

TWU NEWS

our roads our skies *our future*



Inside:

2026 Campaign Begins • Historic Multi-Employer Fair Work Application • Road to Respect • Actions • And more!

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IN 2026, LET'S CONTINUE TO STAND TOGETHER

As we start another huge year for the union, I'm as proud as ever to be President of a movement that doesn't stop winning.



TONY JOINED HUNDREDS OF TWU DELEGATES AT THE RECENT AMAZON ACTION

HELLO MEMBERS, and welcome to 2026. We've been gearing up for this year - and the 2026 campaign - for a while now.

As I write to you, we're already a quarter of the way through what will be a hugely consequential year for our union. By this point you're probably already very familiar with what we've achieved for workers in recent years, and what we've done to align hundreds of enterprise agreements across road and aviation for the first time this year. We will be fighting to lift everyone's pay and conditions, and will be working towards setting minimum standards that put us in an even more powerful position in 2029 and beyond.

If 2024 and 2025 were proof that **the TWU is relentless**, this year will be proof that we are **tireless** as well. Our members have the energy, the solidarity, and the fortitude to stand firm, work patiently, and win better

conditions for themselves and all members.

If you've recently joined the union since last year's final journal, I extend my warmest welcome to you, and thank you for putting your trust in the Transport Workers' Union. You are in good hands, and we are privileged to represent you.

Together, 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*

TWU ANNUAL FINANCIAL REPORT

In accordance with our obligations pursuant to the Fair Work (Registered Organisations) Act 2009 (Cth) and the Industrial Relations Act 1996 (NSW), the TWU has commissioned independently audited annual financial reports. The TWU now provides all members with these reports by way of free download from our website at the following link:

<https://twunsw.org.au/general/financial-reports-year-ended-31-december-2025/>

Members who wish to receive a hard copy of either report should contact us by phone, post, or email and a copy will be provided to you by mail. Copies of the report are also available for collection at the reception of your local TWU office.

Phone: 1800 729 909
Email: info@twunsw.org.au

Post: PO Box 54
Mount Druitt, NSW 2770

'26 is here!

With over 200 EAs expiring this year, 2026 will be one of the biggest fights in the Transport Workers' Union's history.

WELCOME TO 2026, and our most ambitious campaign to date: **OUR ROADS, OUR SKIES, OUR FUTURE.**

Last year, I spoke to you about the years of relentless, deliberate effort that has gone into aligning over 200 EAs for this year. After decades of fragmentation, and a race to the bottom across every sector in our industry, this year is the turning point that, through the relentless effort of transport workers, will see us in prime position for 2029, 2032, and beyond – which is why it is critical that we stand together.

With the campaign well and truly underway, it is worth reminding ourselves of this year's core mission; the objectives we're working together to achieve across road and aviation:

"Transport Workers have aligned over 200 Enterprise Agreements to expire in 2026, so we can take action across road transport and aviation, fighting to lift everyone's pay and conditions and set better sector standards."

OUR GOALS:

- 1. MAKE CLIENTS PAY**
- 2. SET BETTER SECTOR STANDARDS**
- 3. BECOME MORE MEMBER-LED**

2024 and '25, as well as the countless legislative reforms, legal wins, and member triumphs that went with them, are now in the rearview mirror. That is not to say that our countless achievements were not historic, and will not be remembered for years to come. Quite the contrary, those victories have helped spur the momentum that we will use to ensure that this year is as successful for transport workers as it can be. We will use the tools we have accrued from the last few years to look decidedly forward.

Already in the last few months, we have put multiple filings into the Fair Work Commission, for Cabin Crew, as well as for thousands of bus drivers in NSW,



under a historic multi-employer bargaining application, using these very same laws we fought for in the last few years.

By doing so, we have put clients on notice, just like we did with Cash-In-Transit in 2025, to send a clear message that it's not just employers that we are making accountable, but the whole supply chain. The bus companies realised this when they joined us for our recent bus industry roundtable at NSW Parliament, singing in one voice to the Transport Minister and the Treasurer that the TWU and our members are the voice with the most authority on the reality of workers.

