



TWU NEWS

ISSUE 112 • SPRING 2025

Margaret Harvey
**LIFE
MEMBERSHIP**
Story inside

Delegates Conference
**PHOTOS AND
REPORTS**
Story inside



Inside:

Big Member Wins

Putting Safety First

Australia's Biggest Bus Strike

Historic TWU Victory over QANTAS

... and more!

'26

TOWARDS

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our roads our skies

I'm proud to be the president of our great union. When we fight, we win!

I'd like to begin by welcoming every member who's joined the Transport Workers' Union since our Autumn journal. I extend my warmest welcome to you, and thank you for putting your trust in the Transport Workers' Union.

This has been a historic year for the TWU, and proof of how relentless we are. At last year's delegates conference, our theme was "The TWU is relentless." And I want to congratulate every member for the work they've done in ensuring that state-ment rang true these last 12 months.

Since the start of this year, members have many wins under our belts, fighting to win better pay and conditions, making sure transport reform is passed into law, strengthening our union through recruitment, and working together to ensure that workplaces are safer.

We're continuing to move forward with training to give members the tools they need to make their workplaces fairer. We know that union yards are safer yards, and that when members, delegates or HSRs speak up, management is forced to listen.

In March, I was honoured to join fellow members and our union leadership in Sydney as we watched Chapter 6 reforms go through the NSW Parliament for the first time in decades. As a longtime owner driver, as most of you know, seeing unfair exclusions finally removed from the act and additional protections added for transport workers was a joyous moment to share with members. It was a fight many years in the making, and it was great to see it finally passed into NSW law.

This year also saw me retire from FedEx, after over 40 years working in Transport.

I was very fortunate to celebrate my farewell surrounded by TWU Officials, delegates and members. Over my many



years of activism in this legendary union, I've been fortunate to be surrounded by the best of the best. I'd also like to congratulate our Vice President Jason Larfield, who this year is celebrating a quarter-century in this union.

Our dedicated membership are the reason we win better deals for transport workers, and I'm looking forward to continuing to work with you as your president, as we head Towards '26.

Next year, transport workers have aligned over 200 Enterprise Agreements to expire, so that we can take action together across road transport and aviation, fighting to lift everyone's pay and conditions and set better sector standards.

By standing up to management, and the clients, we'll get better conditions, fairer treatment, and put ourselves in the box seat for 2029 and beyond. It's your relentless spirit and solidarity that will make it happen.

Let's work together to make 2026 a triumph.

*Tony Matthews,
State President*

Towards '26

The TWU has notched up a series of historic wins in 2025, but we aren't slowing our momentum. On the contrary, 2026 will be one of the biggest fights in our union's history.

MEMBERS, as I write to you, we have recently wrapped up our 2025 Delegates Conference, under the marker of our upcoming campaign: "Our Roads, Our Skies, Our Future." More on that shortly.

When I addressed our Autumn journal, I was sharing with you a series of wins that we had managed to chalk up in just the opening months of 2025. These include our members' January action in dnata, which resulted in them winning serious pay increases from their employer, as well as increased shift penalties, 7 days' notice to roster changes, 48-hour rest periods, and a commitment from dnata to pursue industry reform with the TWU.

This was achieved through the grit, tenacity, and unity of TWU members and delegates.

For their efforts, we were proud to present not one, but two dnata delegates with the Delegate of the Year award at this year's conference – Joseph Mattar and Peter Tziliaskopoulos. Both should be commended for helping lead this successful action, and for the work they and their fellow members did for holding dnata to account and doing their part to slow the race to the bottom.

Just a few months later, we stood in the New South Wales Parliament celebrating the end of a decade-long effort to pass our changes to Chapter 6 of the Industrial Relations Act into law, offering stronger protections for owner drivers and small businesses, and finally recognising gig-workers in NSW Industrial Relations law for the first time.

The Minns Labor government have proved to be reliable partners in Transport Reform, and we look forward to continue building on our wins and working constructively for change, particularly with upcoming bus regulations and toll relief. Since then, we've been proud to work with members to continue winning sev-

eral important fights, including with waste workers who stood up to Mondiale, and with Linfox and BevChain members who have been benefiting from the free productivity training and related pay-increase that our union fought for.

And of course, we can't forget our triumphant win from just last month – a win that will go down in the halls of TWU history – indeed all union history, and that was the \$90 million penalty levied against Qantas for illegally sacking 1800 workers at the height of the pandemic. This is on top of last year's \$121 million decision from the courts to compensate effected workers.

Justice Lee noted the risk that the Transport Workers' Union took on when it first picked up this fight back in 2020. Nobody else, not even the Fair Work Ombudsmen, would touch it.

That risk was worn by the 60,000 members of our union. Dues paying members across road, waste, buses, aviation and logistics – they all took the risk to fight for what was fair and just, because Transport Workers know that if any of us had looked away, it wouldn't have stopped there.

The ruling against Qantas represents the largest penalty for a breach of industrial relations laws in 120 years. It rightfully reflects the effort, grit and tenacity transport workers have put in to see this through. With the Alan Joyce saga now well and truly at an end, we hope this opens the door for serious reform and engagement on bettering the industry, including by implementing our Safe and Secure Skies commission.

This brings me to 2026. Through careful planning over many years, Transport Workers have aligned over 200 Enterprise Agreements to expire in 2026, so we can take action together across road transport and aviation, fighting to lift everyone's pay and conditions and set better sector standards.



Next year, we want to make clients pay, set better sector standards, and work together to become more member-led. I want to emphasise how big this is. Road and aviation workers fighting together for the first time, over 200 Enterprise Agreements up at the same time - this was no accident. Our officials, as well as you and your yards, worked hard to get us here. We will be sending a message loud and clear, that it's time for the race to the bottom to stop.



This means primarily that clients must be held accountable. If supply chains want us to stop taking action, then they need to come to the table and agree to set better sector standards.

2026 is the footing that will put us in good stead for 2029, 2032, and 2035. It is critical that we stand together, because the results of this fight will dictate the rules of the next one.

Congratulations to all of our members for the work you've put in so far to secure a better industry. Every TWU win belongs to each and every one of our members.

*Richard Olsen,
State Secretary*

THE FIGHT FOR STARTS NOW

'26

The TWU has won serious reforms, made significant progress in stopping the race to the bottom, and worked constructively with the State and Federal governments to improve the industry. But we can't sit on our hands and wait for the rest to come to us.

LET ME FIRST SAY MEMBERS, our union has shown unprecedented strength this year. We've secured historic wins against powerful corporations, and we've shown that when we fight, we win.

The TWU has gained a reputation – rightly so – of taking on the fights nobody else wants to take on, of fighting for workers when the chips are down and still coming out on top. The only reason we can do that is because of our members, who are the most relentless anywhere.

Last month, when Justice Lee issued a \$90 million penalty against Qantas – in addition to the \$121 fund set up for the illegally sacked workers, he recognised that the TWU were the only ones who were willing to take that fight on. It's been a long five years, and as many lawyers weren't afraid to tell us, the odds didn't look great, but through the leadership of Richard and Michael, we stuck with it and saw it through to the end.

Through their "adamantine self-righteousness," as Justice Lee put it, Qantas was definitely the Goliath in this David and Goliath battle. But Qantas didn't bet on David's sling being the 60,000 members of the Transport Workers' Union.

