



TRANSPORT WORKERS' UNION OF NSW

TWU NEWS

ISSUE 109 • SPRING 2024

WE ARE

RELENTLESS



DELEGATES CONFERENCE 24

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TWU STRENGTH



IT WAS A PRIVILEGE to connect with you all at this year's Delegates Conference. The event served as a powerful reminder of our 'Relentless' strength and determination. It was inspiring to see so many dedicated individuals come together with a shared goal of advancing the rights and well-being of transport workers across New South Wales and beyond.

I want to acknowledge the tireless efforts of each union member this year. Whether you have been advocating for our cause, supporting your colleagues, or helping to expand our membership; your dedication has been instrumental in driving our progress. The TWU has seen remarkable growth, and I warmly welcome all new members who have joined our ranks.

This year, we achieved a monumental victory with the implementation of Transport Reform. This reform represents years of advocacy and perseverance, addressing critical issues such as job security, fair wages, and improved safety standards. It is a victory for all transport workers across the nation.

In an industry where profit often takes priority over worker well-being, we have made significant strides in equipping our members to protect and further their rights. Our TWU health and safety representatives and delegates

have shown unwavering dedication to enhancing workplace safety and fairness. Your ongoing training and advocacy are crucial in upholding our standards and holding management accountable.

The conference highlighted our unity and showcased the power of solidarity. The workshops and discussions provided invaluable insights and strategies, empowering delegates with the tools needed to tackle the challenges ahead. It was heartening to witness the exchange of ideas and experiences, strengthening our collective resolve.

As we move forward, we are in the midst of significant bargaining rounds with Cleanaway, Ampol, and FedEx, among others. These negotiations are pivotal in our fight for fairer conditions and elevated industry standards. I am confident that with your unwavering support, we will achieve victories that resonate across the industry.

Our union's strength lies in its members, and our progress is a testament to your resilience. Let's continue to build on our successes, fight for our rights, and strive for a future where every transport worker is treated with dignity and respect. Together, we can ensure that our voices are heard, and our demands are met.

*Tony Matthews,
State President*

RELENTLESS

Our union remains strong. We continue to fight to improve our industry and are united in the face of adversity, including attacks on conditions and pay that threaten the standards our members have fought to establish for years.



THE TRANSPORT REFORM LEGISLATION EMPOWERS THE FAIR WORK COMMISSION TO ESTABLISH MINIMUM STANDARDS IN THE TRANSPORT SECTOR, ENSURING FAIR TREATMENT AND JUST COMPENSATION FOR ALL.

REFLECTING on our achievements this year, the transformative Transport Reform legislation came into effect in August, marking a pivotal moment in our relentless fight for justice and fairness in the industry. This legislation empowers the Fair Work Commission to establish minimum standards in the transport sector, ensuring fair treatment and just compensation for all. It also brings heightened protections for gig workers and pathways for casual employees to transition to more permanent roles.

None of this would have been possible without the dedication and solidarity of our members. Your participation in events like National Convoys and Days of Action has driven positive change within the industry.

Significant pay rises have been achieved in the Majors through our collective strength. Last year, we secured increases linked to CPI and improved working conditions at companies like Linfox, BevChain, TGE, and Toll. These victories show what we can accomplish when we stand together.

In the waste industry, we celebrated a historic win in June with the Fair Work Commission's decision on the Erskine Park workplace determination, safeguarding the workplace rights of our members. This victory, along with our successful defence against the NSW Coalition's attempt to overturn crucial reforms, demonstrates our relentless commitment to protecting workers' rights.

In the bus industry, we secured \$7 million for facility improvements, grew our membership by over 700 new members, and achieved the provision of government-funded Opal cards for over 6,000 bus drivers. These wins ensure our members have access to safe, modern, and comfortable working environments.

One of our current battles is against Aldi, a company that refuses to meet the standards of a responsible transport employer. Our claim on Aldi is clear: a national road transport

enterprise agreement, a supply chain safety charter, a voice for workers, and collaboration with industry to lift standards in transport.

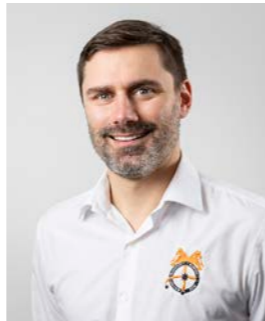
Let us remember that reform is a collective endeavour. Together, we stand as a powerful force for change, and together, we will continue to fight for the rights and dignity of workers across the road transport sector.

Relentlessness is the tireless efforts of our members, the persistence in our campaigns, and the spirit that drives us to secure wins for our members. Thank you for your dedication, passion, and unwavering commitment to our cause. Let's continue to stand strong, united, and resolute in our mission to protect and advance the rights of every worker in our industry.

The TWU is **RELENTLESS**.

*Richard Olsen,
State Secretary*

TWU: A DRIVING FORCE



OUR RECENT VICTORIES PROVE THAT WHEN WE FIGHT, WE WIN! LET'S KEEP PUSHING FORWARD, RAISING STANDARDS, AND MAKING THE VOICES OF TRANSPORT WORKERS HEARD.

IN THE FIRST HALF OF 2024, our union has faced major battles and we've shown that when we stand together, we win. From protecting the jobs of garbos to defending owner-drivers and fighting for better conditions for bus drivers, we have shown our strength and impact.

Don't Trash Our Jobs has been a crucial campaign for private sector waste workers who have long faced uncertainty around local government tender. After relentless action by garbos, the NSW Government introduced regulations late last year to ensure their jobs and conditions are secure through any tender. When the Liberal/National opposition tried to overturn these protections earlier this year, our members lobbied hard at Parliament House and won, defeating the attack on their rights. We are already seeing the benefits of these changes, and we will continue pushing to close any remaining loopholes.

For over four decades, Chapter 6 has provided vital protections for owner-drivers, but it hasn't been substantially updated in nearly 30 years. We've since seen the rise of the gig economy as well as owner-drivers being unnecessarily excluded such as bread and milk carters. Companies have become smarter at

changing terms of engagements and contracts in order to avoid the protections of these regulations. Our campaign to reform Chapter 6 to protect small business is now well under way and we are ramping up in the coming months.

Our Road to Respect campaign for bus drivers has already seen some major wins, such as better facilities and free Opal cards for drivers. But we need more. We are calling on the Government to recognise the essential work of bus drivers and to commit to fairer wages and conditions ahead of our 2026 industry-wide negotiations. After years of wage suppression under Liberal/National rule, our bus drivers are some of the lowest paid in the country. This must change!

With fresh momentum and Government support, we have a unique chance to build on our wins. Our recent victories prove that when we fight, we win! Let's keep pushing forward, raising standards, and making the voices of transport workers heard.

*Nick McIntosh,
Assistant State Secretary*

MEMBERS' STRONG VOICE ON RTAG

TWU NSW/QLD STATE SECRETARY RICHARD OLSEN has been appointed as one of the heads of the newly established Road Transport Advisory Group. With three decades of experience championing transport reform, Richard is continuing the fight for fairer conditions across the industry.

Under the new Transport Reform legislation, RTAG will lead consultation with workers, employers and industry groups on standards to inform the new Fair Work Commission Expert Panel on how best to make road transport 'safe, sustainable and viable'.

Transport Reform is about creating a fairer, more sustainable industry. Together, we are building a safer, more just future for workers.



**NOEL COARD:
CONGRATULATIONS RICHARD YOU ARE A SHINING LIGHT FOR ADVOCATING WORKERS' RIGHTS.**

TRUCK DRIVER SAFETY AT CRISIS POINT



THIS YEAR HAS BEEN A DANGEROUS ONE for truck drivers across the state. Alarming statistics released by the Transport for NSW found 259 fatalities and more than 4,700 injuries from heavy truck crashes over the past five years. The past year alone saw a significant increase in deaths.

