

TWU NEWS

our roads **our skies** *our future*



Inside:

- Actions • Massive Wins • Historic Penalty Against QANTAS
- NSW Chapter 6 Reforms • NSW Conference • and more!

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2025 – A YEAR OF VICTORIES

Being the president of our great union is an honour. This year, I've been proud to be with you all as we have achieved historic wins.

I'D LIKE TO BEGIN by welcoming every member who's joined the Transport Workers' Union in 2025 – and it's been great to meet many of you. I extend my warmest welcome to you, and thank you for putting your trust in the Transport Workers' Union.

2025 was proof that the TWU is relentless. We have had many victories in recent years, but this year was the culmination of many campaigns and many fights.

At the 2024 conference, the union set a theme for the year, and that theme was "The TWU is relentless." I want to congratulate every member, whether you were there or not, for the work they've done in ensuring that statement 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



Tony celebrated his retirement from FedEx this year, after 40 years in Transport.

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

With over 200 EAs expiring next year, 2026 will be one of the biggest fights in the Transport Workers' Union's history. And now, with 2025 coming to an end, it's time to use this year's momentum as a launchpad for success as we put the gloves back on.

MEMBERS, to say that 2025 has been a consequential year for your union would be an understatement. We have used the energy of our dedicated staff and membership, years of toil, and momentum that we've built over the last decades to make this year one for the history books.

As early as January, we were taking action at Sydney Airport, shutting it down with members from ddata, resulting in their employer providing serious pay increases, better conditions, and commitment to pursue industry reform with the TWU. This was all a part of our mission to set better sector standards across transport, a key tenet of '26.

We followed this with further action at the International Terminal just last month, fighting for SACL to provide job security for workers next year with members from across aviation.

Employers and clients-alike have been put on notice, and they know we mean business, especially after the victory forget that will go down in the halls of TWU history – indeed all union history: 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 and our 60,000 members across road, waste, buses, aviation and logistics all took on when we first picked up this fight back in 2020. Nobody else, not even the Fair Work Ombudsmen, would touch it.

We all knew 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 Australian history. With the Alan Joyce saga now well and truly

at an end, we hope this opens the door for serious reform in aviation, including by implementing our Safe and Secure Skies commission.

Our fight for reform doesn't end there, and this year we saw another serious victory, following last year's Transport Reform in Canberra.

In March, 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.

Since then, we've been proud to work with members to continue winning several 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.



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 campaign 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 they've put in so far to secure a better industry. Every TWU win belongs to each and every one of our members. The fight for 2026, and Our Roads, Our Skies and Our Future begins right now.

*Richard Olsen,
State Secretary*

THE FIGHT FOR 2026 IS HERE



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.

WHEN I last wrote to you, we had just wrapped-up our 2025 Annual Conference, where only the week before Justice Lee issued a \$90 million penalty against Qantas – in addition to the \$121 million fund set up for the workers illegally sacked by the Joyce Regime. This was the culmination of years of blood, sweat and tears from the Transport Workers' Union.

To reiterate 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.

When Justice Lee issued that aforementioned penalty, he recognised that the TWU were the only ones who were willing to take the fight against Qantas 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 Branch Secretary Richard Olsen and our National Secretary Michael Kaine, we stuck with it and saw it through to the end.

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 is not the only significant victory we've seen in Aviation this year. The Union has won Same Job, Same Pay protections for Jetstar workers, forced Virgin not to hire a key architect of Qantas' illegal sackings, and took action multiple times at Sydney airport, including the first national



stoppage since covid with dnata workers – who won huge concessions from their employer.

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 skulduggery 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.

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 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 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.

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.

When we fight, we win. And we'll win the next fight too.

*Nick McIntosh,
Assistant Secretary*

SETTING THE STANDARDS OF WORKPLACE SAFETY



This year has not just reinforced our union's commitment to safety in the workplace, it has seen us show leadership that others seek to follow. 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.

I'M pleased to say that the Transport Workers' Union has had a very successful year when it comes to Workplace Health and Safety, and that includes here at Minchinbury. This year, we grew the WHS department, expanded our training offering, and have continued to hold PCBUs to account.

We have seen countless members and delegates come through our doors for training this year, and have also sent staff to Sub-branches and elsewhere across New South Wales, to ensure members can receive high quality training no-matter where they live.

We undertook near-constant sessions for Delegate 1, 2 and 3 training, and also trained countless new HSRs, some of whom have already gone on to make their workplaces safer this year.

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

A few months ago, 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.

This is only one example of a PIN being issued by a HSR utilising their training this year. PINs have also been issued by TWU HSRs against Aldi, Virgin, and most recently to Certis Security at Sydney Airport.

