, meetings, and convoys. YOU helped the good fight. Congratulations on a great achievement. Thanks also to our state and national leadership teams, especially Richard Olsen, Michael Kaine, and Nick McIntosh, for their outstanding leadership. Together, we "Give Transport workers a powerful voice".

## INTRODUCING OUR MEMBER-LED NEWCASTLE SUB-BRANCH EXECUTIVE COMMITTEE 2024



**THE NEWCASTLE SUB-BRANCH** is truly members led. Sub-branch executives met throughout 2023 and oversaw general operations, including our campaigns at both state and national levels.

Many of executive members retired from their roles in 2023, leaving multiple vacant positions. I wish our former executive members well and welcome the delegates who stepped up to take on the executive roles.

For the first time in Newcastle history, we have women on the sub-branch executive committee. Maggie Lloyd (Busways) and Melinda Werner (Cleanaway) have been strong and dedicated delegates, in very tough industry environments, yet continue to fight stand up for workers' rights.

## NEWCASTLE VETS



**OUR** Newcastle Veterans committee are a great bunch of retired members that just keep on supporting the good fight. By turning out to regular meetings, convoys, and making the long journey to meet on the lawns of Parliament house to push through much needed industry reform. Huge congratulations to all of our Vets, with your help and commitment we did it again! Welcome to our new veteran members. We recognise your ongoing commitment and support to the TWU.

On behalf of the Newcastle sub-branch members, I'd like to congratulate former assistant state secretary Mick Pieri for his outstanding work and the outcomes he contributed to members. I know all members of the sub-branch join me in congratulating Mick on his retirement, and wish him and his family the best for the future.



## DELEGATES TRAINING

**KICKING OFF THE YEAR**, with 15 delegates from across the sub-branch and multiple industries, were trained in Newcastle. They were eligible to take paid time off to attend this training under their EA terms.

This is another example of why standing united throughout bargaining, to gain power-building clauses, is well worth the fight!

*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)

# ACT AMBULANCE MEMBERS SAY YES

## ACT AMBULANCE SERVICE ENTERPRISE AGREEMENT UPDATE

Negotiations for the ACT Ambulance Service Enterprise Agreement have concluded with an overwhelming 97 percent "Yes" vote. This brings in significant improvements, including a new 44-hour roster, pay raises, and aligning rates for Comms and NEPT workgroups with Frontline ACTAS Paramedics. The new roster starts in April and ensures current entitlements. Ongoing processes address smooth transitions for staff on different rosters and work agreements, focusing on achieving desired outcomes.



## FUTURE NEGOTIATIONS AND CONCERNS:



Our next negotiations will tackle ongoing concerns like professional development, station and vehicle upgrades (including electric vehicles), staff classifications, and operational issues such as meal breaks and fatigue management. These negotiations prioritize the welfare of frontline emergency staff and operational efficiency.

## ELECTION YEAR DEVELOPMENTS:

Preparations are underway for the ACT election later this year, with campaigns focusing on funding and infrastructure upgrades for the Communications Centre, new stations, and vehicle enhancements. Attention is also given to staff career development to ensure future readiness, with ongoing advocacy to keep ambulance personnel concerns in focus.

## PRESUMPTIVE LEGISLATION:

The ACT sub-branch has partnered with the Federal Government to announce Presumptive Legislation for first responders. This follows lobbying efforts in the ACT for amendments to include presumptive measures for paramedics with PTSD. Consideration is given to potential legislation to address any existing loopholes in this area.

*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)

# You said it on Facebook:

20 March 2024:  
Gathered for a crucial endorsement meeting, FedEx Enfield members stand united this morning. Together, we're stronger!



**Chris Marlow**  
Top job boys!!

20 February 2024:  
Thrilled to welcome our newest members to the Transport Workers Union family at Transit Systems Horton Park!  
Inductions like these are important for power of unity and solidarity in fighting for fair wages, safe working conditions, and dignity on the job. Together, we're stronger!



**Wayne Hutchings**  
Nice work  
**Liam Jones**  
Go team! Give it to them corporates

14 March 2024:  
Prepare for round two of members bargaining! Delegates from StarTrack and FedEx are gearing up for negotiations.  
Our priorities? Fair rostering, access to overtime, ratios of permanent vs. outside hire, enterprise agreement training, and accessible paid parental leave!




**Ghiyom Nawaf**  
Solidarity from TGE

25 March 2024:  
Congratulations to the TWU's Adam Grumley on his admission as a lawyer!



**Steve Pettiford**  
Well done Adam. Congratulations.  
**William Yang**  
Let's go Adam!

 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)



## FIND THE 6 DIFFERENCES



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

## FIND THE ANIMAL WORDS

- KOALA
- KOOKABURRA
- SNAKE
- QUOKKA
- KANGAROO
- EMU
- CROCODILE
- COCKATOO
- POSSUM
- PENGUIN
- WALLABY
- IBIS

Colour me in and enter!

Name: \_\_\_\_\_ Age: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

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And behind them is TWUSUPER, the industry super fund for the people who keep the country running.

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