INCREASING PRESSURES FROM EMPLOYERS AND RISING LIVING COSTS ARE WORSENING THE SITUATION, WITH TRANSPORT WORKERS BEING FORCED TO DRIVE WHILE EXHAUSTED TO MEET DEMAND.

The State Government needs to act immediately to strengthen laws to address these deadly conditions. With trucking being one of the most dangerous professions in Australia, it's time to ensure driver safety.

OUR TRANSPORT REFORM LAWS ARE HERE

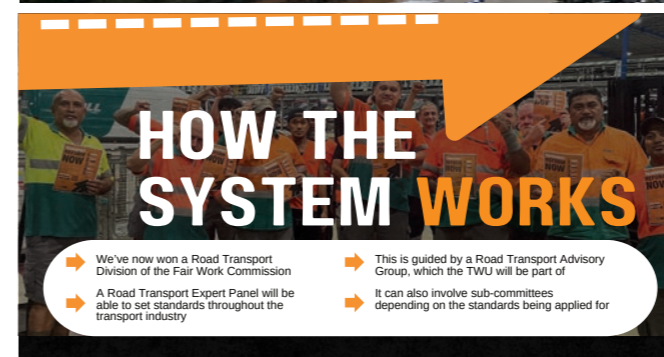
After an enormous two-decade campaign from TWU members, ground-breaking transport reform legislation was passed by Federal Parliament earlier this year and came into effect on 26th August. This marks the beginning of the biggest shakeup of the transport industry in Australia, putting us well on our way to securing better rights, conditions, and job security.



WATCH: Our short documentary on the 20+ year campaign to win reform



READ: This booklet includes all the info you need on reform and how we can use it



- injury insurance, PPE, and safety training
- Notice of termination of a contract, or payment in lieu of notice
- Worker representation
- Dispute resolution and consultation rights

CONTRACT CHAIN ORDER

Over the last decade, more than 3,500 transport businesses have become insolvent. Operators and owner drivers on razor-thin margins can't afford to chase payments for months on end, or be forced to cut costs year on year. Our application says wealthy clients like retailers, manufacturers and oil companies would be required to:

- Pay operators/drivers in full within 30 days
- Remove payment terms that pressure operators or drivers into lowering costs over the duration of a contract

LAST MILE DELIVERY

The Amazon Effect has dragged down standards across transport supply chains. We're tackling it with applications to lift standards for gig workers at AmazonFlex and owner-drivers at companies like Aramex, ANC and CouriersPlease:

- Minimum hourly rates that ensure cost recovery and a living wage
- Company-funded superannuation, safety training and paid rest breaks
- Notice of termination of a contract, or payment in lieu of notice
- Worker representation
- Dispute resolution and consultation rights

WHAT DO THESE NEW LAWS MEAN?

1 A POWERFUL VOICE FOR TRANSPORT

The TWU will sit on a Road Transport Advisory Group to give workers a powerful voice and lead industry consultation to recommend safe, fair, sustainable standards to the FWC. This includes sub-committees depending on the standards being applied for, which the TWU will be part of convening.

2 ADDRESSING DEADLY PRESSURE

Standards will apply throughout supply chains, stopping the squeeze from wealthy clients that puts deadly pressure on operators and drivers.

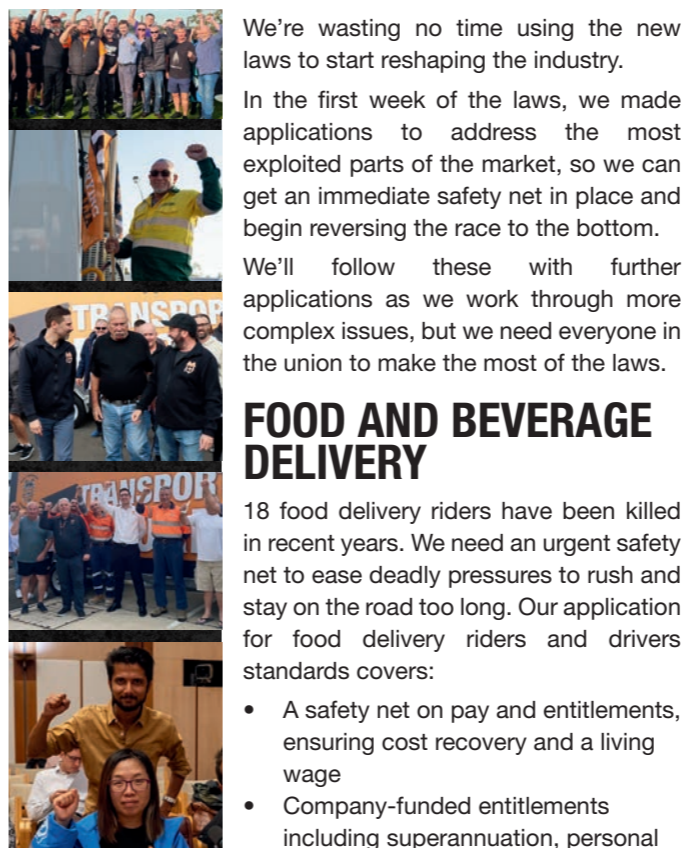
3 JOB SECURITY FOR ALL

Standards to end exploitation in the gig economy and protections against unfair contract terminations will mean all transport jobs and the standards protecting them will be more secure. Some of these rights will be automatic.

4 ALL TRANSPORT WORKERS WILL BE COVERED

The FWC can set standards for any section of the transport industry, covering anything related to transport. Under the legislation, a new Road Transport Objective must be satisfied, which is for a safe, sustainable and viable transport industry. This is a system for all TWU members.

OUR FIRST APPLICATIONS



THIS IS JUST THE START.

Change takes time, but if we want to get things right that time will be worthwhile. We'll be working to put in applications across all of transport, including in retail, cash-in-transit and rideshare. These first applications are about creating an immediate safety net while more complex applications are considered.



HISTORIC WINS FOR WASTE WORKERS!

The Full Bench of the Fair Work Commission has handed down its first and second ever workplace determination decisions, marking historic wins for waste workers at Cleanaway's Erskine Park and Unanderra sites.

CLEANAWAY'S ERSKINE PARK SITE

After 20 months of bargaining, TWU members and workers at Erskine Park have successfully protected and enshrined many of their workplace rights and customs at the depot, which Cleanaway tried to undermine. We've achieved these incredible results all because of their continued fight:

- **Weekend Work Stopped:** Prevented Cleanaway from forcing weekend shifts.
- **Overtime Rates Kept:** Maintained weekend overtime rates.
- **Backpay Secured:** Workers received thousands in backpay.
- **Pay Increase:** 15% raise from Sept 2022 to Sept 2024.
- **Total Pay Rise:** 23% increase by June 2027.



ANOTHER FWC WIN FOR WASTE WORKERS!

11.5% wage increase secured!
Further pay rises in 2025 and 2026
Ordinary work hours staying Monday - Fri

CLEANAWAY'S UNANDERRA SITE

In another win for waste workers, the Full Bench of the Fair Work Commission has issued its second ever workplace determination decision for Cleanaway's Unanderra site! Here's what's been won:

- **Big Pay Boost:** Immediate 11.5% raise with back pay.
- **Future Pay Raises:** 3% increases in 2025 and 2026.
- **Stable Hours:** No changes to current work hours, staying Monday to Friday.
- **Job Security:** No downgrades in job classifications for current workers.
- **Company Violations:** Cleanaway failed to negotiate in good faith.

This is Australia's first and second intractable bargaining workplace determinations, and we couldn't have done it without you! Congratulations to everyone involved!