The NSW and Federal Governments have worked with us productively for transport reform, and we will continue to engage constructively with them for the benefit of transport workers. However, as our application shows, our patience is not infinite – workers have already waited far too long for the race to the bottom to end.

We are seeing this kind of energy everywhere in our industry as workers from every sector are fighting in unison to achieve a fairer industry. I recently joined our Majors and Retail delegates as they

endorsed their claim and took action against Amazon for their unfair business practices (see more in this journal). Amazon is the textbook example of the kind of client that fragments the industry the most. Their regressive, anti-worker practices may come from the guise of them being a tech innovator, but it has a very human toll. In this uncertain period we're all living through, we need minimum sector standards now more than ever, in every shape or form that may take across our sectors – like our proposed Safe and Secure Skies Commission in aviation.

I look forward to continuing this fight with you this year. We value your trust, and have fought year-in, year-out to maintain it. This year, like every year, it is you, our members, who are the transport industry's greatest resource.

I wish all of you a safe and happy Easter period, and I'll see you this Winter as the fight continues.

When we fight, we win!

*Richard Olsen,
State Secretary*

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A HISTORIC YEAR FOR OUR UNION



After years of momentum, and a successful 2025 spent fighting and winning for workers, the 2026 campaign is now here. Decades of planning have gotten us here, now we have to be ready to act.

MEMBERS, in just the short opening months of 2026, your union has wasted little time in acting to make good on the promises of the 2026 campaign. Myself, as well as NSW Secretary Richard Olsen and National Secretary Michael Kaine are working in lockstep with members on the ground to achieve tangible wins and put us in good stead for 2029 and beyond.

In the most recent journal, I wrote to you reflecting on the huge and equally historic successes of last year, including the \$90 million penalty against Qantas (following the \$121 million fund set up for the workers illegally sacked by the Joyce Regime), the passing of further Transport Reform in the NSW Parliament, which resulted in the removal of exclusions for owner drivers, and the recognition of gig workers in NSW law for the first time. We saw members from across the wider industry fight for recognition and a fair go, and this year, we're already seeing even more drive, solidarity and grit.

WE ARE RELENTLESS

As I said to you last year, 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.

At the 2025 Delegates Conference, I said 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 continue the momentum that we've been building.



NSW ASSISTANT SECRETARY NICK MCINTOSH HANDS PREMIER CHRIS MINNS A FRAME AT THE BUS INDUSTRY ROUNDTABLE ACKNOWLEDGING HIS SUPPORT IN ACHIEVING LANDMARK TRANSPORT REFORM IN THE NSW PARLIAMENT.

And this year, we've been doing just that. In just the last few months alone, we've been back to NSW Parliament for our bus industry roundtable, where members spoke directly to power – employers and ministers alike – to tell them about the realities of an industry in crisis. The Premier coming in and taking the time to speak to members is proof that the government takes the TWU seriously.

We have not rested on our laurels however, putting in a historic multi-employer bargaining application to the Fair Work Commission just recently, looking to right the wrong of NSW bus drivers being among the worst-paid and stretched-thin in the country.

This is not even to mention our large actions with majors and retail delegates, aviation delegates, and our safe and secure skies delegation to

Canberra in March.

My point is that you, the members, 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 this year, we'll win the fight for Our Roads, Our Skies, Our Future.

*Nick McIntosh,
Assistant Secretary*

IN 2026, WE CONTINUE TO LEAD ON SAFETY



Following a successful 2025, where the TWU exhibited first-in-class leadership in safety and achieved a series of wins, we're looking towards the fights of this year, and will continue to hold PCBUs to account during our largest campaign ever.

AS WE LOOK at the rest of the year ahead, I'd like to briefly reflect on how much the union achieved last year in Workplace Health and Safety. In a year where the TWU fought to hold giants to account, we also grew the WHS department, expanded our training offering, and welcomed hundreds of members through our doors to undergo training as Delegates and Health & Safety Representatives (HSRs).

We also expanded our training beyond Minchinbury, to undertake training on-site at our sub-branches, ensuring members across New South Wales have access to the training the rest of the movement is envious of.