It takes a lot of work and risk to stand-up for workplace safety, but doing so brings



AT THE SAFEWORK NSW HSR CONFERENCE IN SEPTEMBER THIS YEAR, TRANSPORT WORKERS' UNION HSRs WERE BY FAR THE LARGEST CONTINGENT IN AN ALREADY-GROWING CONFERENCE.

the industry along with us. Workplaces with HSRs are safer workplaces.

This was no clearer than at the SafeWork NSW HSR Conference in September this year, where Transport Workers' Union HSRs were by far the largest contingent in an already-growing conference. Myself and Emily Armstrong ran educational sessions that day, and were struck by how many HSRs from unions across NSW and the State Government wanted to learn from the TWU as best practice.



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 conducted near-constant HSR and delegate training, as well as

spearheading the Health and Safety Conference, and lead the Women In Transport Panel at our TWU Delegates conference in August.

It was great to see two new panelists, TWU women Alex Jabbour 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.

In 2026, as the rest of the Union stands ready to fight for fairer conditions and better standards in the workplace, we stand ready to do the same. Myself, Emily, and the rest of the team look forward to welcoming even more members through our doors next year.

*Marija Marsic,
Assistant Secretary*

2025 - ANOTHER YEAR OF TWU HSRs HOLDING THEIR EMPLOYERS TO ACCOUNT

2025 saw many instances of TWU-trained Health & Safety Representatives holding their employers to account over safety risks in the workplace.

With Transport being the most dangerous industry in Australia, the work of members on the ground is critical in improving workplace standards.

Aldi, Lindsay, Qantas Freight, Virgin and Certis Security were among the employers issued Provisional Improvement Notices (PINs) this year.



“As we know, workplaces with HSRs are safer workplaces. The efforts of workers to make their places of work safer this year is no small feat, and in the cases of Aldi and Lindsay, their PINs have already been affirmed by SafeWork. We are continuing to train new HSRs and will continue to strive to make Transport a fairer and safer industry.”

- TWU NSW Secretary Richard Olsen

YOUR MEMBERSHIP MATTERS

If you are a current financial member of the Transport Workers' Union at the time of the printing of this magazine, then your 2026 Membership Badge is included within the packaging this magazine came in.

MATTERS

The TWU has had some historic wins in 2025, with Chapter 6 reforms passing into law after a decade-long effort, and the largest employer penalty in Australian corporate history against Qantas for illegally sacking and outsourcing 1,800 workers at the height of the pandemic – the largest breach of industrial relations laws in 120 years, rightfully reflecting the effort, grit and tenacity of transport workers!

2026 will see the TWU take significant action together across road transport and aviation, having aligned over 200 Enterprise Agreements to expire in 2026, taking on one of the biggest fights in our union's history to lift everyone's pay and conditions and set better sector standards.

By renewing your TWU membership, you will be a part of our continued fight for safety and fairness, along with secure work and protection for the jobs of our members, by ensuring wealthy supply chain clients are held to account.

To continue delivering strong outcomes for our members and to tackle fights of this scale and importance, a membership fee increase of \$0.47 per week has been applied to full-time 2026 memberships. A \$0.37 per week increase will be applied to part-time memberships.

We look forward to standing with you all next year as we fight a historic battle to improve pay and conditions in the Transport industry.



Statement member badges will be delivered separately. If any of your details have changed or you would like to pay your membership fees over the phone, please contact the Membership Team on 1800 729 909.

HOLD THEM TO ACCOUNT

Earlier this year, the Albanese Labor government was re-elected with a historic majority in the House of Representatives.

THIS WAS the government that worked with the TWU to deliver “Same Job, Same Pay,” “Closing the Loopholes,” and Transport Reform.

This is not the only level of Government that looks to the TWU as stalwarts of industry reform. In NSW, the Minns Labor Government worked with the TWU to deliver significant reforms to Chapter 6 of the Industrial Relations Act to bring NSW transport legislation into the 21st century, creating new protections for Owner Drivers and recognising gig workers in NSW law for the first time. They also worked with the TWU to introduce job security provisions for waste workers.

None of these achievements happened by accident. Transport workers have a powerful voice in the halls of both Canberra, and Australia's oldest Parliament at Macquarie St.



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).

laws on the industry so far, and what still needs to be done.

This government has sat down with transport workers time and time again to listen to what needs to change—and they've demonstrated that they're willing to put that into action through passing transport reform, Same Job Same Pay and other crucial tools now at our disposal.

It was the first time we've brought road and aviation workers together to talk about the issues both industries still face.

TWU members were front and centre, speaking to dozens of parliamentarians including the Prime Minister and Deputy Prime Minister.

They heard from some familiar faces – like Steve Newton, an employee driver delivering parcels out to Dubbo, seeing subcontractors taking risks like using rear trailer breaks because their bosses have told them it's too expensive to change brake pads.