TWU members at Cleanaway Unanderra celebrating their recent intractable bargaining declaration which was handed down by the Fair Work Commission.



TWU FENDS OFF COALITION'S ATTACK ON WASTE WORKERS' CONDITIONS

TWU HELPED BLOCK THE COALITION from undermining the condition of the state's waste workers by allowing Councils back into a race to the bottom around tendering contracts.

The Liberals and Nations tried to remove hard fought legal amendments through the NSW Parliament. The Greens, Shooters and Fishers Party and other crossbenchers voted with the NSW Labor Government to stop this outrageous attack and ensure your hard-won job security remains.

This would have meant Councils could return to putting waste collection services out to tender without protecting workers' wages and conditions, leading to workers being forced to reapply for their jobs, working under inferior conditions and pay.

The Coalition's efforts were disgraceful and not only potentially hurt sanitation standards the public relies on but also could have undermined the well-being and stability of the workers who keep our communities clean and safe.

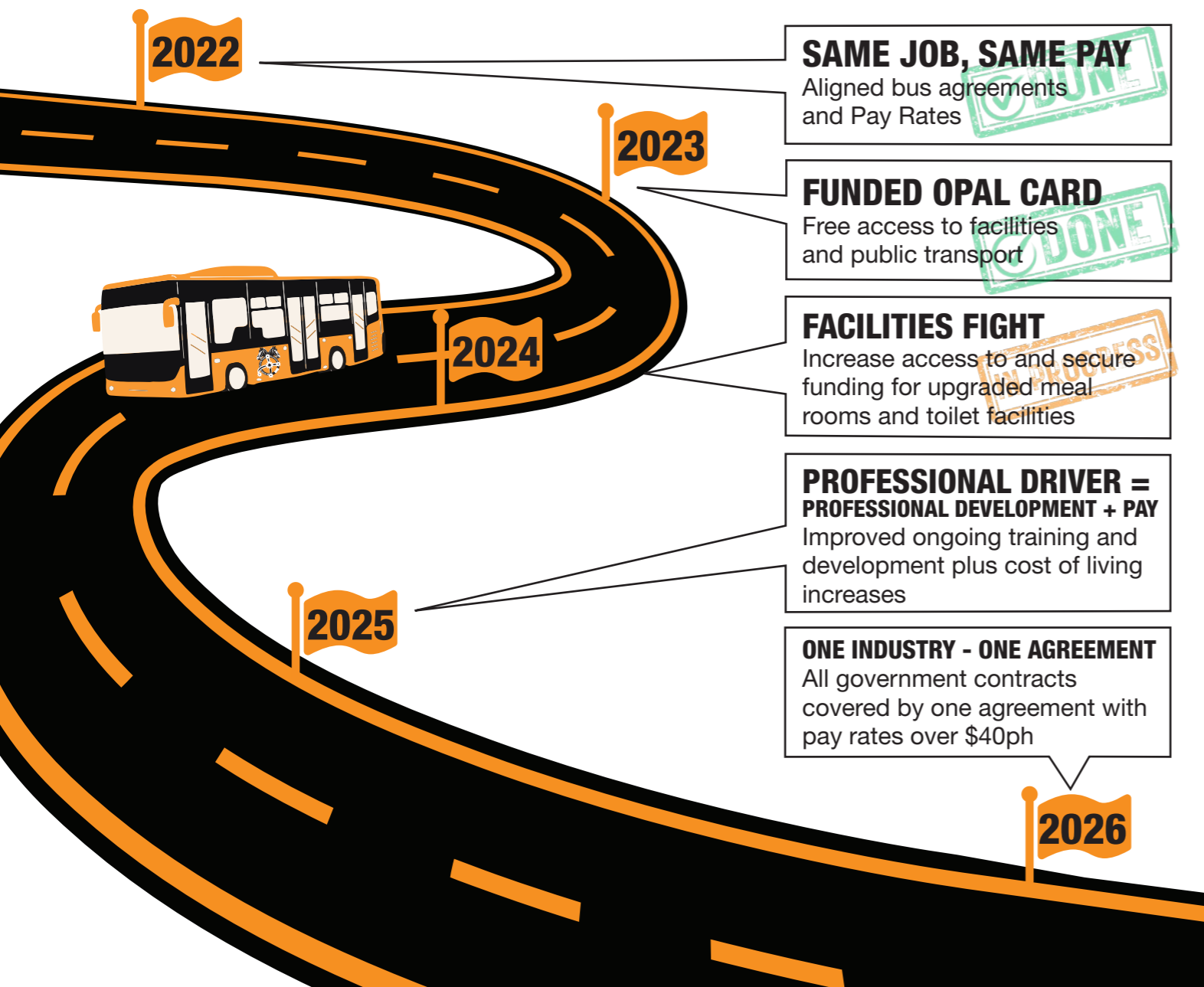


TRANSPORT WORKERS UNITED
TWU

ROAD TO RESPECT

THE TWU'S DRIVE FOR BETTER BUSES

INDUSTRY TIMELINE



IT'S TIME TO JOIN THE FIGHT

VIOLENCE AGAINST BUS DRIVERS SPIKE AS SHORTAGES WORSEN

No worker should have to fear for their safety when heading into work, but that's the reality for bus drivers each and every day across the state.

In an effort to curb assaults against workers, the NSW Police have established Operation Waratah, an initiative targeting violent crimes on Sydney's public transport network. Recent incidents under investigation include assaults against drivers, such as one on January 9, 2024, in Winston Hill and another on December 14, 2023, in Miranda.

These attacks come from passenger frustration over service delays caused by driver shortages. The 2023 Bus Industry Task Force report revealed Sydney is short 409 drivers. We are urging the government to prioritise driver safety and improve their pay and conditions, as rail line closures look to make shortages worse.

"VIOLENCE AGAINST PUBLIC TRANSPORT WORKERS IS UNACCEPTABLE AND IT'S IMPERATIVE STRONGER SAFETY MEASURES ARE IMPLEMENTED AND DRIVERS ARE PROVIDED THE NECESSARY SUPPORT TO ENSURE THEIR WELLBEING."

- TWU NSW/QLD STATE SECRETARY RICHARD OLSEN

SENATOR GLENN STERLE PAYS A VISIT



Senator Glenn Sterle, Labor Senator for WA, paid the Minchinbury office a visit where he met with TWU NSW/QLD State Secretary Richard Olsen. Glenn, a former TWU official, has been a dedicated champion for transport workers throughout his political career!

RELENTLESS



More than 500 of you showed up in an incredible display of union strength and solidarity for our 2024 TWU NSW Delegates Conference.

Together, we stood shoulder to shoulder, took the fight to Aldi, and amplified the voices of workers everywhere.

We heard from inspiring speakers, shared stories of resilience, and truly embodied what it means to be RELENTLESS in our pursuit of fairness and justice for all.



MURRAY WATT



CHRIS MINNS



"YOUR DEDICATION AND COMMITMENT CONTINUE TO DRIVE OUR UNION FORWARD. WE CAN'T WAIT TO SEE WHAT WE ACCOMPLISH TOGETHER NEXT."

- TWU ACT/NSW STATE SECRETARY RICHARD OLSEN



DANIEL MOOKHEY



THE MARCH ON ALDI

TWU MARCHES ON ALDI FOR TRANSPORT SAFETY AND FAIR TREATMENT!



ALDI MUST ENSURE SAFETY AND FAIR TREATMENT FOR ALL TRANSPORT WORKERS.



During this year's Delegates Conference, hundreds of you marched with the International Transport Workers' Federation on Aldi, demanding they do better as one of Australia's largest companies!

Aldi lacks a transport enterprise agreement for fair pay and safety, leaving many employees unprotected. Unlike its competitors, Aldi refuses to negotiate a supply chain safety charter with the TWU, risking the safety and well-being of contracted drivers.