SAFework HSR CONFERENCE

Near the end of 2025, the TWU dominated the SafeWork NSW HSR Conference, bringing what was by far the largest contingent of Health & Safety Representatives to a conference where the TWU lead the conversation and hosted panels on tangible, real-world safety applications. Myself and TWU WHS & Education Official Emily Armstrong were struck by how many delegates from unions across NSW and the State Government wanted to learn from the TWU as best practice.

This is a position every TWU member should be proud of, and is the result of this union ensuring training at the forefront of our work with members.

This year, we've already welcomed many members through our doors as the 2026 training calendar is well and truly underway. The enthusiasm of members taking part in HSR training has been great to see, and we've already seen members go back to their workplaces armed with the information that keeps themselves and their workmates safer.

As we all know, transport has the unfortunate distinction of being Australia's



deadliest industry, but we also know that workplaces with HSRs are tangibly safer for workers. Our members have built up a reliable reputation on safety such that, were a Provisional Improvement Notice (PIN) to be issued, SafeWork knows to take it seriously.

As we get further into the 2026 campaign, Emily and myself are looking forward to standing with you as we collectively fight for a fairer, safer industry.

INTERNATIONAL WOMEN'S DAY MARCH

Lastly, I'd also like to acknowledge the hundreds of members who showed their support for women of the TWU earlier this month in the leadup to International Women's Day, on March 8.

The Transport Workers' Union is proud to stand behind the incredible women who keep Australia moving every day. 2026's International Women's Day theme was "Balance the Scales". This is exactly what TWU Women fight to do every day, advocating for the rights and dignity of women

ALONG WITH EMILY ARMSTRONG, WE'VE BEEN HAPPY TO BEGIN WELCOMING MEMBERS TO MINCHINBURY FOR THIS YEAR'S TRAINING CALENDAR.

in what is a traditionally male dominated industry.

We all come from women, and TWU women make continuous, important contributions to our industry and our union. It was truly wonderful to see the outpouring of member support in fighting for dignity, safety and respect at work this year.

I look forward to seeing more of you this year as we fight for Our Roads, Our Skies, Our Future. I wish you all a safe and happy Easter break.

*Marija Marsic,
Assistant Secretary*

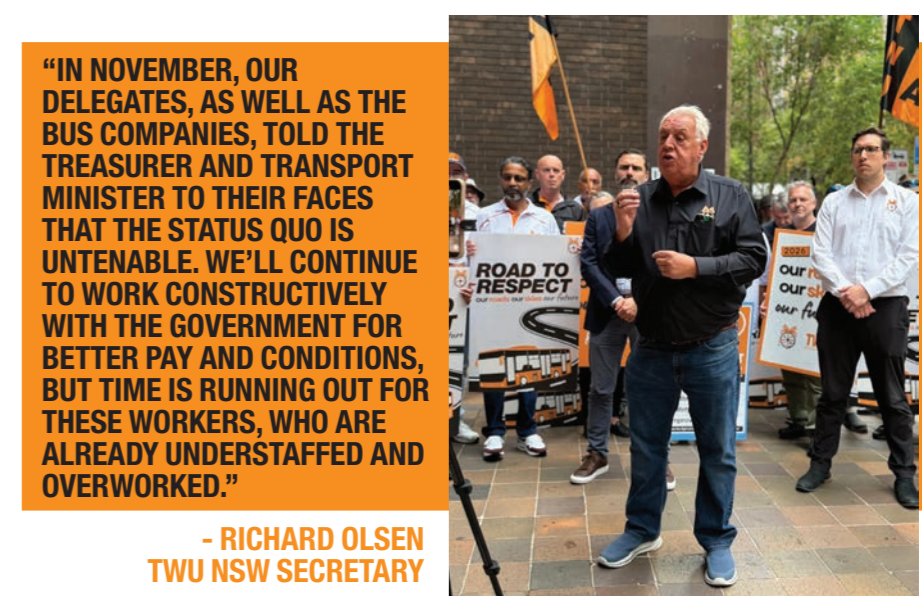
BUS WORKERS FILE HISTORIC MULTI-EMPLOYER APPLICATION AT FWC

BUS WORKERS in New South Wales last month took the extraordinary step of filing a Multi-Employer Application to the Fair Work Commission, utilising the Albanese Government's new Multi-Employer bargaining legislation to call on the New South Government to reverse 15 years' worth of cuts, or risk shutting down bus services from Wollongong to Port Stephens.