This saga with Qantas is now finally coming to an end, but the campaign to stop the race to the bottom and reverse the rot of the aviation sector is only just beginning. Only a Safe and Secure Skies commission can ensure that aviation can return to being as sector of skilled, secure jobs, by setting sector-wide standards and holding the clients to account. A stable aviation sector, one that has a healthy and secure workforce, will greatly benefit passengers as well. As Australians, we have all suffered from the incompetence and bad-faith skullduggery of the likes of the Qantas executive, and now it's time for this sector to heal.

Looking ahead at further Transport Reform, I'm heartened by what we've already achieved, and that our newly-won reforms are now secure thanks to the re-election of a Labor federal government. The Minns State government and Albanese government have both proven to be constructive partners in Transport Reform, with Minns himself addressing our Delegates Conference a few weeks ago.

At the conference, I said to delegates that while we should be immensely proud of what we've done so far, it's not time now to sit back and wait for the next wins to come to us. On the contrary, every battle we've won, in the yards, the courts, or in Parliaments, comes from years of hard work. We can't bet on a Minister knocking on our door and saying "great job on



WHEN WE FIGHT, WE WIN. AND WE'LL WIN THE NEXT FIGHT TOO.

Chapter 6 TWU, here's what we're doing next." It's on us to set the agenda, keep making our voices heard and to keep up our momentum that we've been building.

As many of you know, 2026 will be a big year in our union.

Under the "Our Roads, Our Skies, Our Future" campaign, we'll be fighting to set better sector standards, to make clients pay, and become more member-led. Aligning over 200 EAs for 2026 is another example of what I wrote about just earlier, an instance where years of preparation and planning have gotten us to the fight we're beginning now. The results of 2026 will determine the rules we're playing by in 2029, 2032, and 2035.

We'll all need to be steadfast in standing shoulder-to-shoulder with our fellow transport workers from across the industry, in both roads and aviation, in fighting for these better sector standards. However, I feel confident that we'll get it done, because the membership of the TWU are the best in the union movement.

You continue to be the benchmark that the union movement aspires to live up to. Your relentlessness, your dedication, and most importantly, your guts are what make the Transport Workers' Union the powerful and respected voice that we are, a voice that echoes through the yards, through the streets, at Parliaments and in courtrooms. You are the voice that employers and governments make sure to listen to, because people know the TWU wins the fights we pick.

*Nick McIntosh,
Assistant Secretary*

LEADERS IN SAFETY



2025 has once again affirmed our union's commitment to safety in the workplace. We've been vindicated by a series of wins, and are training whole new classes of Health and Safety Representatives (HSRs) to hold employers who expose workers to unacceptable risks accountable.

WHEN I LAST WROTE TO YOU, I was pleased to share that we had started 2025 on the front-foot, growing the WHS department, expanding our training offering – which has seen a tangible impact as the year has progressed – and continuing to hold PCBUs to account.

Now, we are just weeks away from the 2025 SafeWork NSW Health and Safety Conference, on September 25th, where the Transport Workers' Union is once again taking the lead and will showcase best-in-show practices for workplace safety for everyone to see. Already this year, we hosted the Planning Committee for the conference here at the TWU, discussing the training that will take place there this year.

I am proud that we put training at the forefront of our work with members.



This year, we've hosted near-constant training sessions both here at Minchinbury and at our Sub-branches across New South Wales, undertaking Delegate 1, 2 and 3 training, and also training countless new HSRs, some of whom have already gone on to make their workplaces safer.

Recently, two Health and Safety Representatives (HSRs) and Delegates at Lindsay Transport issued two Provisional Improvement Notices (PINs), using the new SafeWork NSW PIN book they received in TWU HSR training.

Soon after, SafeWork NSW issued an improvement notice for

lack of proper PPE - a vindication of the HSR's hard work and proof that training has many real-life applications in the workplace.

It takes a lot of work and risk to stand-up for workplace safety, but doing so brings the industry along with us. Workplaces with HSRs are safer workplaces.

I would like to once again thank Emily Armstrong, TWU Safety & Education Official, who has conducted countless training sessions on behalf of the union this year. She has particularly stepped-up these last few months, conducting near-constant HSR and delegate training, as well as spearheading the upcoming Health and Safety Conference, and leading the Women In Transport Panel at our recent TWU Delegates conference.

EMILY ARMSTRONG



WOMEN IN TRANSPORT PANEL

It was great to see two new panelists, TWU women Alex Jabour and Wendy Tran, speak at conference for the first time about the challenges they've overcome in the workplace on behalf of other Transport Workers, and to hear about their passion for safer, fairer workplaces.

I continue to be proud of what we've achieved this year as a union, and particularly in the WHS space. As we head into the final months of the year, we're only going to ramp up more as we head into 2026.

*Marija Marsic,
Assistant Secretary*

WASTE DELEGATE REINSTATED

TWU Waste Delegate Roland was recently reinstated at his job with backpay by a FWC full bench.

THE DECISION, which finds that the member was unfairly terminated for conduct the morning after attending a TWU function, is a vindication for the delegate, who now looks forward to going back to work and getting on with the job.

State Secretary Richard Olsen praised the team and the delegate for their tenacity, and commented on the fairness of the final outcome.

“This decision shows that Roland’s employer acted rashly and that it was wrong to dismiss him. A decision by a full FWC bench is not only rare, it’s a vindication,” Mr Olsen said.

Roland thanked the TWU for fighting relentlessly for a fair outcome in the case.

“I’d like to thank Richard, Nick, Sophia, Ho, and everyone for all of the work they put in over the last year,” he said.

“We got the right result in the end thanks to the relentless work of the TWU. I’m looking forward to getting back to work.”



DHL/CAMERON DRIVERS MEMBERS TAKE A STAND



DHL/Cameron Drivers members take a stand for mental health. R U Ok banners adorn the background.

Recently, a new Manager at DHL began acting in a manner that made members feel bullied and intimidated. The behaviour was targeted, repetitive, and specifically aimed at drivers.

In September, these members made it clear that they wouldn't tolerate coming into work to this behaviour anymore and took a stand to ensure that their concerns with the new Manager were given the time of day, and to make sure that their jobs would be protected.

By standing together and making their voices heard, the Manager in question has since been removed from the site, pending an investigation. These developments are a credit to the workers who acted in good faith and took a stand for the mental health of their co-workers. This is a developing story.

HOLD THEM TO ACCOUNT

On 3 May 2025, the Albanese Labor Government was re-elected with a historic majority in the House of Representatives.

THE PRIME MINISTER LISTENS TO A TWU DELEGATION TO CANBERRA IN SEPTEMBER ABOUT PROTECTING OUR RECENTLY WON REFORMS, AND THE UPCOMING FIGHT FOR 2026 (SPORTING A TWU ORANGE TIE).



This is the government that worked with the TWU to deliver 'Same Job, Same Pay'; 'Closing the Loopholes'; and Transport Reform.

THIS IS A TWU FEDERAL GOVERNMENT



Deputy Prime Minister
Richard Marles

✓ TWU MEMBER



Attorney-General
Michelle Rowland

✓ TWU MEMBER



Minister for Aged Care & Seniors
Sam Rae

✓ TWU MEMBER



Chief Government Whip
Senator Tony Sheldon

✓ TWU MEMBER
(And Former TWU National Secretary)

Not just because the Deputy Prime Minister, Attorney-General, and other senior figures financial members of the TWU.