Workers need a national road transport EA, a supply chain safety charter, and representation to ensure fair treatment and safety for all drivers. We will hold Aldi accountable if it refuses to cooperate.

Aldi must ensure safety and fair treatment for all transport workers, proving that profitability and ethical practices can coexist.





INTERNATIONAL PANEL



TRANSPORT REFORM NOW PANEL

MARIO VINSKI
IT WAS A GREAT CONFERENCE WITH ALL THE INDUSTRIES COVERED. WELL DONE TO ALL INVOLVED.



STATE GOVERNMENT AS THE CLIENT PANEL



AVIATION PANEL

DELEGATE OF THE YEAR

Huge congratulations to our 2024 Delegate of the Year, Wayne Richards!

Wayne, a force at Cleanaway Erskine Park, has transformed his yard with tireless dedication.

From organising early morning meetings to leading strike actions, he's fought fiercely for fair conditions and better pay.

Wayne truly embodies the relentless spirit of the TWU!



WOMEN IN TRANSPORT PANEL "RELENTLESS"



GLENN DANIEL:
GREAT TWO DAYS AS ALWAYS, BIG EFFORT TO ORGANISE, AND A GREAT SUCCESS, PROUD TO BELONG AND BE PART OF THE TWU.



THANK YOU TO ALL OUR SPONSORS

The 2023 Delegates' Conference would not have been possible without the ongoing support of our major sponsors. With their support our delegates are now better prepared for building a safer and fairer transport industry!

GOLD SPONSORS

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

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



GOLD SPONSORS



BRONZE SPONSORS



STALLHOLDERS



WHS WINS

Once again the Transport Workers' Union has had some significant wins on behalf of our members. I am also proud to announce that Emily Armstrong is now actively educating and empowering Health and Safety Representatives and union delegates following her recent qualifications in education and training.

- Marija Marsic, Assistant State Secretary
Director of WHS & Education



TGE - PPE OVERALLS

Following the sale of Toll to TGE, workshop PPE overalls were updated to show the new company logo. However, the overalls were poorly designed, with incorrect sizing and flimsy material that tore easily and didn't provide heat protection. Workers reported burns from welding slag due to the inadequate fabric. Many had to modify their PPE at their own expense to work safely and comfortably.

HSRs raised concerns through hazard and incident reports, but no action was taken until seven PINs were issued. These addressed the company's failure to consult workers and provide proper PPE, as well as the unfair cost burden placed on workers. TGE eventually accepted the PINs, reimbursed workers for the alterations, and began consulting with HSRs to ensure appropriate PPE was provided.

CAPITAL TRANSPORT - LEVY ON OWNER DRIVERS

Owner drivers are classified as workers under WHS laws. Capital Transport required these drivers to purchase wheel chocks after clients made it a site safety requirement for loading and unloading. However, the company failed to consult with the drivers and simply gave them a link to purchase the chocks.

The TWU sought assistance from SafeWork, and the inspector ruled in favour of the workers. They confirmed owner drivers, like all workers, cannot be required to purchase safety measures imposed by the employer. It is the responsibility of the PCBU to provide necessary control measures, such as wheel chocks, at no cost to workers, ensuring safety requirements don't become a financial burden.

SAFework NSW - CODE OF PRACTICE

Over the past year, the TWU has been collaborating with SafeWork NSW on industry-specific codes of practice for Domestic Waste and Cash-in-Transit (CIT). These codes provide guidance on addressing safety issues in these sectors.

The TWU has contributed real-life examples from members, using case studies to highlight what PCBUs did wrong and how they could have followed best practices.

Once these codes are published, they will serve as valuable tools for HSRs in the Waste and CIT industries. The codes will outline what PCBUs should be doing to ensure worker safety and will support HSRs when issuing PINs to enforce compliance.



EMILY'S KEY ROLE

EMILY ARMSTRONG is a dedicated and passionate advocate for work health and safety, serving as the WHS & Education Official at the TWU NSW. A proud and committed union member for over a decade, Emily brings more than five years of specialised experience and holds tertiary qualifications in work health and safety.

For the past three years, she has been at the forefront of the TWU's fight for safer working conditions and fairness in the

transport sector. With her recent qualifications in education and training, she is now actively educating and empowering Health and Safety Representatives and union delegates.

As a certified HSR trainer through Comcare and SafeWork NSW, Emily plays a key role in shaping industry standards. She regularly collaborates with WHS regulators and industry forums to influence codes of practice that protect workers. Emily's commitment to the union is shown through in her leadership, having chaired the Women's Panel at the TWU Delegates' Conference for two consecutive years, where she tirelessly works to amplify union members' voices and drive meaningful change.

TRANSPORT WORKERS ARE ESSENTIAL

THE TRANSPORT WORKERS' UNION of NSW is urging the state government to broaden its definition of essential workers to include those in critical transport sectors like buses, waste management and road freight.

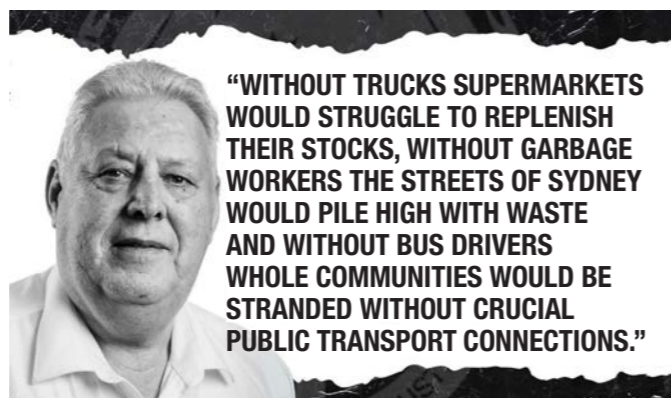
In a submission to the parliamentary inquiry on Options for Essential Worker Housing in New South Wales, the TWU said the government must review how it defines essential work, particularly following the COVID-19 pandemic.

Under the government's vague definition of what an essential worker is, employees from health, education, police, fire and rescue and justice are currently counted.

The TWU believes transport workers in buses, waste and road freight are essential in nature because of their fundamental role in keeping the economy of New South Wales functioning on a day-to-day basis.

The government's recent budget included a \$1000 cost of living payment, while transportation workers received nothing. TWU NSW State Secretary Richard Olsen said there was disappointing lack of consideration toward transport workers who are the under appreciated backbone of NSW.

"Without trucks supermarkets would struggle to replenish their stocks, without garbage workers the streets of Sydney would pile high with waste and without bus drivers whole communities would be stranded without crucial public



"WITHOUT TRUCKS SUPERMARKETS WOULD STRUGGLE TO REPLENISH THEIR STOCKS, WITHOUT GARBAGE WORKERS THE STREETS OF SYDNEY WOULD PILE HIGH WITH WASTE AND WITHOUT BUS DRIVERS WHOLE COMMUNITIES WOULD BE STRANDED WITHOUT CRUCIAL PUBLIC TRANSPORT CONNECTIONS."

transport connections."

"Despite bus drivers being considered essential workers during the COVID-19 pandemic for their fundamentally important role, they have since been dumped and are now among the lowest paid in the country."

"Decisions made by the previous Liberal-National NSW Government have left these crucial industries in a ruined state where conditions have gone backwards, pay has stagnated and workers have been left to pick up the pieces."

"We applaud the NSW Labor government's effort in supporting essential workers following the pandemic, and call on them to broaden this out to transport workers across the state."

NSW TOLL ROADS REVIEW PROPOSES FAIRER SYSTEM

THE RECENT INDEPENDENT REVIEW of NSW's toll road network brings a chance for significant reform. Key recommendations include a Middle Class Heavy Vehicle classification, reducing tolls for smaller heavy vehicles from three times to two times that of a car, providing relief for owner-operators.