There are also newer stories, not just from trucking but from the gig economy, which desperately needs standards introduced.

Yaser, who's a rideshare driver, has a wife

and three children to support, and a mortgage to pay. But after his rates were cut again by Uber last year, he's been working 14-hour days just to make the same amount as he was a year ago, and purchasing second-hand tyres because he can't afford new ones.

The aviation industry is plagued by many of the same problems as road transport: a race to the bottom on standards and conditions, clients like Qantas splitting up the workforce and splintering workers' power.

Ground handling workers in Canberra spoke about companies with broken or outdated equipment, where there was pressure to rush just to get planes out on time. It's the same as what we've seen in road transport with the immense and deadly pressure to work fast enough to keep a contract.

Our calls on the Federal Government for a Safe and Secure Skies Commission now begin in earnest – and just like we did with road transport, we'll keep up those calls until we see change.



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

It's now commonplace to see a couple of dozen truck drivers, baggage handlers, food delivery riders, employers and union officials walking through Parliament House.

At the beginning of September, TWU leadership took a transport delegation to Canberra to talk about the impacts of new

BECAUSE AS ALWAYS, WHEN WE FIGHT, WE WIN.

BLITZ AT BORDER EXPRESS

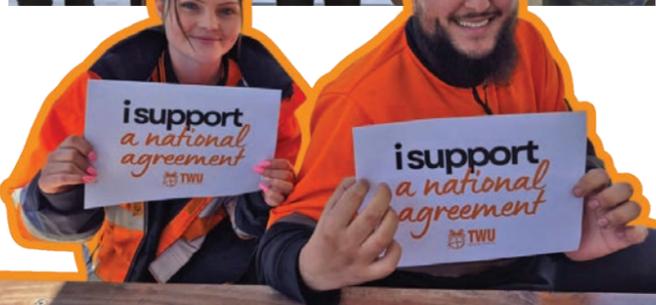
Recently, TWU Officials were out with Border Express members from across the country, to talk to them about the fight for 2026. With over 200 Transport EAs expiring, Officials were there to convey how setting better sector standards will improve the conditions of all Transport Workers.

TWU Members at Border Express know all too well the safety shortcuts and bad practices their employer takes in search of profit - having been first-hand witnesses to Border Express' poor safety record.

Members from Border Express told the TWU that they agree it's time for a national agreement. The Union will stand by all workers in the pursuit of safety and better conditions. In 2026, the TWU will be fighting to make clients pay, set better sector standards, and become more member-led.

“Border Express workers are to be commended for standing up for not only a better workplace, but a better industry. Border Express need to accept reality, work with the Union on a fair agreement, and play their role in stopping the race to the bottom.”

- TWU NSW Secretary Richard Olsen



BORDER EXPRESS MUST STEP UP ON SAFETY

The TWU is incensed that Border Express continues to employ sub-standard safety standards for their subcontractors, following the shutdown of the Great Western Highway at Leura in October due to a large diesel spill from a Border Express vehicle.

The incident, which led to hundreds of litres of diesel being spilt onto the road by the jack-knifed vehicle, required a HAZMAT crew from Fire & Rescue NSW to contain.

The incident is shockingly reminiscent of an incident TWU Officials witnessed at Border Express' Chullora depot in late-2024, also resulting in hundreds of litres of diesel being spilt.

After an interstate trailer (towed by a contractor) drove into a medium barrier at the site, emergency services were onsite for hours to bring the situation under control. TWU officials onsite that day were greatly concerned by the lack of safety procedures observed by the contractor responding to such a serious incident.

Delays and costs to the Border Express operations were significant, but could



have been avoided if proper safety standards were implemented, and a more reputable carrier was utilised to move interstate freight.

Border Express Fleet operations in both local and linehaul are made up mostly of subcontractors - this makes it difficult to enforce high and needed safety stan-

dards in the most dangerous industry in Australia.

State Secretary Richard Olsen says that now is the time for Border Express to come to the table and admit that their business-as-usual operations aren't working.

“When you cheap out on safety and cheap out on operators, it always comes to bite,” Richard Olsen said.

“Last year, the costs were on Border Express. This year, it shutdown both directions of the Great Western Highway. It's only a matter of time until someone gets seriously hurt or worse.

“Border Express need to accept the reality that their business practices hurt drivers and hurt the wider community, and engage seriously in stopping the race to the bottom.”

WORKERS TAKE ACTION AGAINST AMAZON FLEX

2026 MBR - DELEGATES STAND FIRM FOR BETTER SECTOR STANDARDS IN THE TRANSPORT INDUSTRY

IN NOVEMBER, Delegates from across NSW once again descended at West HQ for the TWU's 2026 MBR, where we analysed results from bargaining surveys for the fight for 2026, and heard firsthand accounts of poor safety practices in Transport.