But because the Australian Labor Party looks to the Transport Workers' Union as one of the strongest unions in Australia.

In NSW, the Minns Labor Government has worked with the TWU to deliver significant reforms to Chapter 6, and to introduce job security provisions for waste workers.

THIS IS A TWU NSW GOVERNMENT



Deputy Premier
Pru Goward

✓ TWU MEMBER



Treasurer
Daniel Mookhey

✓ TWU MEMBER



Minister for Roads & Regional Transport
Jenny Aitchison

✓ TWU MEMBER

None of these achievements happened by accident.

The TWU wields massive influence inside of the ALP and the NSW and Australian Government, so transport workers have a powerful voice.

Hold Them To Account

With Labor Governments in power on the state and federal level, the TWU must strengthen our hold on the Labor Party and its politicians.

To do this, TWU members must join the ALP and get involved on the local level.

Doing this allows us to promote the union's upcoming campaign '2026: Our Roads, Our Skies, Our Future.'

TWU members can lead the charge for



CHRIS MINNS HANDS SECRETARY RICHARD OLSEN A SIGNED-COPY OF THE HISTORIC TRANSPORT REFORMS THAT THE TWU PASSED IN THE NSW PARLIAMENT.

a 'Safe and Secure Skies Commission' inside the Party of government.

TWU members can have a greater say on who our politicians are, and what they do.

The Labor Party is only made strong by the work of the TWU. As we look to the future, the TWU urges members to join the ALP and force the party of workers to work for us!

FRIENDS OF THE TWU

Kristy McBain



Minister for
Regional Development

Justine Elliot



Member for Richmond

Andrew Charlton



Assistant Minister for Science,
Technology & Digital Economy

Tony Burke



Minister for
Home Affairs

Dan Repacholi



Member for Hunter

Sally Sitou



Member for Reid

our roads our skies

The TWU celebrated its 2025 Delegates Conference in Western Sydney recently, under the banner of Towards '26: Our Roads, Our Skies, Our Future.



TWU DELEGATES from sectors across the transport industry joined each other for panels on topics as diverse as Transport Reform, State Government as the Client, Aviation, Majors and Retail, and more.

At the event, State Secretary Richard Olsen awarded Margaret Harvey with life membership, in celebration of her years of extraordinary work in the union movement.

Margaret is a **staunch champion** of workers, fighting for transport reform all the way from her own yard to Canberra. The **life membership** follows her winning the **National Council medal** earlier this year, and recognises that she will forever be a TWU legend.



kies our future

The conference was addressed by the Deputy Prime Minister and other key figures. NSW Treasurer, Daniel Mookhey, who used to work at the TWU, got up to celebrate many recent achievements by the TWU, including this year's Chapter 6 IR reform. The Treasurer noted that 20 years ago this year, he was helping block James Ruse Drive to protect Chapter 6 as part of the union.

On Friday, Premier Chris Minns spoke from the lectern about the TWU's relentless pursuit of fairer outcomes for transport workers, our ongoing campaign to regulate the gig economy, and the reforms we've managed to achieve in the NSW Parliament for Transport Workers. The Premier affirmed his commitment to improving the pay and conditions of workers everywhere, by abolishing the Coalition's wages cap, and looks forward to working with the TWU into the future, including on further regulation reform, which he announced at the conference.

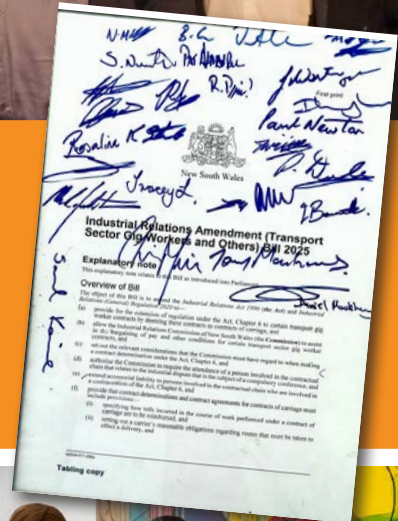
TWU NSW Secretary Richard Olsen says:

"We are proud to have hosted another historic Delegates Conference. As we look towards '26, I am sure of the fact that our members are more than ready for what's ahead."



"I ONCE AGAIN THANK THE TREASURER AND PREMIER FOR JOINING US, AND PROVING ONCE AGAIN THAT THE NSW GOVERNMENT ARE RELIABLE PARTNERS IN TRANSPORT REFORM. WE ALREADY HAVE MANY ACHIEVEMENTS UNDER OUR BELT, BUT WE ARE A RELENTLESS UNION, AND OUR MOMENTUM WON'T BE SLOWING ANY TIME SOON."

- RICHARD OLSEN



TREASURER DANIEL MOOKHEY WITH PRESIDENT TONY MATTHEWS



UNION NSW SECRETARY MARK MOREY

AMAZING! EXCITED AND HOPEFUL FOR ALL THE THINGS TO COME IN RIDESHARE IN 2026

- MARYANN MARIE

Towards

'26



our roads our skies



**UNION POWER!
FIRST CONFERENCE
I'VE ATTENDED &
HAVE LEARNT SO
MUCH FROM IT!
BRING ON 2026!
- KAREN LISTON**





our roads our skies our future



DELEGATE OF THE YEAR

THE UNION ALSO CELEBRATED NOT ONE, BUT TWO DELEGATES OF THE YEAR, WITH JOSEPH MATTAR AND PETER TZILIASKOPOLOS FROM DNATA WINNING THE ACCOLADE IN HONOUR OF THEIR WINS AT WORK, INCLUDING A SUCCESSFUL ACTION AT THE AIRPORT IN JANUARY, RESULTING IN HIGHLY IMPROVED PAY AND CONDITIONS.



HSRS HOLD LINDSAY TO ACCOUNT

In June, two Health and Safety Representatives (HSRs) and Delegates at Lindsay Transport held their employer to account by issuing two Provisional Improvement Notices (PINs), using the new SafeWork NSW PIN book they received in TWU HSR training.

THE FOLLOWING MONTH, SafeWork NSW issued an improvement notice for lack of proper PPE - a vindication of the HSR's hard work and dedication to a safe workplace for all transport workers.



Delegates come for HSR training at Minchinbury in September

The TWU knows that workplaces with HSRs become safer workplaces, and is proud to hold frequent training sessions in both Minchinbury and other Sub-branches for members.

State Secretary Richard Olsen says,

"I congratulate these members for putting their training into action and demanding reasonable safety improvements.

Everyone deserves safe workplaces, and taking steps to raise standards is to be commended every time it happens.

I have been proud of the many members who have stood-up this year and attended training to become Work, Health and Safety Representatives at their own workplaces. It takes a lot of work and risk to stand-up for workplace safety, but doing so brings the industry along one case at a time."



SAFework MAKE ANOTHER VIDEO FEATURING TWU HSRS

SafeWork have once again engaged with the TWU to interview a TWU Health and Safety Representative to showcase the power HSRs have in making their workplaces safer.