The proposed NSW Motorways authority would improve transparency and accountability of toll operators. Urgent reform is needed with WestConnex tolls projected to collect over \$195 billion by 2060.

Fels' recommendations are a step toward fairness, acknowledging the essential role of these drivers and offering much-needed financial relief. The review highlights the need to prioritise motorists' needs over private profits. We urge the NSW Labor government to act swiftly on these reforms.

TWU NSW/QLD State Secretary Richard Olsen: "This a step towards fairness. Lowering tolls for middle class heavy vehicles recognises the essential service these drivers provide. This change would offer much-needed financial relief to owner-operators already struggling with the cost of living."

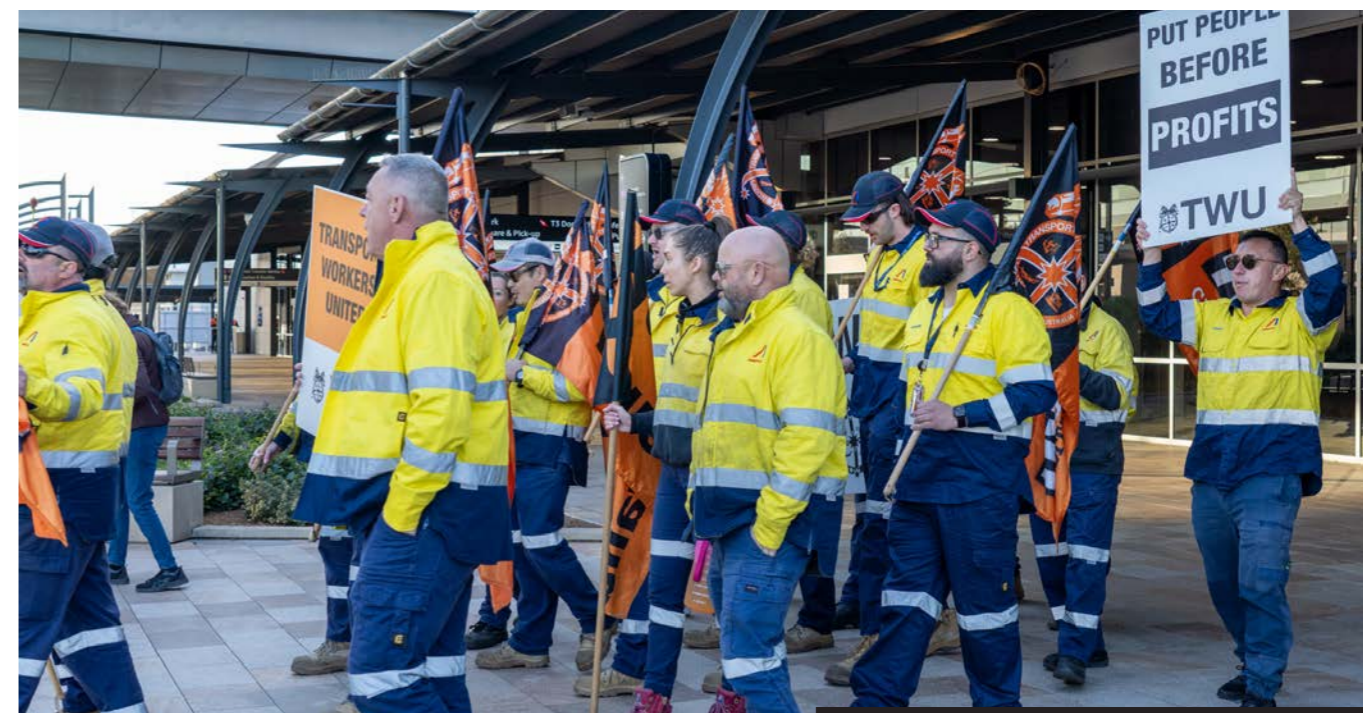
Allan Fels' Independent Toll Review: A step towards fairness

"Lowering the toll multiplier from three times to two times for middle class heavy vehicles recognises the essential service these drivers provide. This change would offer much-needed financial relief to owner-operators already struggling with the cost of living."

TWU NSW/QLD State Secretary Richard Olsen

AMPOL REFUELEERS WALK OFF THE JOB

More than 50 Sydney Airport refuelers walked off the job after Ampol Aviation again refused their demands around better pay and secure employment.



THESE WORKERS have continued to face challenges in securing fair treatment from Ampol following six months of good faith negotiations. This comes despite these workers' significant contributions to the smooth operation of Sydney Airport and the petroleum company reporting profits upward of \$1.7 billion.

The Fair Work Commission rejected Ampol's attempt to claim that the TWU had not bargained in good faith. During the hearing, the company refused to address outstanding items to settle a fair agreement.

Protected action is always a last resort, but these workers have been forced to take action after the company continued to claim keeping refuelers among the lowest paid in aviation was crucial for maintaining contracts.

In an industry where profits are soaring, it's unacceptable that those who keep it running are treated so poorly.

IN AN INDUSTRY WHERE PROFITS ARE SOARING, IT'S UNACCEPTABLE THAT THOSE WHO KEEP IT RUNNING ARE TREATED SO POORLY.



WELCOMING OUR FIRST FEMALE NATIONAL ASSISTANT SECRETARY – EMILY MCMILLAN

In May, the TWU's governing body – our rank-and-file National Council – held its annual meeting to discuss the progress and upcoming work towards our Vision 2035.

Just prior to National Council, National Assistant Secretary Nick McIntosh was elected to the NSW/Qld interim governance branch to work closely with members to utilise brand new laws. Former TWU Chief of Campaigns Emily McMillan was then elected by Council as National Assistant Secretary – the first woman to ever take up the position.

We caught up with Emily to find out about her proudest moments at the TWU so far, and her vision for the future.

EMILY, WHAT HAVE BEEN SOME HIGHLIGHTS FROM YOUR TIME AS TWU CHIEF OF CAMPAIGNS?

There are so many moments that spring to mind over the last 9 years at this amazing union:

- Coordinating mass bargaining and protected industrial action nationally across major transport companies in 2021, winning strong job security deals.
- Huge national convoys, political lobbying and protests for transport reform.
- Defeating Qantas in the Federal Court, Full Court of Appeal and High Court for the illegal sacking of 1700 workers, and working with members across the country to hold action after action to expose Qantas' outrageous behaviour.
- Campaigning across road and aviation for Same Job Same Pay, which is now law.
- Launching the campaign for exploited gig economy workers and supporting members to take up the first test cases for underpayments, unfair dismissals, and workers compensation.
- Holding national days of action at Aldi and airports over their supply chain responsibilities for safe, secure jobs.
- Securing strong work-life balance agreements in Virgin ground and cabin crew after the first ever protected action ballots.
- Opening multi-employer bargaining talks for aviation ground workers.
- Making the case for a Safe and Secure Skies Commission.



- Welcoming thousands more members into the union, strengthening delegate structures and training, and supporting more HSRs to keep workplaces safe.

But the most memorable has to be winning transport reform earlier this year, and putting in the first three applications under the world-first system in August. A two-decade campaign for laws we know will save lives and improve lives for thousands upon thousands of TWU members.

WHAT ARE YOUR AMBITIONS FOR THE TWU IN YOUR FIRST THREE YEARS AS NATIONAL ASSISTANT SECRETARY?