The messages that members were sending the Union was loud and clear: They're ready to fight for safer, fairer workplaces in 2026.

The TWU also joined members in taking action against Amazon Flex, who the Union insists must pay fair wages, respect workers' right to a voice at work, and improve their practices. In 2026, the TWU will fight to set better sector standards across Transport.



“Australian workers have suffered because Amazon have been ruthless in cutting back on standards, wages, and taxes – doing all that they can in service of profit. “They have suffocated workers and small business alike, but today TWU members are once again taking a stand and letting them know that we're not going anywhere.”

- TWU NSW Secretary Richard Olsen



“IT'S TIME TO MAKE AMAZON PAY.”



our roads our skies our future

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.



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."



DELEGATES 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.



TREASURER DANIEL MOOKHEY WITH PRESIDENT TONY MATTHEWS



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

- MARYANN MARIE



TWU LEADERS IN SAFETY AT HSR CONFERENCE

In September this year, the TWU exhibited our leadership in workplace Health & Safety at the SafeWork HSR conference.



NOT ONLY did the TWU have the biggest delegation by far of Health & Safety Representatives, the Union also took an active role throughout the day, participating in panels and hosting multiple interactive sessions.

The Union takes pride in seeing the extent to which this conference is growing year over year, and in engaging with members across the union movement on workplace safety in New South Wales.

Assistant Secretary Marija Marsic, Sydney Sub-branch and Central West Secretary Rob Rasmussen, TWU WHS and Education Official Emily Armstrong and Delegate Dave Andrews also met with representatives from Unions NSW as well as Minister Sophie Cotsis to discuss the work the TWU has been doing to improve safety in Australia's most dangerous industry.



“Marija Marsic and Emily Armstrong are to be commended for the leadership they have shown in this space, and for carrying out the conference events with aplomb. Congratulations Dave Andrews for getting on stage to tell your story, and to all of our TWU HSRs.”

We hope all TWU members that attended found the day enjoyable. For those of you who would like to become a HSR in your workplace, our union is proud to host multiple training sessions throughout the year.”

- TWU NSW Secretary Richard Olsen



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 was showcased at the 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.



“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.”

- TWU NSW Secretary Richard Olsen



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



TOLL RELIEF: IT'S TIME TO ACT

TWU CALLS FOR TOLL RELIEF AS TRANSPORT INDUSTRY FACES CRISIS

On the first of January, 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 January'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 January 1, transport workers will be slugged 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."

TWU Fighting for Safer Roads at NSW Parliament

Recently, the TWU appeared at several Parliamentary inquiries, about future transport infrastructure, and for the Inquiry into interventions to reduce road trauma in regional NSW caused by speeding, fatigue, drink and drug driving.



During this hearing, TWU Research and Policy Official Daniel Peric gave important testimony about the findings from the union's research, including on serious subjects such as a lack of uniform training standards nationally in heavy vehicle licensing, foreign drivers operating on NSW roads for up to 6-months without proven competency or understanding of our roads, as well as general findings on fatigue and the historic undercutting between contracts, which lead to lower standards in the industry.

The TWU will continue to fight for safer roads and maintain that the industry is in need of reform

TWU Addresses NSW Govt Event on the Future of Night Work

In October, the TWU addressed the 24-Hour Economy NSW "NEON Forum," to discuss the critical role Transport Workers play in the nighttime economy, and to address the challenges faced by gig workers in a changing economic landscape.



Garion Thain represented the TWU NSW Branch on the Future of Night Work panel to share the importance of Transport Workers and gig economy workers being able to enjoy the dignity, conditions and amenity at work that are essential in any job. The TWU welcomes the NSW Government's announcement at the Forum that it will be trialing gig worker hubs so that gig workers can rest safely. State Secretary Richard Olsen says that "Gig Workers have been at the coalface of an evolving Transport Industry, and have unfortunately also been exposed to the risks of working long hours coupled with exposure to the elements. We welcome this trial and maintain that everybody deserves the right to have a rest."

TGE BUNGARRIBEE MEMBERS STAND STRONG

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



Following members taking a stand, Nick McIntosh and Michael Kaine visited members again to talk about the fight in 2026.



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. The collective strength they showed is to be commended."

- TWU NSW Secretary Richard Olsen

AUSTRALIA'S BIGGEST BUS STRIKE

NEW BUS FACILITIES

ROUSE HILL DEPOT AND PERMANENT TOILET FACILITIES IN PARRAMATTA AND WOLLONGONG

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



IN OCTOBER, State Secretary Richard Olsen and Sydney Sub-branch Secretary Rob Rasmussen joined bus workers after a years long campaign to replace unmaintained porta potties with permanent rest and break facilities for bus drivers in Parramatta.