THE VIDEO will be showcased at the upcoming SafeWork NSW Health and Safety Conference, and is the second time TWU HSRs have featured prominently in this kind of material, following a similar video in 2024.

TWU Member David Andrews was interviewed at the TWU NSW Branch in Minchinbury, with Assistant-Secretary Marija Marsic present. The team spoke to Dave about his workplace win, regarding Provisional Improvement Notices (PINs) he successfully issued when his employer attempted to introduce a new procedure that would have jeopardised worker health and safety.

State Secretary Richard Olsen says,

"Dave's story is just another key example of the power TWU HSRs have to make their workplace safer. It is great to see that SafeWork are acknowledging the leadership role the TWU plays in health and safety, and this is a reflection of the relentless work of not only HSRs like Dave, but our Assistant-Secretary Marija Marsic, who has worked tirelessly to ensure workplace safety is front and centre of everything this union does."



TGE BUNGARRIBEE MEMBERS STAND STRONG

Last month, Team Global Express Bungarribee contractors stopped work for over an hour and 20 minutes, standing firm until management agreed to address them.



TWU Official Michael Collins was on site with the members, culminating in management committing to honour their collective agreement in place.

Bungarribee workers relayed that they're ready for 2026.



"CONGRATULATIONS TO MICHAEL AND THE CONTRACTORS AT BUNGARRIBEE FOR THEIR EFFORTS THIS WEEK. THE COLLECTIVE STRENGTH THEY SHOWED IS TO BE COMMENDED."

- STATE SECRETARY RICHARD OLSEN



AUSTRALIA'S BIGGEST BUS STRIKE

In July, over a thousand workers rallied at the Victorian Trades Hall to demand better standards in their industry. This is reminiscent of recent action in NSW, and is over the same core principles.



TWU MEMBERS STOOD their ground at CDC and other companies, rejecting low wage offers and voting up protected industrial action. Despite offering multiple opportunities to negotiate better standards, a deal was not reached. Members had no choice but to ramp up action, undertaking the biggest bus strike in Australia's history, calling on the government to put pressure on bus companies to resolve the dispute.

NSW knows all-too-well about these struggles, and State Sec-

retary Richard Olsen addressed the rally in Victoria to encourage members to stand strong for their pay and conditions.

State Secretary Richard Olsen said,

"We want respect; we want to ensure that we are safe at work. However, the agreements that have been put on our table do not meet those standards. As you can see, we are everywhere. Orange is the in-colour here today."

NEW BUS FACILITIES

ROUSE HILL DEPOT AND PERMANENT TOILET FACILITIES IN PARRAMATTA

IN MAY, NSW State Secretary Richard Olsen, Sydney Sub-branch Secretary Rob Rasmussen and Official Josh Dodsworth joined TWU Bus Members and Delegates at the opening of the new CDC Depot at Rouse Hill.

The depot will have permanent, modern facilities, and is situated in the growing North-Western region of Sydney.

The TWU welcomes investment in permanent facilities from CDC and Transport for New South Wales. The opening of this depot is one step on the way to improving access to amenity for drivers. All drivers deserve hygienic facilities, and the industry itself still requires serious attention.

Likewise, after a long TWU campaign as part of the "Road to Respect" marker, permanent toilet and rest facilities are finally being delivered to Parramatta as well as a new permanent bus layover at Wollongong, a result years in the making.

The Union will continue to keep its ear to the ground, working with delegates and advocating for a better future.

State Secretary Richard Olsen says, "Through the courage and leadership of members, we will continue to see improvements in amenity for



bus drivers. The TWU welcomes the opening of these facilities, and calls on all stakeholders to continue working with us to remedy the current industry climate."



MONDIALE MEMBERS STAND FIRM AND WIN BIG

In July, after weeks of consistent and dedicated action, Mondiale TWU Members voted overwhelmingly in favour of a new EA, which will see them receive drastically improved pay and conditions.



THE NEW EA will result in a minimum 10.2% pay increase from July 2025, including 6% backpay to July 2024 and up to 24.9% across the term of the agreement. It will also allow workers to benefit from access to a rostered day off arrangement for the first time.

This offer only came after members took the brave step of taking protected action - proof that when workers stand together, they get results.

"WHEN WE FIGHT, WE WIN - AND MONDIALE MEMBERS PROVED THAT AGAIN THIS WEEK IN ACHIEVING A FAIR OUTCOME. IT TOOK HAVING TO TAKE PROTECTED ACTION TO GET HERE, BUT BY STANDING TOGETHER, WORKERS GOT A BETTER DEAL."

-State Secretary Richard Olsen

WIN FOR MONDIALE MEMBERS!



IT'S TIME TO ACT ON TOLL RELIEF

TWU CALLS FOR TOLL RELIEF AS TRANSPORT INDUSTRY FACES CRISIS

On the first of October, tolls will once again increase across the NSW Road Network.

Transport workers rely on access to NSW's road network to conduct essential business that keeps the state moving. In many cases, such as with NorthConnex, drivers have no option but to use the toll road option.

Small transport business continues to be in crisis, with owner drivers and business owners burdened with the use of toll roads, zeroing out of profit, and offered little relief thus far. The union has been consistently and relentlessly calling for fairness in this space. 3-Tonne trucks paying the same rate as a fully-loaded B-Double is a confounding inequity which is not tenable in the long term. Workers are under increasing pressure, and October's rate hike will only increase the problem.

Recent announcements from the NSW Government seem to indicate that toll relief for private vehicles will be winding up this year, however, with the review package underway, what will replace it is yet to be seen. Promisingly, NSW Treasurer Daniel Mookhey, a TWU Member, announced at the TWU Delegates Conference that the Government would be undertaking further review and consultation in the near future.