- Bring TWU members together to utilise new road transport laws
- Leverage the enormous opportunity to lift standards across the industry in 2026, with over 250 enterprise agreements expiring at once
- Aviation workers campaign and win support for a Safe and Secure Skies Commission to reset and rebuild the industry
- Hold supply chain clients like Aldi, Amazon, airlines and airports to account for good, secure jobs through mass actions in each state
- Grow the union to maximise our power
- Welcome more women and members from diverse backgrounds into the union
- Diversify our reach by exploring new technology, such as for gig workers

SAFE AND SECURE SKIES COMMISSION CRUCIAL

It's been a tumultuous few months in aviation with the collapse of Bonza and the administration of Rex, which makes our calls for a Safe and Secure Skies Commission even more urgent. We're committed to making aviation better for all workers and we've been making big strides towards lifting standards across the airport.



SAME JOB SAME PAY FOR JETSTAR CABIN CREW

TWU members have campaigned for years for Same Job Same Pay laws to combat the Qantas model of moving work to different companies to pay people less.

We won those laws last year and we've now filed applications in the Fair Work Commission to bring the pay of Altara and Team Jetstar workers in line with directly-hired workers at Jetstar.

IMPROVING WAGES AND CONDITIONS IN GROUND

Members at dnata ground have pledged to take action to achieve a fair offer, while Menzies workers are keeping up the pressure to win a strong national agreement. At the same time multi-employer bargaining continues at Menzies and dnata, a chance for us to lift standards across ground.

Meanwhile dnata catering members are gearing up for bargaining by completing surveys on their priorities for this agreement.

REX ADMINISTRATION

With the Rex administration process continuing, the TWU is working to minimise the impact on hard-working families.

Discussions with EY and government: we're continuing discussions about how entitlements and redundancy monies can be accessed as soon as possible, and pressing the government to take an equity stake in Rex.

Re-deployments: we're working with other companies like Virgin and dnata on re-deployments, and some ports have already seen Rex workers re-deployed.

Administration: the TWU is now on the Committee of Inspection for the administration process on the sale and updates on entitlements, and will be ensuring workers' voices are heard.

DAMNING QANTAS GOVERNANCE REVIEW

Former Qantas CEO Alan Joyce has had \$9.26 million withheld from his pay after a damning review of Qantas found:

- ✗ There was a "focus on financial performance before stakeholders"
- ✗ Qantas' "strong safety culture was not representative of the leadership culture."
- ✗ There was "too much deference to a long-tenured CEO"

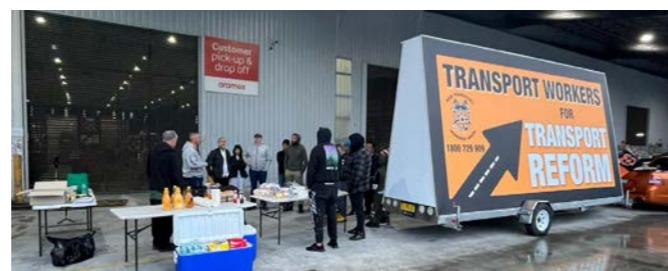
Following the report, general counsel Andrew Finch has been the latest Qantas exec to be shown the door.

QANTAS EXIT ROW:



Congrats to TWU members who have forced the company to begin reconsidering its toxic culture towards workers. We are still awaiting a decision date for compensation to the 1700 illegally-sacked Qantas workers.

A BETTER DEAL @ ARAMEX



Mass meeting at Aramex! Celebrating their recent win in the Industrial Relations Commission which ruled the company can't make wage deductions for scanners, sorting freight or outside hire.

In our continuing fight against Aramex, we will be exploring pursuing back payments for TWU members.

CHALLENGING STEREOTYPES @ WIMDOI 2024



TWU NSW Assistant State Secretary Marija Marsic and fellow TWU women were making waves at the 2024 Women in Male Dominated Occupations and Industries (WIMDOI) conference in Cairns. They were challenging stereotypes and promoting gender diversity in traditionally male-dominated fields like transportation.



HUGE WIN FOR FEDEX WORKERS



FedEx state delegates have unanimously endorsed an in-principle agreement with the company, in a huge win for members.

This achievement marks a significant victory, reflecting the unity and strength of our TWU members.

This in-principle agreement with FedEx, bringing about big improvements to workers pay and conditions.

KEY WINS INCLUDE:

- ✔ **Career Progression:** Clear pathways for licence upgrades and leadership programs.
- ✔ **Wages:** A 9.25% increase over two years, with 5% in Year 1 and 4.25% in Year 2.
- ✔ **Superannuation:** Rising to 14% by the end of the agreement.

- ✔ **Parental Leave:** Up to 12 weeks for primary carers and 4 weeks for secondary carers by Year 2.
- ✔ **Mental Health Training:** Available for 3% of employees, ensuring a supportive work environment.
- ✔ **Anti-Discrimination and Cultural Leave:** Enhanced protections and flexibility.

Next steps include TWU report-back meetings across all yards to discuss and endorse this offer.

Once approved, the agreement will be registered with the Fair Work Commission and come into effect, ensuring these benefits are realised.

Thank you for your unwavering commitment and solidarity. Let's keep building a safe, fair, and sustainable industry.



TWU MEMBERS are renowned across the country for taking action together to achieve breakthroughs in legislation, in workplaces, and to lift the transport industry as a whole. We convoy, we protest, we strike when we need to, we lobby, we stand together through bargains and workplace disputes, and we do not relent. When we fight, when we make our demands with one powerful voice, when we stand strong and united right across the industry - we always win.

On August 26, after our biggest, boldest two-decade fight, brand new transport reform laws came into effect. Now, we have our very own road transport division of the Fair Work Commission – something no other industry has. This is an incredibly powerful tool to lift standards for all transport workers, to eradicate the exploitative Amazon Effect, and to save lives on our roads. It came from an almighty fight – and now the fight continues to use this ground-breaking new tool to its full potential.

During the first week of reform going live, we submitted our first applications to the new system. To provide an immediate safety net for some of the most vulnerable workers in transport.

The absence of standards in the gig economy has exploited gig workers, and threatened good, secure jobs right across the industry. Our applications for standards for gig food delivery riders, and last mile AmazonFlex gig workers and owner drivers call for a safety net on pay, cost recovery, superannuation, safety training, consultation rights and more. It's the floor we need beneath an industry that has been in freefall – and we will fight like hell for it.

At the TWU we are strategic. We know the purse strings are pulled by those at the top of the supply chain, with a devastating effect on safety and fairness. That's why we fought to ensure transport reform would include contract chain provisions to

hold wealthy clients like Aldi to account.

We're using these provisions immediately, with an application for fair payment terms. The applications provide an urgent fix to the practice of wealthy clients delaying payment or attempting to cut rates year on year, putting financial strain onto operators and drivers.

The squeeze on supply chains from wealthy clients like Aldi has for years caused deadly pressure on operators and drivers to cut corners in safety to stay afloat. It is literally a matter of life or death for these clients to be paying safe, sustainable rates for the transportation of their goods. But we know they won't pay their fair share unless we demand it, and keep demanding it. That's why in addition to these new laws, we are preparing to take on the fight to hold clients to account.

In 2026, over 250 agreements expire at the same time. Agreements that span road transport and aviation. This gives us a powerful opportunity to turn the tide and demand that clients act responsibly, pay good transport operators their fair share, and ensure all transport workers in their supply chain can make a safe, decent living.

And that's not the only fight happening. In aviation, we're utilising the Same Job Same Pay laws we campaigned for in Jetstar cabin crew and have plans for other workgroups like Qantas freight. We're exploring multi-employer bargaining for ground workers. And we are ramping up our campaign for a Safe and Secure Skies Commission to reset and rebalance the industry. To give workers a voice.

We are stronger together, and better yet, we know how to deploy that strength to improve the lives of transport workers up and down the country. We fight, and we win.