This win follows the opening of the new CDC Depot at Rouse Hill in May with permanent, modern facilities, situated in the growing North-Western region Sydney.

We welcome investment in permanent facilities from CDC and Transport for New South Wales. All drivers deserve hygienic facilities, and the industry itself still requires serious attention.

Likewise, after a long TWU campaign, a new permanent bus layover at Wollongong has finally been delivered. The Union will continue to keep its ear to the ground, working with delegates and advocating for a better future.

AN INDUSTRY IN CRISIS

TWU members in aviation are uniting right across our airports towards better standards- and we know there's a big fight ahead of us.

TRAGICALLY, we recently saw a ground worker killed at Sydney Airport in the Qantas Freight terminal.

He was employed under a labour hire company where workers had been raising concerns about having no health and safety reps, poor training, and severe understaffing.

We've called on Qantas to conduct an urgent investigation into its supply chain, where labour hire has flooded the workforce and lowered standards. Only recently Qantas was handed down a record penalty of \$90 million for its illegal outsourcing of over 1800 ground workers. It now must urgently look into its safety and training standards at third-party contractors it has so far evaded accountability for.

All workplace deaths are preventable, and this devastating incident shows the scale of the crisis in the aviation industry.

TWU members are campaigning for better standards right across the airport. Multiple actions, right across the country, have proved this.

Earlier this year, we saw TWU members from dnata take action at Sydney airport – as part of the first national stoppage since covid. The strength of this action forced the company to compromise, winning a historic outcome for the members. The union was proud to award delegate of the



AIRLINES DELEGATES RECOGNISED

At this year's delegates conference 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.

year to not one, but two dnata members this year to celebrate the victory.

With bargaining for many aviation workers also coming up next year, TWU members are preparing to push for better standards across the industry, while we continue our calls for a Safe and Secure Skies Commission.

We can never again see an incident like what happened at Qantas Freight. The

more united we are, the more we can fight for better when it comes to proper safety and training, as well as fair pay and working conditions.



QANTAS PENALTY

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.

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 National Secretary Michael Kaine addresses media after historic TWU victory

AVIATION WORKERS PROTEST FOR JOB SECURITY

Last month, aviation workers marched through Sydney Airport's International terminal to protest the airport's refusal to provide job security to security workers at Certis, whose contracts expire in 2026.

THE TWU met with Sydney Airport in October and raised job security concerns over a potential change in contract provider, with no safeguards for workers to protect against pay and conditions going backwards in the event of a new provider.

Job insecurity in aviation has reached crisis levels with contracts frequently given to cheaper bidders, including Qantas' illegal outsourcing of over 1800 workers to companies like Swissport with appalling records on safety, pay and conditions.

The TWU is calling on Sydney Airport to make assurances to Certis workers that they will maintain their job security, pay and conditions regardless of changing contracts.

"Sydney Airport has a responsibility here to ensure that there are good, secure jobs for security workers. A whole-of-supply-chain effort is needed to reverse the damage done by decades of cuts and fragmentation in this industry."

- TWU NSW Secretary Richard Olsen

In 2023-24, Sydney Airport reported its highest ever aeronautical profit of \$570 million, 127% higher than a year earlier and 18% above pre-pandemic profits.

In the TWU's survey of over 2000 aviation workers, 52% of security workers had been told that their job security was under threat due to contract changes.



The TWU is also calling on the Federal Government to put in place a Safe and Secure Skies Commission to stop the race to the bottom on standards and ensure the aviation industry works in the interests of workers and the public.

"Only the implementation of a Safe and Secure Skies Commission will see this industry become truly fair."

- TWU NSW Assistant Secretary Nick McIntosh



PUTTING REFORMS IN TO ACTION

TWU members fought for two decades to put a system in place where we could make meaningful change in road transport.



WITH CONSULTATION WRAPPING UP FOR THESE APPLICATIONS, WE WILL SOON SEE BETTER STANDARDS PUT IN PLACE FOR THESE FIRST APPLICATIONS, WHICH WILL BEGIN TO CREATE REAL CHANGE.

WE'VE WON the laws and we're putting them into action. There are now four key areas where progress is underway. The first three were to tackle some of the areas in road transport where change is urgent.

1. 30-day payment terms

Even large transport employers are struggling under extended payment terms from clients. Cameron Dunn, CEO of FBT Transwest, recently spoke at a delegation to Parliament House how he paid his people in 7 days, but was paid by clients in 120. That's why one of our first applications was to ensure maximum 30-day payment terms and ensure transport businesses small and large can stay sustainable.

and beverage delivery with next to no standards. Since 2017, 22 food delivery workers have been killed in Australia, and standards are urgent to stop the deadly pressure on workers, and stop this model creeping into the rest of the transport industry.