The claim, filed by the Transport Workers' Union and Bus Delegates, identifies bus workers in New South Wales as the lowest paid in the nation. The Delegates cite safety concerns, a severe driver shortage and job insecurity as the natural result of a race to the bottom that has enveloped the bus industry over the preceding 15 years.



THE CLAIM, FILED BY THE TRANSPORT WORKERS' UNION AND BUS DELEGATES, IDENTIFIES BUS WORKERS IN NEW SOUTH WALES AS THE LOWEST PAID IN THE NATION.



"IN NOVEMBER, OUR DELEGATES, AS WELL AS THE BUS COMPANIES, TOLD THE TREASURER AND TRANSPORT MINISTER TO THEIR FACES THAT THE STATUS QUO IS UNTENABLE. WE'LL CONTINUE TO WORK CONSTRUCTIVELY WITH THE GOVERNMENT FOR BETTER PAY AND CONDITIONS, BUT TIME IS RUNNING OUT FOR THESE WORKERS, WHO ARE ALREADY UNDERSTAFFED AND OVERWORKED."

**- RICHARD OLSEN
TWU NSW SECRETARY**



"The fact that the bus companies are saying, "look, we're with the TWU on this, the industry's on a knife's edge and something has to be done," I think shows how desperate the situation is getting for these bus drivers - the lowest paid in the country."

Nick McIntosh in The Australian Newspaper

HISTORIC DEVELOPMENT

In a historic development, the bus companies have declared their alignment with the TWU's position, joining calls for the NSW Government to step-in and appropriately fund this public good.

The TWU welcomes progress made with the NSW Government following a delegation to Parliament in November (see next page for coverage on bus industry roundtable), but note that workers are already exhausted from over a decade's worth of fighting for a fairer industry.



UNION WIN!



TWU Defeats Startrack Again!

The Transport Workers' Union has defeated Startrack in the Industrial Relations Commission twice in the past year, including recently, holding them to account for **two unfair terminations**.

Owner drivers, like all others in the transport industry, are entitled to safety, respect and fairness at work. The TWU Members Service Centre and Legal Officers have done great work standing up to unfair business practices and holding employers accountable.

TWU HOSTS BUS INDUSTRY ROUNDTABLE

DELEGATES, LEADERS AND GOVERNMENT MINISTERS TAKE PART

Late last year, NSW Secretary Richard Olsen, National Secretary Michael Kaine, NSW Assistant Secretary Nick McIntosh and Sydney and Central West Sub-branch Secretary Rob Rasmussen joined dozens of Bus delegates at the Parliament of NSW, where the TWU hosted the Bus Industry Roundtable, sharing the reality of the industry to the Premier, Treasurer, Transport Minister and Industrial Relations Minister.



PREMIER MINNS AND SOPHIE COTSIS THANKED FOR WORKING WITH THE TWU ON CHAPTER 6 REFORM

MANY OF OUR DELEGATES at the Roundtable spoke directly to Ministers in power, sharing their passion for the industry, but also the very real challenges of poor pay, abhorrent safety standards, and a lack of facilities, as we pursue fairness on the Road to Respect.

At the roundtable, operators were confirming to the Government what drivers already know all too well: That this is an industry in crisis, and the TWU are leaders in seeking reform.

The TWU was pleased to hear the Premier, Treasurer and Transport Minister articulate clearly that they want to work with the Union on a solution to this crisis. The Roundtable was a successful event, and we plan to hold them to account.



PREMIER MINNS AND SOPHIE COTSIS THANKED FOR WORKING WITH THE TWU ON CHAPTER 6 REFORM

At the Bus Industry Roundtable, NSW Secretary Richard Olsen and Assistant Secretary Nick McIntosh presented Premier Chris Minns and Industrial Relations Minister Sophie Cotsis with frames to commemorate their role in ensuring the TWU's reforms to Chapter 6 of the Industrial Relations Act passed Parliament in March 2025.