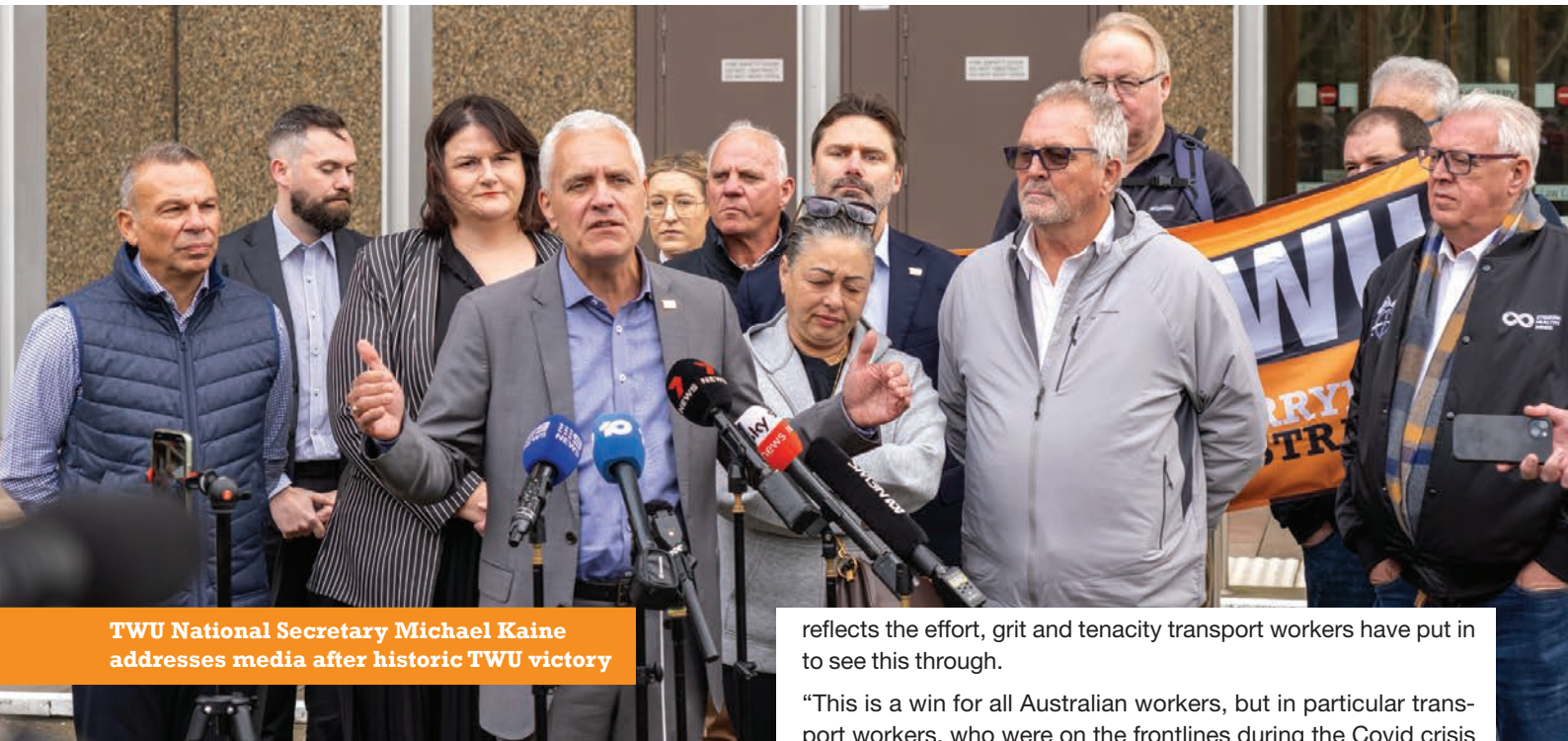
AT THE TWU DELEGATES CONFERENCE NSW TREASURER DANIEL MOOKHEY ANNOUNCED THAT THE GOVERNMENT WOULD BE UNDERTAKING FURTHER REVIEW AND CONSULTATION IN THE NEAR FUTURE.

The TWU maintains that any toll review package must review the impact of tolls holistically, on private commuters, but also transport operators and drivers which can no longer afford to operate in these conditions.

TWU Secretary Richard Olsen says, "On October 1, transport workers are being sluggish with yet another price hike on NSW Roads. We welcome the Treasurer saying that transport workers are in-mind, and will be asking the NSW Government to ensure that the Transport Workers' Union is a part of any further consultation in this space."

QANTAS WIN

The TWU welcomed the Federal Court ruling that Qantas will be penalised \$90 million – the largest employer penalty in Australian corporate history – for illegally sacking and outsourcing over 1800 workers, signalling the decision as a moment of justice for loyal workers who'd loved their jobs at the airline.



TWU National Secretary Michael Kaine addresses media after historic TWU victory

THE JUDGMENT, marking the end of a David and Goliath five-year battle is, according to the TWU, the final vindication for workers whose decision to fight the case was derided and mocked by Qantas management from day one.

The penalty on Qantas follows an earlier Federal Court decision on compensation to affected workers, which led to the establishment of a \$120 million fund to compensate them for economic loss and hurt and suffering. Many suffered financial stress, family breakdowns and mental illness as a result of the outsourcing, and have endured a further 5 years of distress at being discredited by Qantas which argued throughout that they were wrong to challenge it.

TWU NSW Secretary Richard Olsen says:

"Make no mistake, this decision – the largest penalty for a breach of industrial relations laws in 120 years – is a complete vindication of the fight we picked up in 2020, when Qantas made the original decision to illegally sack these workers.

"The TWU wore the risk of taking up this case, when other entities would not. This penalty is on top of the \$120 million fund established to compensate affected workers, and rightfully

reflects the effort, grit and tenacity transport workers have put in to see this through.

"This is a win for all Australian workers, but in particular transport workers, who were on the frontlines during the Covid crisis while perversely facing some of the most precarious employment arrangements. This ruling is a final sign that this needs to end.

"I encourage all employers to work with us as we seek reform, and safe and secure jobs in this industry."

TWU NSW Assistant-Secretary Nick McIntosh says:

"The penalty just reinforces the fact that Qantas continued to be bad actors from the moment they illegally sacked the 1800 workers – that a simple "sorry" doesn't make up for a poor executive culture and anti-worker practices.

"This penalty, in addition to the compensation already awarded, will hopefully encourage Qantas to change for the better. I join my colleagues in calling all employers to work with us as we seek reform, and safe and secure jobs in this industry. Only a Safe and Secure Skies commission will see this industry become truly fair."



**SAFE &
SECURE
SKIES**

TAKING ACTION AGAINST SWISSPORT

In May, TWU leadership and transport workers took action against Swissport, demanding that they and their clients - such as Qantas - step-up for their workers and for the safety of the general public.

SWISSPORT has a poor safety record, and are emblematic of the issues pervading aviation since the race to the bottom took hold in the sector.

Incidents at Swissport, and others like the tragedy with Qantas Freight in September, are all the more reason that clients should be held accountable for safety. The TWU maintains that a Safe and Secure Skies commission is the only way for the sector to reverse the spiral.

At the Swissport action, TWU delegate Ryan bravely spoke to the media to convey his experiences with poor safety, which are having an impact on the aviation industry more broadly, including the horror story of a young worker who almost lost his leg.



State Secretary Richard Olsen says, "I want to congratulate our members who marched on the airport and made their voices heard, and particularly Ryan, who faced the world to show what is really going on. This week, we showed that the fight for 2026 is real, and are making it clear: Safety is not a last resort."

TWU GIVES EVIDENCE AT PARLIAMENT TO IMPROVE FUTURE OF TRANSPORT INFRASTRUCTURE

Recently, the TWU appeared at the Parliamentary inquiry into infrastructure for electric and alternative energy source vehicles in NSW.

In a rapidly evolving transport landscape, it's important that industry expertise helps guide fair outcomes. TWU NSW Research and Policy Official, Daniel Peric, spoke to the committee about some of the challenges drivers and businesses are facing during the transition, including:

The difficulty in finding capacity for electric trucks in regional NSW, on top of the challenge of delivering charging infrastructure in the regions. The difficulty that must be overcome for truck drivers in charging times for heavy vehicles vs conventionally refueling

The need for purpose-built charging and refueling facilities, on top of upgrading existing heavy vehicle rest areas. Beginning this preparation work now will allow the industry to stay ahead, instead of falling behind, and more.

The TWU looks forward to continuing working productively with such inquiries.



TRAINING STEPS UP IN WOLLONGONG

In May, the South Coast and Southern Sub-Branch of NSW hosted its first on-site training session at its new office that it opened in 2024. This allowed South Coast members of the TWU to attend Delegate 1 Training locally.