With consultation wrapping up for these applications, we will soon see better standards put in place for these first applications, which will begin to create real change.

Earlier this year we also made an application in the cash-in-transit industry to call on banks to pay up for fair standards, with that application ongoing. It's a huge display of the power of these laws that we can bring in the big banks and retailers and make them listen to transport workers.

2. Last mile parcel delivery

The last mile parcel delivery space is only getting bigger – but it's being flooded with gig-like operators with exploitative conditions, and no floor on how low standards can go. We put in an application to ensure there are fair standards so workers in this space can make a fair living, and decent employers don't have to compete by unfairly lowering conditions.

WHAT'S NEXT?

What we know is that the more we stay united as an industry, the better the outcomes we can achieve. We're working on an application in rideshare where gig companies like Uber and Didi continue to slash rates. We're also working with the rest of the transport industry on where next to focus our efforts using the laws.

3. Food and beverage delivery

Similarly to last mile, the gig economy has raced into food



CASH-IN-TRANSIT WORKERS WIN BETTER PAY AND CONDITIONS ON ROAD TO WORLD FIRST STANDARDS

Following a successful Protected Action Ballot, where 97% of members voted yes, the majority of NSW Cash-In-Transit members voted up an improved offer by Linfox Armaguard.

This new offer will see all of our members receive pay increases, and back from 2024. The offer also introduces pay parity for our Prosegur members.

This follows a long-fought and ongoing campaign for a fair and equitable Cash-In-Transit industry, with TWU Legal Officer Gavin Webb joining CIT Delegates at the Fairwork Commission earlier this year to hold clients accountable. For too long, big banks and retailers have relentlessly squeezed Armaguard, but recent legislative wins have compelled these clients to sit in the same room as delegates and listen to them for the first time – a landmark achievement.

“All members who stood firm and got a better deal deserve to be commended. Fairness in Cash-In-Transit has required us all to stand up and hold clients accountable – without doing so, we wouldn't see improved standards in this sector.”

“Congratulations to delegates and members on a great win, and I also congratulate Gavin Webb and the talented legal officers at the TWU for working to make CIT fairer throughout this year.”

- TWU NSW Secretary Richard Olsen

YOUR LEGAL & MSC TEAMS WINNING FOR TWU MEMBERS

MONETARY OUTCOMES

Unfair Dismissals in the FWC:

\$485,647.47

Underpayment Money Recovered:

\$228,447.00

s.314 Applications in the IRC:

\$546,270.42

Total money recovered for members:

\$1,260,364.89

MATTERS

Enterprise Agreements Registered:

35

Protected Action Ballots Filed:

11

Unfair Dismissal (F2) Applications Filed:

100

Disputes Lodged:

80

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

REFORMING CHAPTER 6 OF THE IR ACT

IN MARCH THIS YEAR, TWU history was made as members gathered at Macquarie St to ensure the reforms to Chapter 6 of the Industrial Relations Act passed the NSW Upper House.

After a decade of campaigning from the TWU to close absurd exclusions in the Act and make it fit for the 21st Century, the updated bill passed with wide support (with the shameful exception of the Coalition), bringing forward common-sense changes that will benefit small businesses, owner drivers and gig workers. The bill also gives the IRC more power to resolve disputes, including through issuing interim determinations.

Premier Chris Minns addressed Transport Workers gathered at Parliament House, saying "The leadership of the Transport Workers' Union have been relentless in pursuing this kind of change, and I hope it gives you enormous satisfaction to see this legislation make it through the Parliament."



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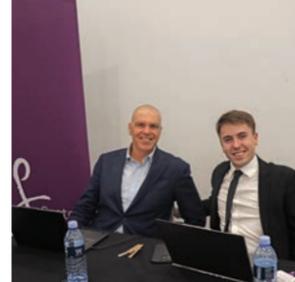
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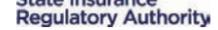



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GETTING RESULTS



I'm proud to be part of a union that gets results. In 2025, we've worked hard to get tangible wins, and put ourselves on a good footing for our big fight next year.

THIS YEAR, our Sub-branch has continued to stand shoulder-to-shoulder with members from across the Transport Industry. By working hard, we've continued to gain ground, and I'm pleased that the momentum we've been building hasn't gone to waste.

I was beyond proud to start this year by joining Transport Workers at Macquarie St, to watch the passing of the Union's historic reforms to Chapter 6 of the NSW Industrial Relations Act. This was but one campaign that saw results this year.