Michael

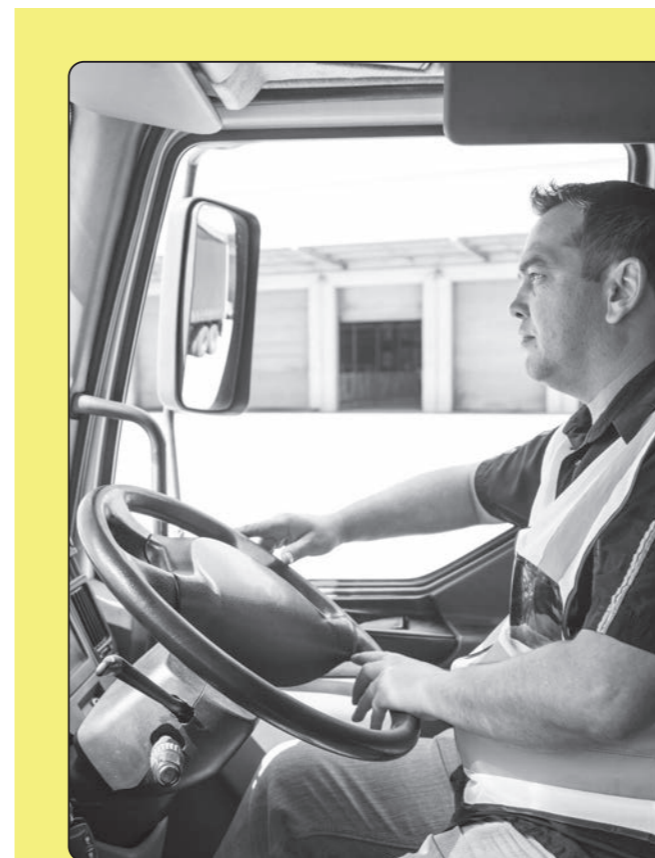
HONOURING IAN SMITH: Dedicated TWU leader and advocate for 30 Years

We are deeply saddened by the passing of Ian Smith, a former TWU President, SA/NT Branch Secretary, and a dedicated TWU member of 30 years.

Ian joined the TWU as a member in 1994 while driving at TNT, and went on to be the lead delegate in South Australia for the first national enterprise agreement at TNT – the first of its kind in the country.

During his tenure on the National Committee of Management, Ian contributed to major achievements, including huge improvements in the pay and conditions of South Australian drivers, and winning transport reform after a two-decade fight.

Ian was respected and loved by all who knew him. We will miss him dearly and are determined to continue his legacy.



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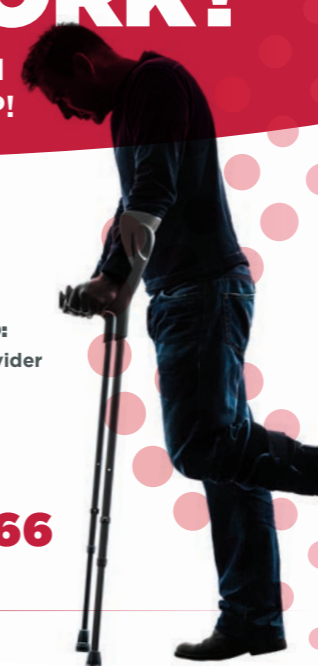
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THE POWER OF SOLIDARITY

QANTAS FREIGHT - 'NO SAFETY, NO WORK'

QANTAS FREIGHT moved operations and changed rosters without consulting workers, sparking serious safety concerns. In response, workers organised a safety meeting where management committed to addressing the issues and paused operations.

Despite management's attempts to force workers back, they stood firm, united under the slogan "No Safety, No Work." Management introduced security measures to limit union access, but this only strengthened workers' resolve, leading to increased union membership.

Management agreed to work with the TWU on safety issues, demonstrating the power of worker solidarity.



STRENGTH: Members signing up at Qantas freight, joining our fight for fairer and safer aviation industry. We're advocating for a Safe and Secure Skies Commission to ensure better protections for workers and passengers.



ARAMEX WIN

The Industrial Relations Commission delivered a significant victory for TWU members against Aramex. Commissioner Sloan ruled that deductions for scanners, sorting freight, or outside hire are neither fair nor reasonable.



MAY: TWU owner-driver members at Aramex in the NSW Industrial Relations Commission fighting to stop the billion dollar multi-national from unlawfully deducting their own operating costs from the pay of low-earning small business operators.

These deductions violate the terms set out in the GCCD, as Commissioner Sloan affirmed. The contract determination prohibits Aramex from deducting:

Any amount for the supply, installation, maintenance, and use of scanners, except for costs resulting from misuse or mistreatment by drivers.

- Costs associated with sorting freight.
- Costs associated with using outside hire.

In our ongoing fight against Aramex, we will be exploring the possibility of pursuing back payments for TWU members.

Robert

WORKING TOGETHER



BUS INDUSTRY UPDATE



UNITED: TWU NSW Bus Delegates at Minchinbury to discuss the Road to Respect Campaign.

THIS YEAR has seen significant progress in the bus industry. A new navigation system is being tested across Sydney, aiming to optimise routes, reduce delays, and ease pressures on drivers.

Over \$7.5 million has been secured for critical facility upgrades. For too long, drivers have endured subpar toilets and break facilities. This funding is a first step towards improving driver amenities, with the Road to Respect campaign continuing the fight to secure additional funding. Sites earmarked for improvements include Blacktown Station

Interchange, Mount Druitt, Liverpool Interchange, Chatswood and eight more spread across Sydney.

Finally, thanks to the massive efforts of TWU members, the NSW Government is supporting transport workers across the state with free Opal cards having been distributed to thousands of bus drivers. Its aim is to help drivers stay on the job longer by reducing some of the cost-of-living pressures we're all facing.

BUS TERMINUS

The TWU continues to hold talks with Transport for NSW, Wollongong City Council, and major stakeholders regarding the relocation of the bus terminus currently situated at Marine Drive in Wollongong. Sites for the new bus terminus have been established, with the next focus on the standards of the new facilities and the safety aspects surrounding the move.

CLEARY BROTHERS AGI EA

Agitator drivers from the Albion Park, Coniston, and Bomaderry Cleary Brothers sites are united in their efforts to improve wages and provisions in their current Enterprise Agreement. Negotiations are in the final stages, with drivers and their negotiation team working hard to resolve the remaining issues.

FEDEX

FedEx sites in Unanderra, Wagga Wagga,

and Albury across the South Coast area have endorsed the in-principle Enterprise Agreement, now in its final stages. Special thanks to Unanderra delegate Rob Serafini, who has been an integral part of the national negotiation team.

CCD

Car Carrying owner-drivers working under the CCD are close to achieving key improvements as the final stages of their application progress. Highlights include a bogie driver rate for 5/6/7 capacity vehicles and a commercial vehicle rate for 1/2/3/4 capacity vehicles. Special thanks to Sophia Nasser for her assistance during the application process.

OTHER EAS

South Coast Equipment, Multiquip, Hy-Tec, Remondis Mechanics, and Boral Agi/Tankers/Tippers are also involved in Enterprise Agreement discussions.

Rob

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

BUILDING UNION POWER



The past couple of years have been incredibly busy for delegates, officials, and members of the Newcastle & Northern NSW sub-branch, and 2024 is no exception. Thanks to our member-led committees and strong leadership, we've initiated significant industry reforms. This success is due to your relentless efforts as delegates and members. Congratulations on being "A Powerful Voice" for transport workers!



Building union power is crucial for better wages and conditions. Our focus is on growing membership and strength in our yards using the "Traffic Light System." If you're not familiar with it, please contact your TWU official—it directly impacts your yard.