The TWU is proud to host frequent training sessions. The Delegate 1 Training in Wollongong is a marker of the TWU's commitment to make training available to all of our members, across the industry and across our vast state.

State Secretary Richard Olsen says,

"Congratulations to Sub-branch Secretary Rob Pirc, Ryan Smith, as well as the broader team for everything they've achieved at their branch as of late.

"The uptake of members wanting to take part in training is a testament to the membership and the delegates."



VINDICATION FOR UNFAIRLY TREATED PREGNANT MEMBER

Newcastle based TWU delegate Nick Livermore, at Heidelberg concrete, exercised his delegate's powers to assist TWU member, Maxine Norris who was pregnant with her first child when Heidelberg stood her down for being pregnant.



After Heidelberg refused to see reason, TWU official Rebecca Hopkins took up the fight.

After trying to propose an alternate solution, Heidelberg still ultimately refused to honour their employer obligations until they were "brought to bear" in the Commission with the assistance of the TWU's legal team, whereupon it was agreed that Maxine should be reimbursed several weeks pay.

Nick said, "it's a shame that we had to go that far just to get a fair go for Maxine. We are proud to be TWU. This is just another reason why YOU should join the TWU."

Sub-branch Secretary Mick Forbes said, "On behalf of your TWU family, we extend a very special congratulations to Maxine, her partner and her family on their newest member."

HOLDING BORAL TO ACCOUNT

Recently, many members from Boral were blindsighted by the company's decision to outsource half of their workforce, leading to redundancies - in spite of consultation obligations.

CHIEF LEGAL OFFICER Gavin Webb recently joined Official Craig and Boral Concrete Driver Delegate Matt in standing up for Boral workers who were recently made redundant at the FWC.

Thanks to our dispute procedure and the FWC, the union is working towards positive outcomes for all affected members. The TWU will share further updates as they become available.

State Secretary Richard Olsen says,

"We're working to hold Boral to account over their disgraceful decision to outsource half of their employees and make them redundant. Gavin is doing a great job at making sure we get an outcome in-line with their obligations."



LEGAL TEAM WORKING FOR TWU MEMBERS



In the January to September period your TWU Legal Team has worked on
22 EAs



In the January to September period your TWU Legal Team has resolved
67 disputes



In the January to September period your TWU Legal Team has worked on
5 PABs

**DO YOU
NEED HELP?
CALL OUR
MEMBERS'
SERVICE
CENTRE ON
1800 729 909**

STRONGER, TOGETHER: TWUSUPER HAS SUCCESSFULLY MERGED WITH TEAM SUPER

IN MARCH 2025, TWUSUPER and Mine Super officially joined forces to become Team Super, the top specialist super fund for transport, energy and mining workers. Bringing together two strong, industry-driven funds to create the \$22 billion fund means with increased scale, the Fund can further enhance their products and services, deliver greater investment opportunities, invest in technology and likely, lower fees.

The merger solidifies the Fund's position as a champion for Aussie workers, dedicated to protecting and growing their retirement savings. The rebrand is a powerful statement of both funds' long-standing heritage in their respective industries. The name Team Super reflects the original industry base of both funds – transport, energy and mining workers, and a deep ongoing commitment to the history and service to these sectors.

BENEFITS FOR TWUSUPER MEMBERS

An award winning Fund

Through the merger, TWUSUPER members

have joined the best super fund for 2025, with Team Super being awarded Money magazine's prestigious Fund of the Year award. The Fund has seen strong investment returns in recent years, exemplified by its super Growth investment option being recognised as the top performing growth fund in FY24 and FY23*.

Flexible insurance options

The Fund offers flexible insurance options to help financially protect members and their family if they're unable to work. Their insurance caters for members working in high risk or 'dangerous occupations', who can find it hard to obtain adequate and reasonably priced insurance elsewhere, due to their jobs. This insurance is automatically added for eligible members with a super account.

Local service, where it matters

To help demystify super and help members make informed financial decisions, the team regularly visits work sites and industry events to deliver information sessions about financial wellbeing. This boots on the ground approach is supported by an

Australian-based Contact Centre and a network of regional offices in key areas across Victoria, New South Wales and Queensland. For more personalised support, comprehensive personal financial advice is available through Team Super Financial Advice.

If you're a former TWUSUPER member, and would like to know more about the merger, please refer to the Fund's website teamsuper.com/twusuper

For more information about Team Super, visit teamsuper.com



Past investment performance isn't necessarily an indication of future performance.

*Source: Chant West, Super funds deliver strong result in FY24, 17 July 2024 and Chant West, Resilient share markets propel super funds to a strong 9.2% return, 19 July 2023.

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* See rthealth.com.au/TWU for details

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Book a consultation

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The 2025 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!

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**TWU offices in
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**SUNDAY 26TH
OCTOBER 2025**

Convoy for Kids Sydney is rolling once again, this time from Sydney Dragway to the HAWKESBURY SHOWGROUND AT CLARENDON for a family fun day!

Arrive by 7.30am to watch the convoy roll in – it is a great sight!

The kids will love it!

By taking part you are helping raise funds for the NETS Ambulance Service and Kidzfix.

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BUILDING POWER



I'm proud to be part of a union that gets results. As we move onto the next big fight of 2026, there is still a lot of work that must happen to defend members' pay and conditions.



more urgent as we look towards '26, and next year's huge fight for our roads, our skies, and our future.

WORKERS ACROSS MAJORS, BUSES, LOGISTICS, AVIATION AND MORE WILL ALL BE TAKING ACTION TOGETHER FOR THE FIRST TIME, AS 200 EAS EXPIRE NEXT YEAR. THIS IS THE RESULT OF METICULOUS PLANNING OF TRANSPORT WORKERS, AND BY STANDING TOGETHER AND DOING IT RIGHT, WE'LL HELP ARREST THE RACE TO THE BOTTOM AND SET BETTER SECTOR STANDARDS THAT WILL IMPROVE THE LIVES OF ALL TRANSPORT WORKERS.

OUR SUB-BRANCH has worked hard this year, and I'm pleased that the momentum we've been building hasn't gone to waste.

Since TWU Bus Driver Delegates addressed Transport for New South Wales recently, sharing the horror-stories of some of the abhorrent treatment they receive on a daily basis, we've been able to continue working productively with TfNSW towards applying our solutions.

Our position, which has not and never will change, is that safety and dignity at work are non-negotiable. All transport workers deserve respect, and we will take whatever avenue is necessary to ensure that's achieved.

Promisingly, progress has been made on two long-fought campaigns under the TWU's Road to Respect marker, those being permanent toilet and rest facilities at Parramatta, and a brand-new, modern CDC Depot at Rouse Hill.

I was pleased to join bus workers for the

opening of these facilities. They're certainly progress towards a better sector, and we look forward to continue working constructively towards further outcomes like this. I echo Richard's words that all stakeholders need to work with us to resolve the current industry climate.