The historic changes to Chapter 6 finally brought the Act into the 21st century, removing archaic exclusions, recognising gig workers in NSW IR law, and giving more protections to Owner Drivers. It also gives the IRC more powers to resolve disputes, including issuing interim determinations.



The Premier, Treasurer and Transport Minister articulated clearly that they want to work with the Union on a solution to this crisis.



“Chris Minns and Sophie Cotsis were on the right side of history when they backed Transport Workers and helped enact Chapter 6 reform last year. Over the last two years, they have proven to be reliable in passing Transport Reform, and I’m glad to have seen them take the crisis in the bus industry seriously today, too.

“The TWU will continue to hold the Government to account and work productively with them where we can get real outcomes for Transport Workers.”

- TWU NSW Secretary Richard Olsen

MAJORS BARGAINING ROUND 3

Earlier this month, Secretary Richard Olsen, Assistant Secretary Nick McIntosh, as well as National Secretary Michael Kaine joined Delegates from across Majors and Retail for Majors Bargaining Round 3, where the union discussed strategy for the months ahead as the 2026 campaign gains further momentum.

TWU LEADERSHIP was proud to stand with Delegates as they endorsed the claim, which allows the union to continue the fight to bring on minimum sector standards and keep up the momentum of changing the race to the bottom to a race to the top, by engaging further with not just the employers, but the major clients that dictate the terms of the supply chain.



SENDING A CLEAR MESSAGE!



TAKING ACTION @ AMAZON



ON THE SAME DAY, many hundreds of members descended on Amazon across Australia, including in Western Sydney, to send a clear message to everyone in transport - including clients, that they are accountable for their workforce.

TWU Delegates have witnessed the changes to the Transport Industry firsthand, and several spoke to the media about the effect companies like Amazon have had on the broader transport landscape.



“THE NATIONWIDE ACTIONS AGAINST AMAZON TODAY MAKE CLEAR THAT WE HAVE NOT FORGOTTEN ABOUT THE AMAZON EFFECT AS WE TAKE ON OUR HISTORIC FIGHT IN 2026.

“BIG TECH COMPANIES LIKE AMAZON TALK ABOUT “MOVING FAST AND BREAKING THINGS,” BUT WHAT THEY’RE BREAKING IS THE SPIRITS AND THE BODIES OF THEIR WORKFORCE.

“WITH A MARKET CAP BIGGER THAN AUSTRALIA’S GDP, WE CAN’T RELY ON THE GOOD GRACES OF AMAZON TO RAISE THE BAR ON THEIR OWN. ONLY BY SETTING MINIMUM SECTOR STANDARDS ACROSS TRANSPORT WILL CONDITIONS CONTINUE TO IMPROVE.”

- RICHARD OLSEN
TWU NSW SECRETARY





International Women's Day

AT THE TRANSPORT WORKERS' UNION

The Transport Workers' Union is proud to stand behind the incredible women who keep Australia moving this International Women's Day, and every day.

2026's International Women's Day theme is "Balance the Scales". This is exactly what TWU women fight to do every day, advocating for the rights and dignity of women in what is a traditionally male dominated field.

TWU Women stand shoulder to shoulder with their male counterparts, bringing their unique skills and insights to the table, we thank them for their tireless advocacy,

TWU Women are relentless, and we are proud to support them in fighting for dignity, safety and respect at work.

The TWU is also proud to support the Women in Male Dominated Occupations and Industries (WIMDOI) conference in May of this year, sending a contingent of strong union women to represent women in the transport industry.



TWU NATIONAL SAFETY & COMPLIANCE TEAM MEET IN MINCHINBURY



THIS MONTH, as part of the TWU's broader training and WHS activity at Minchinbury, the TWU

National Safety & Compliance Team met in NSW for three days of intense training about keeping clients accountable in our supply chains, and to keeping workers safe in Australia's deadliest industry.

NSW is proud to lead this team, and to work with all TWU branches across Australia to get a fairer go for all Transport Workers. The team will play a critical role in the 2026 campaign, and ensuring safety is a priority in every corner of Australia.