Also this year, TWU Bus Driver Delegates addressed Transport for New South Wales, sharing the horror-stories of some of the abhorrent treatment they receive on a daily basis. This opened an important dialogue about safety, where 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.

To that end, further 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.

These are the results of yearslong efforts – the Parramatta rest facilities in particular replace unmaintained and “temporary” porta potties. Our bus drivers are finally beginning to get the respect they deserve.

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 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 next year, as 200 EAs expire in 2026. 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.

It's great to see all we've achieved this year, from our new Chapter 6 reforms, 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, at your side, as we take on one of the biggest fights in Union history in 2026. Together, we'll make clients pay, and set better sector standards.

Robert

TURNING THE TIDE



2024 and 2025 have seen a series of wins for the South Coast Sub-branch and the Transport Workers' Union more broadly. We'll be relying on this momentum as we head into 2026 – one of the biggest fights any union has seen this century. With many EAs expiring next year, our Sub-branch will be with you every step of the way.

AT THE SOUTH COAST, we've seen several long-term fights pay off in the last 12 months. One of the most notable is that the new Waste Regulations that we fought relentlessly for over many years have now come into effect, to the benefit of our members.

We were pleased to see earlier this year that Remondis employees were already benefitting from this victory, having their current rates of pay attached to the Wollongong City and Shellharbour combined tender. Elsewhere however, at Picton, we stood up as Remondis shamefully backed away from their previously agreed 2026 expiry. The union has a simple ask, which is an EA with a 2026 or 2029 expiry with better pay increases and a pathway to 15% superannuation. We made it clear to them that if they wouldn't meet the workers there, it was a non-starter.

Elsewhere, we also fought hard to ensure that workers at Cleary Brothers kept their roles after Cleary Brothers were purchased by the MAAS Group. We also stood proudly with our members at employers such as Cleanaway, Boral, Heidelberg, Multiquip and more, because fairness is essential everywhere.

We also saw the DGL site in Port Kembla's 21 Dump become fully unionised. The drivers stuck together, now having an even stronger voice in the effort to improve working procedures and structures. I was proud to recently commend them on their efforts.

Recently, we were extremely proud to see



the payoff to another yearslong battle, that being permanent facilities for bus drivers in Wollongong.

It's been a 30-year journey to find a permanent home, but the result is the opening of a better, safer, permanent facility for bus workers.

We appreciate the efforts of Minister Scully, Transport for New South Wales and Wollongong Council to help ensure this came to fruition. We'll continue to work with all partners to ensure safety is the priority in Wollongong.

The fight to stop the race to the bottom and ensure better conditions across the Transport Industry is ongoing, and next year will be the biggest fight of all. In 2025, the TWU vanquished the last of the Alan Joyce regime, with Qantas forced to pay one of the biggest penalties in Australian history for illegally sacking workers. We also saw our changes to the Industrial

Relations Act pass the NSW Parliament – Chapter 6 is now fit for purpose for the 21st century. These were fantastic – historic, achievements. They put us in a good footing for next year. With over 200 EAs expiring in 2026, it's up to the members of the mighty Transport Workers' Union to ensure Our Roads, Our Skies, and Our Future are fairer.



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 TWU's 2026 campaign is here!



Well members, it's been a very successful year for our union and our membership. Time flies, but the reality is that the 2026 campaign – "Our Roads, Our Skies, Our Future" - has arrived!

AS MANY OF YOU have likely heard by now, the introduction of Enterprise Agreements splintered the bargaining power of unions. As the many TWU EA's were scattered across the country, both logistically and by way of their expiry dates, it was for a time virtually impossible to bargain simultaneously.

To rectify this wrong, TWU Members and Delegates have worked exceptionally hard over the last decade or so, to co-ordinate a situation where for the first time, we'll be looking at over 200 EAs expiring at the same time next year.

As a result of our hard work, the campaign for 2026 is our opportunity to maximise our collective bargaining power more than ever before, in both road and aviation for the first time. We've invited all industry players to the table, to lift industry standards for the benefit of everyone. If they don't want to engage in good-faith, then they'll have to be ready for action. And it's all thanks to your hard work. The fight for 2026 begins now.

Congratulations to Doug Fox



CONGRATULATIONS TO DOUG FOX for being awarded Life membership. Doug had been nominated for membership after 20 years of relentless representation of TWU members, at all levels. Doug, a former delegate at TNT & FedEx, along with Steve Pettiford, formerly of Chubb & Prosegur, had also received an award of recognition. Both of these Transport Warriors were recognised with awards for their yearslong commitments as Delegates, Executive chair & Minutes taker, as well as recognising them for their NSW BCOM member responsibilities, and relentless dedication to rallies & protests that better the lives of all TWU members. Congratulations to both Doug and Steve. Well done, well deserved. As Newcastle & Northern Sub-branch Secretary, it is an honour to congratulate you both on behalf of your TWU family.