As we look elsewhere, and watched TWU members in Victoria hold Australia's Biggest Bus Strike, we're reminded that the fight for pay and conditions only grows

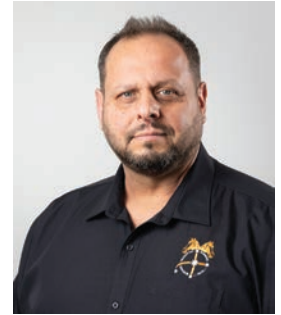
It's great to see all we've achieved this year, from our new Chapter 6 reforms to the IR Act passing the NSW Parliament, to the re-election of the federal government which will safeguard or recent federal reforms, and of course the historic penalty against Qantas, Transport Workers should be proud that we've made our voices heard and are earning the respect we deserve. I look forward to standing with you in the months ahead.



Robert

MOMENTUM

Coming off the back of our wins in 2024 and 2025, the South Coast & Southern Branch is continuing with the momentum we've been building to ensure our members get the best possible outcomes. With more EAs on the horizon and the colossal battle for 2026 just ramping up, we'll be with you every step of the way.



RECENTLY, the South Coast have held our first two Delegate 1 training courses since moving into the Swan Street office. Both courses were a great success, and hopefully the first of many to be held in the South Coast board room. Special thanks to Emily Armstrong for doing an amazing job in educating our great Delegates.

THE DGL SITE in Port Kembla's 21 Dump has become fully unionised. The drivers

have stuck together, now having an even stronger voice in the effort to improve working procedures and structures. The drivers ought to be commended for their strength and effort.

We've also been actively working with members from Remondis Picticon. Remondis have shamefully backed away from their previously agreed 2026 expiry and have attempted to force two inferior documents with a 2028 expiry – the members

have voted these down both times. TWU members have a very simple ask, which is an EA with a 2026 or 2029 expiry with better pay increases and a pathway to 15% superannuation. If Remondis won't meet the workers there, it's a non-starter.

OUR SUB-BRANCH will continue to work with our effected members, both now and as we get deeper into the fights of next year. We're proud to stand with our members to get better pay and conditions.



EA KICKED OFF @ AUTOCARE PORT KEMBLA



Recently, Auto Care Kembla Grange have also kicked their EA negotiations. This time around, drivers are seeking a full utilisation clause, a pathway to 15% superannuation, improved Delegates rights, improvements to the consultation and disputes procedure, and a wage increases of 7% p/a up until 2029. The last EA resulted in 7 days industrial action, the members are looking for more of an amicable negotiation this time but are willing to take action again if need be.

Rob

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

THE 2026 CAMPAIGN IS HERE!



Wow, what a year it's been leading into the next phase of our TWU 2026 Campaign. Time flies, but in reality the 2026 campaign is here right now!

AS A COLLECTIVE, we recognised many years ago that the introduction of Enterprise Agreements had “splintered” unions’ bargaining power. As the many TWU EA’s were scattered across the country, both logistically and by way of their expiry dates, it became virtually impossible to bargain at the same time, diminishing our bargaining power.

Over the last decade, TWU Members and Delegates have worked exceptionally hard to rectify this wrong, and co-ordinated to ensure that our agreements expire around the same time nationally. We’ve invited all industry players to the table to lift industry standards for the benefit of everyone.

As a result of our hard work, our 2026 campaign is when we will maximise our collective bargaining power more than ever before, in both road and aviation for the first time. With over 200 EAs up in 2026, this is an opportunity that’s been decades in the making to set better sector standards, make clients pay, and win better pay and conditions across transport. And it’s all thanks to your hard work. The fight for 2026 begins now.

BUSWAYS KINCUMBER – DRIVERS SHOULD NOT HAVE TO FIGHT FOR SAFE BUSES

Delegates & HSRs Maggie Lloyed and Jimmy Hanson know only too well of the many distractions and challenges that come with getting the family ready for school or work.

But when it comes to bus defects, Jim Hanson, Maggy Lloyed, Daryl Elliott, & loyal TWU members, Andrew McNeil agree that there should be no argument.



“No transport worker should need to list a dispute, initiate “PINS” & involve Safe Work authorities, just to have safety concerns addressed,” said Jim Hanson. “But our members were so fed-up. We exercised our powers as HSRs & Delegates for the sake of driver and passenger safety. Because as TWU members, we know that when WE fight WE win!”

TWU STALWART, Michael Comer (Delegate & HSR) stand with members, and newly elected Co-delegate Gary Walker at J.R. Richards Pt Macquarie. Michael commented that “I’ve been a TWU delegate for decades. I enjoy my job, and my elected roles; I’m glad Gary stepped up to the co-delegate role. It’s very important for all workers to have strong Union structures in the workplace, we need to support each other, and support safety, and decent rates & conditions. EVERYONE should Join the TWU.”



Todd Marselos is our Newcastle & Northern NSW sub-Branch’s Member Support Officer, and is supporting members in any capacity available to him.



Todd is pictured here with some of the 90+ new members who have signed up through inductions since August this year. Todd said, “I have been a proud member of the TWU Newcastle/ NSW branch for many years. I’ve seen many changes over the years, but I’ve always enjoyed helping workers. One thing that never changes is how important it is for transport workers to be united, and to join the TWU.”

IT’S YOU WHO MAKES OUR UNION GREAT

Whether you are a long term member of the TWU, or have joined recently, you can stand proud of what YOUR member-led TWU has achieved. The “Our Roads, Our Skies, Our Future” campaign is second to none at any level, because of you, our TWU member-led campaigns. As a union we have created an opportunity to stop the “race to the bottom,” and are creating a level playing field that sets minimum enforceable standards for safety and conditions, throughout the entire industry.

Mick

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

MAPPING OUT THE FUTURE

2025 has been another active year in the ACT, and I've been proud to work with you all as we head towards all of the work we have coming up next year as well. Whether it's joining delegates in working on a better future for Ambos, planning for 2026 at Linfox, or standing with members for fights in the yards, we'll stand with you, and together we'll win. As we see out the last few months of 2025, I look forward to working with you all on continuing to achieve wins and results.



TWU ACT AMBO DELEGATES

RECENTLY, your ACT Ambulance Delegates Caucus hosted the Minister for Emergency Services at the August meeting to discuss the future and immediate needs of the ACTAS. Delegates briefed Minister Paterson on the current demands the Service is facing including pressure on the roster and increasing incidents of Occupational Violence faced by members.

Discussions were also focused on resourcing and infrastructure challenges including the need for a plan to regenerate and service southside facilities. The Minister has committed to a ride along, and spending time at hospitals to meet TWU members.



TWU DELEGATE LINDSAY BRIGGS REPORTING BACK TO ACT FEDEX MEMBERS



THANK YOU DAISEY

On a more bittersweet note, it was a sincere pleasure to wish Nicole 'Daisey' Day a fond farewell on her final shift, and to award a certificate of appreciation. It was truly great how over the years Nicole brought a level head in her dedication, attitude and effectiveness as a delegate representing her peers in NEPT. Her engagement, enthusiasm and contributions significantly enhanced her workgroup and Caucus.

Thank you Nicole, and the best of luck in retirement for you and the family.

Klaus

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

GEARING UP FOR '26



MICHAEL KAINE:

“NEXT YEAR, WITH OVER 200 ENTERPRISE AGREEMENTS ALIGNED TO EXPIRE ACROSS ROAD TRANSPORT AND AVIATION, WE HAVE THE BEST OPPORTUNITY YET TO MAKE SURE OUR INDUSTRIES WORK FOR US AND THE COMMUNITY.”