VEOLIA CAMERON PARK:

Our members at Veolia have faced challenges, including the transition from Suez and negotiating a new enterprise agreement. We also uncovered over \$1 million in underpayments, which, thanks to the leadership of Aaron Cox and TWU official Daryll Elliott, have been repaid. This success underscores the importance of TWU membership and the training and support we provide to our delegates.

Aaron Cox said it best: "When we're united, we create power. With power, we have 'A Powerful Voice,' and together, we can improve our working conditions." Congratulations to Aaron, Daryll, and all our members for building strong TWU structures and achieving over 90 percent density in the yard, giving us the strength to win.

POLITICAL INVOLVEMENT:

Politics shapes our working lives, making it vital to support the Labor Party, which prioritises transport workers. We must turn out and support our local representatives to bring about real change. As Newcastle & Northern sub-branch secretary, I urge all TWU members to join the ALP. It's easy, affordable, and strengthens our collective voice.

WELCOME TO THE NEWCASTLE TEAM

Rebecca Hopkins and Todd Marselos are the newest members of the Newcastle team. Bec, with years of TWU experience, has taken on challenging campaigns and works closely with delegates across all sectors. Todd, our member support officer, is doing a great job and is available for TWU inductions—make sure to use this resource.

Mick

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

STANDING TOGETHER



It has been a great honour to have served the members of the Transport Workers' Union for the past 20 years, in particular as the ACT sub-branch Secretary. Our industry has changed substantially over that period but one thing will never change - the unity and strength we gain by standing together. I thank each and every member for the honour of representing you.



TWU Secretary Richard Olsen celebrating ACT Sub-branch Secretary Klaus Pinkas' relentless 20 years of service to the Transport Workers' Union. Thank you, Klaus, for your dedication and leadership — here's to the next chapter!

FEDEX

TWU members achieved a significant win in the recent Agreement negotiations by securing local travel allowance provisions. Despite the company's efforts to standardise arrangements across the workforce, ACT members successfully defended their entitlements, preventing reductions through a process designed to erode conditions. This victory highlights the power of unity, as members supported TWU Delegate Lynsay Briggs, demonstrating the importance of standing together as a union.

ACT AMBULANCE SERVICE

TWU delegates are back at the negotiation table with the ACT Ambulance Service, advocating for better conditions and entitlements. Key discussion points include High-Risk Pandemic Recognition, increasing the relief factor to improve rostering and access to professional development, and modernising the WHS Framework with ongoing occupational health and safety incentives.

We are also pushing for the introduction of unit hour utilisation metrics for emergency resources and demand-

based funding triggers to increase staffing and resources when needed.

To strengthen industrial relations, the TWU has secured an Industrial Relations Liaison Officer—a full-time delegate position to improve collaboration between ACTAS and the TWU. This role ensures member concerns are addressed, and management is held accountable, marking a significant milestone in industrial relations.

Klaus

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

You said it on Facebook:

5 August 2024:
 For the first time ever, Aldi is facing a bargaining committee which includes TWU delegates from transport, SDA delegates from warehouse and retail, and TWU & SDA officials representing the entire workforce. Unions uniting for better changes in the Aldi Prestons Agreement!
 Aldi must acknowledge its responsibility for safety in Australia's transport industry, one of the nation's most dangerous sectors.
 Coles, Woolworths, transport employers, owner-driver associations, and transport workers are united for a safer, fairer, and sustainable industry. Despite critical reforms by Federal Parliament, Aldi has not joined this effort. As both a supermarket and transport operator, Aldi must recognise the pressures it contributes to.
 We urge Aldi to work with us now. If they continue to resist, legislative action will hold them accountable.



Mark Harrison
 Great news the hard work starting to pay off!

8 August 2024:
 Exciting news from CDC Charter Cromer! Members have wrapped up their latest EA report back meeting and are getting ready to roll forward stronger than ever.



Wayne Hutchings
 Nice work

Peter Farley
 Good one

23 August 2024:
 Sydney Airport refuelers on strike! They've had enough of being devalued by Ampol and demand better of the company! They want the bare minimum - fair wages for their hard work and improved job security!




Eric Winterburn
 Touch one Touch All Union Proud Comrades.

Jeff Geale
 Nice work guys

28 August 2024:
 TWU NSW/QLD State Secretary Richard Olsen joined the Korean Public Service and Transport Workers' Union, the International Transport Workers' Federation and other international unions to deliver a letter to the Korean consulate for the government to reinstate a system that ensures fair standards for transport workers.

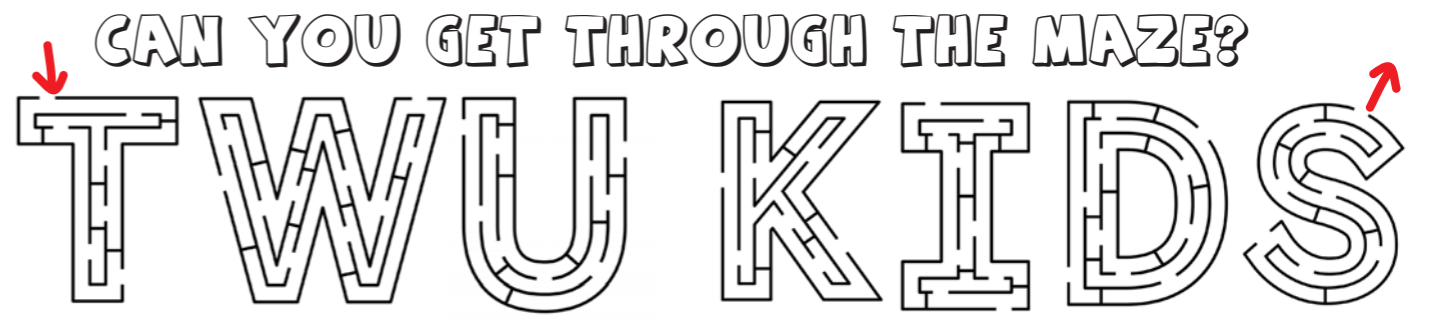
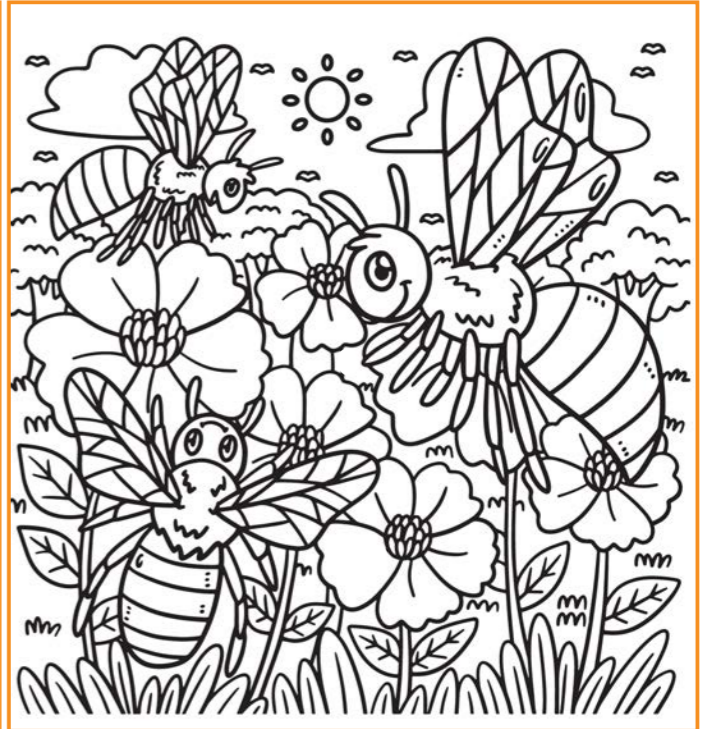


John Waltis
 Keep up the awesome job

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



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