Above: TWU Executive & BCOM member Brian Triggell, Member Support Officer Todd Marselos, TWU Life Member Doug Fox, and Mick Forbes met with D.P Saunders at a Newcastle Industrial Relations Society conference.

Doug Fox said, "No Matter what position you hold in the TWU, it is important to build our knowledge, trust and respect for those that we all share the industrial relations arena with. The IRs is an inclusive society that enables us to put aside our differences, and to share concerns, knowledge and remedies.

It's YOU who makes our union great

As we close the door on 2025 and head towards '26, we can be proud not only of what your Union has achieved, but the great footing we've been put on for our fights next year. The "Our Roads, Our Skies, Our Future" campaign that we're launching now will be second-to-none, because of you.

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.

None of this is achievable without you. This will be a member-led campaign.

So please, if you are not a delegate, please consider becoming one. If you have a delegate, let them know that you are willing to support them in any capacity.

A huge shout out to Newcastle Executives, and to our officials, Daryll Elliott, Bec Hopkins, and member support Officer, Todd Marselos for your relentless dedication to delegates and members throughout the year. Your hard work is greatly appreciated by all.

I wish you and your families a safe and Merry Christmas, and I'll see you all next year.

When we fight, we win!

Mick

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

LOOKING Towards '26



2025, like 2024 before it, has been an active year for the ACT Sub-branch. We've been proud to share in the wins of this year as the Transport Workers' Union holds bad actors to account. As we look ahead to 2026 and the big fights ahead, I know that the relentless membership and Officials from our Sub-branch are up to the task.

WE'VE BEEN OUT yards across the territory these last few months, listening to members, standing by your side, and hearing what matters to you in 2026, many of you having your EAs expiring during the 2026 campaign.

Whether it's at Linfox, FedEx, with drivers or with Ambos, I've been proud to see the great work that Officials and Delegates alike have been doing for members.

Elsewhere, the ACT Ambulance Delegates Caucus hosted the Minister for Emergency Services at a recent 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.

As we see out the last few weeks of 2025, I wish you all a safe and Merry Christmas. I look forward to be standing with you as we take the fight to the industry in 2026.



STANDING FOR SAFETY @ ACT AMBULANCE SERVICE



TWU DELEGATE LINDSAY BRIGGS REPORTING BACK TO ACT FEDEx MEMBERS EARLIER THIS YEAR - NOW LOOKING TOWARDS 2026!

Klaus

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

READY FOR '26



WE'VE HAD HUGE WINS TO PROPEL US INTO NEXT YEAR.

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, including Mohammad Hotak who had a landmark victory against Uber in the Fair Work Commission.

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 — and 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 winning, with action in buses in VIC and NT, at Armaguard across the eastern states, 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

You said it on Facebook:

2 November 2025:

The majority of NSW CIT members have voted up the improved offer by Linfox Armaguard. This new offer will see all of our members receive pay increases, and back from 2024. The offer also introduces pay parity for our Prosegur members.



Adam Brabrook
When we fight!. We win!.

22 October 2025:

The TWU made it clear yesterday that it's time for job security for airport security. Members are taking a stand to stop the race to the bottom.



Paul Reid
Great Union always doing their best for workers.

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

12 November 2025:

BLITZ AT BORDER EXPRESS
Border Express workers from across the State and Australia made their voices heard this week, demanding fair, and safe workplaces. It's time for Border Express to come to the table - the TWU will never stop fighting for better sector standards.



Glenn Daniel
Stand together fight together, we fight we win

23 October 2025:

We had a great time catching up with Aviation delegates this week to talk about the upcoming fight for 2026, recent wins in the industry, and the need for a Safe and Secure Skies Commission and for the race to the bottom to end.



Jay Sisaro
Well done guys.



our roads
our skies
our future



Meeting with the family of Christmas Nouata, a Mondiale Delegate who passed away this year



State Secretary Richard Olsen Talks with Delegates



Congratulations Zircodata members



Toll Delegates Meet at Minchinbury



Toll workers stand united



Secretary Richard Olsen Addresses the Media about risks to Gig Workers



Bevchain Oakdale Members have a BBQ: The Oakdale yard has welcomed over 10 new members this last month



The sign says it all!



Assistant Secretary Nick McIntosh listens to a FedEx Member



Our members are the backbone of the union movement



Richard Olsen talks to Bus Delegates about 2026



Emily Armstrong and Rebecca Hopkins Undertake Regional Delegate 1 Training in Coffs Harbour



South Coast Delegate of the Year and champion of TWU women Sharron Irons



BagTrans Workers Stop Work to Undertake Bargaining Surveys Together

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