FIGHTING TO TRANSFORM CABIN CREW STANDARDS AT THE FAIR WORK COMMISSION



IN JANUARY, THE TWU SUBMITTED A HISTORIC BID TO THE FAIR WORK COMMISSION TO TRANSFORM CABIN CREW STANDARDS.

With the 2026 campaign underway, the Transport Workers' Union is fighting to set minimum sector standards across the Transport Industry.

In January, the TWU submitted a historic bid to the Fair Work Commission to transform cabin crew standards. Built on extensive consultation with TWU members, the application put in aims to substantially improve the pay, classifications, duty hours, rights, and annual leave of these workers.

The TWU values better standards for all aviation workers. For too long, cabin crew work has been undervalued - as employers use their employees' ever-changing responsibilities as an excuse to not treat their workers with the respect they deserve.

The industry must catch up to reflect the value of their work, and acknowledge the many roles these workers hold.



TWU BACK IN CANBERRA

MEMBERS TALK TO LEADERS ABOUT SAFE & SECURE SKIES

Last month, aviation workers from across Australia converged in Canberra to follow-up with the government on the next steps towards a sustainable future for their industry, that being the TWU's proposed Safe and Secure Skies Commission.



LAST YEAR, the TWU spoke to the Prime Minister in person about the urgency for reform in aviation. While recent achievements, like better conditions at dnata, Same Job, Same Pay victories for aviation workers at employers such as Jetstar, and the TWU's historic victory over Qantas, have built incredible momentum the union intends to keep building on, the TWU has not taken its eye off the overarching aim to ensure minimum standards are enforced in the industry writ large.

A Safe and Secure Skies Commission to hold airlines, airports, and regulators accountable is more urgent than ever. Until then, it's the workers and passengers who are paying the price.



A SAFE AND SECURE SKIES COMMISSION TO HOLD AIRLINES, AIRPORTS, AND REGULATORS ACCOUNTABLE IS MORE URGENT THAN EVER. UNTIL THEN, IT'S THE WORKERS AND PASSENGERS WHO ARE PAYING THE PRICE.



NATIONAL AVIATION DAY OF ACTION SWISSPORT PUT ON NOTICE

Last week, the Transport Workers' Union took action against Swissport in airports across the country, including Sydney, as part of the 2026 Our Roads, Our Skies, Our Future campaign to fight for minimum standards in aviation - which desperately needs a Safe and Secure Skies Commission to enforce them.



73% OF SWISSPORT WORKERS HAVE BEEN PRESSURED TO WORK UNSAFELY. ALMOST 40% HAVE BEEN INJURED.

THESE WORKERS ARE UNDERSTAFFED, FATIGUED, AND PRESSURED TO WORK EVEN WHILST INJURED. ENOUGH IS ENOUGH.



WHILST THE UNION IS PROUD of its historic achievements in aviation this decade, including holding giants such as Qantas to account in the biggest penalty of its kind in Australian history (as well as a \$121 million fund for workers), the race to the bottom began long before under the Alan Joyce regime, and has since spread in a callous race to the bottom which has led to poorer standards for workers and passengers alike.

Swissport is a notable example of where this fragmentation leads. Qantas, through the deliberate splintering of its supply chain, developed and encouraged an ecosystem wherein contracts are spread amongst many multiple companies who compete on who can splinter standards the most. Through relentless effort, the TWU has begun to reverse this spiral, through victories at employers such as dnata last year. Swissport however remains a recalcitrant actor.

The reasons for taking action against Swissport on the 24th were crystal clear, and stark. 73% of Swissport workers have been pressured to work unsafely. Almost 40% have been injured.



These workers are understaffed, fatigued, and pressured to work even whilst injured. Enough is enough.

The TWU picks tough fights, but the union has proven time and time again that it sees them through. By standing together with members and the transport workforce, we will fight, and win, better industry standards.



VICTORY IN ST MARYS



REMONDIS WORKERS STAND TOGETHER

AND WIN A FAIR DEAL

LAST MONTH, Remondis St Marys Members voted yes on the proposed EA. This followed months of negotiating from a position to improve their standards from amongst the lowest in waste to highest in waste.