RIGHT ACROSS THE COUNTRY tens of thousands of TWU members are now gearing up for 2026, the biggest opportunity in our union’s history to set better standards across our industries: Our Roads, Our Skies, Our Future.

We’ve had huge wins to propel us into next year. We saw the Federal Court impose the largest ever penalty — \$90 million — on Qantas for its illegal sackings after TWU members spent five years fighting for justice. 60,000 TWU members backed this case right from the start, and penalties awarded to the union will be invested back into our campaigns to lift standards across road transport and aviation.

After making world-first applications using TWU-won transport reform laws last year, we’re getting closer to seeing decent minimum standards in road, with the consultation phase wrapping up.

Those applications—for maximum 30-day payment terms, decent rights for food delivery workers, and standards in the last mile sector—will go hand in hand with automatic rights that have kicked in against unfair deactivations and unfair contract terminations. We’ve already seen dozens of gig workers reactivated with those rights, and pressure eased on owner driver contracts.

We had a successful delegation to Parliament House, and for the first time members from both aviation and road transport talked to dozens of politicians, including the Prime Minister, about the importance of the new laws we’ve won — but also about the significant work that still needs doing.

But we know we’re up to the challenge.

Across the country we’ve seen TWU members picking their battles and win-

ning, with action in buses in VIC and NT, and at DHL in QLD; dnata ground worker strikes in WA; taking on Boral in the Fair Work Commission in NSW; and more.

Next year, with over 200 Enterprise Agreements aligned to expire across road transport and aviation, we have the best opportunity yet to make sure our industries work for us and the community—not just overpaid executives.

WE’RE FIGHTING FOR
our roads
our skies
our future

And we need everyone in the union to pull it off.

Michael



WHEN WE FIGHT WE WIN



You said it on Facebook:

19 August 2025:

The TWU fought Qantas for years because it was the right thing to do by the workers. Yesterday's penalty follows an earlier Federal Court decision on compensation to affected workers, which led to the establishment of a \$120 million fund to compensate them for economic loss and hurt and suffering. This penalty acknowledges that risk.



Court rewards TWU for taking on a hard case Fair Work ducked



Glen Stutsel

When no one else had their backs, the rank and file stood strong. It's not about being in a union, it is about being the union, proud and strong.

7 August 2025:

Today we met with over 130 delegates to talk about the fight for 2026. Transport Workers are standing up together to make clients pay, and set better sector standards.

The fight for our roads, our skies and our future begins now.



OUR ROADS OUR SKIES OUR FUTURE
OUR ROADS OUR SKIES OUR FUTURE
OUR ROADS OUR SKIES OUR FUTURE
OUR ROADS OUR SKIES OUR FUTURE



Donamaria Collins

I love TWU



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

21 August 2025:

TWU officials were out at BevChain CUB and TGE this morning chatting to members about the upcoming fight for 2026, TWU's historic victory against Qantas, as well as EA surveys and our success with productivity training at BevChain. Sean from Team Super came out to BevChain and lent a hand with the BBQ. Cheers mate!



Julia Putua

The TWU officials are doing a great job, awesome

21 July 2025:

TWU Waste Delegate Roland was recently reinstated at his job with backpay by a FWC full bench.

The decision, which finds that he was unfairly terminated for conduct the morning after attending a TWU function, is a vindication for the delegate, who now looks forward to going back to work and getting on with the job.



Margaret Harvey

Great result



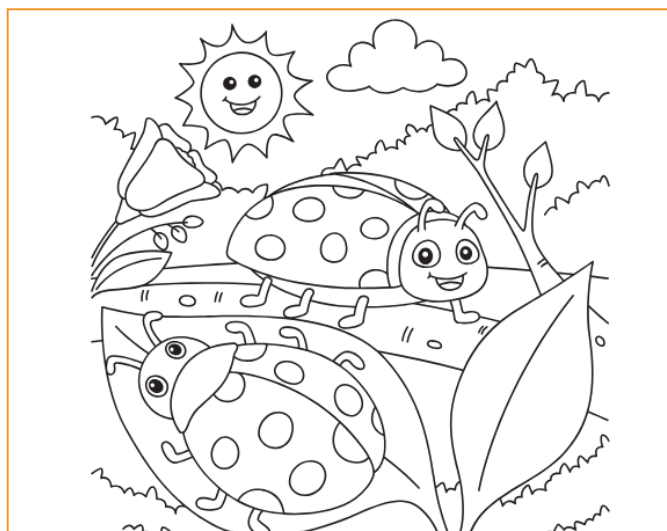
FIND A WORD!

Q	W	A	L	K	I	N	G	W	B
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W	T	D	Y	M	U	I	U	O	T
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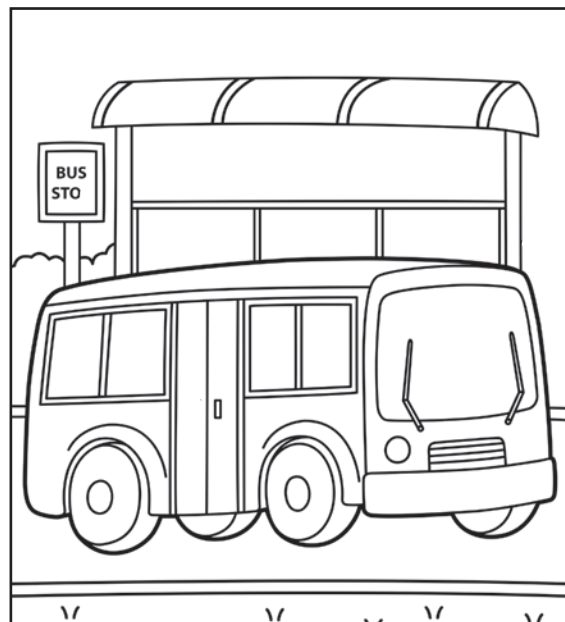
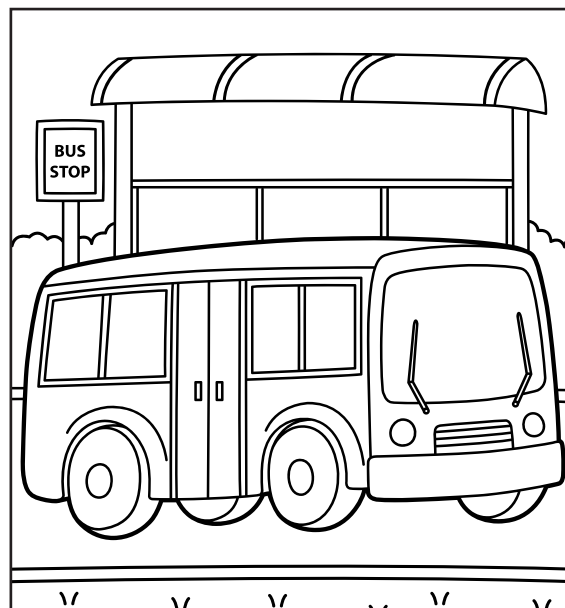
BEES
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MAGPIES

DAYLIGHT
WARMTH
WINDY
WALKING



TWU KIDS CORNER

Can you spot the 5 differences?

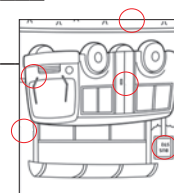


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Address: _____

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