Members' solidarity resulted in a whopping 18.25% increase upon the yes vote, plus a sign-on bonus, an additional 3% in July with further increases to follow.

Remondis St Marys members stood firm for some time to get the deal they deserve, as chronicled on TWU NSW's social media on Facebook and Instagram, as well as this publication.

"THE DEAL WILL SEE THESE WORKERS BRIDGE THE GAP BETWEEN THE LOWEST AND HIGHEST STANDARDS IN WASTE. THIS GREAT RESULT WOULD NOT HAVE BEEN POSSIBLE WITHOUT THE RELENTLESS DEDICATION OF THE MEMBERS. CONGRATULATIONS GO TO LUKE, THE DEDICATED STAFF AT THE UNION, TWU DELEGATES AND MEMBERS FOR ACHIEVING A STRONG OUTCOME AND IMPROVING THEIR STANDARDS, ONE OF MANY CASES THE TWU WILL BE FIGHTING FOR IN 2026 UNDER OUR ROADS, OUR SKIES, OUR FUTURE."

- RICHARD OLSEN, TWU NSW SECRETARY

UNION WIN

OFFICIALS ASSIST WORKER IN WORKPLACE BULLYING CASE

A TWU Member who endured a years-long vilification campaign because of his accent and national background has had his case vindicated by a successful bullying and harassment complaint lodged with the employer by the Transport Workers' Union.

THE MEMBER REACHED OUT to the union proactively following a series of escalating and repeated incidents aimed at his heritage and accent, including repeated comments about his physical appearance. When he tried to put a stop to this treatment, he claims he was asked if "we have a problem here?"

Exasperated, the member laid out the facts to the union who promptly lodged a formal bullying and harassment claim with the company. The Union was prepared to exercise its powers under the Fair Work Act and file an application with the Fair Work Commission if necessary. HR responded promptly, and stood down the manager involved while an internal investigation was underway.

HR later confirmed that all relevant parties had been interviewed and that several staff members, including the manager, were required to complete retraining on workplace respect. This

THIS RESULT HAS BEEN A SIGNIFICANT WIN FOR THE MEMBER. HIS WORKPLACE TOOK APPROPRIATE ACTION, AND HE HAS RETURNED TO WORK WITHOUT FACING ANY FURTHER COMMENTS, HARASSMENT, OR BULLYING RELATING TO HIS IDENTITY, ACCENT, OR HERITAGE.

was communicated to the union both via a phone call and in the formal outcome report specifically requested to ensure the investigation was handled properly.

This result has been a significant win for the member. His workplace took appropriate action, and he has returned to work without facing any further comments, harassment, or bullying relating to his identity, accent, or heritage.

LEGAL AND MSC AHEAD IN 2025

<p>114</p>  <p>114 Unfair Dismissals securing \$526,210.67 for our members.</p>	<p>18</p>  <p>18 Enterprise Agreements.</p>	<p>9</p>  <p>9 Protected Action Ballots run.</p>	<p>73</p>  <p>73 Disputes run.</p>
<p>\$25K</p>  <p>\$25,000 won on miscellaneous matters.</p>	<p>161</p>  <p>161 disciplinaries assisted by the MSC.</p>	<p>\$242,941</p>  <p>\$242,941 in underpayments won.</p>	<p>\$546,270</p>  <p>Unpaid entitlements, LSL, owner driver matters recovered for members.</p>

UNION WIN - JOB SECURITY FOR CERTIS SECURITY



In March, the Sydney Airport Corporation announced that Certis have retained security contracts at the airport.

This follows months of effort from members and delegates to ensure a good outcome from the airport corporation, including notably in October when TWU Members and Officials from across the Airport and Transport Industry stood together to call for job security for those at Certis at an airport action.

The contract retention means hundreds of jobs at Certis will be saved. The TWU will soon turn to Enterprise Bargaining.

Congratulations to all members and Certis Delegates who stood by their fellow workers to secure this outcome.



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MEMBERS ENDORSE CLAIMS ACROSS INDUSTRY

With the 2026 campaign well and truly underway, members across transport, including at TGE, Toll, Fedex, Linfox, Ceva and more are already voting to endorse their claims.





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

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RT HEALTH >>

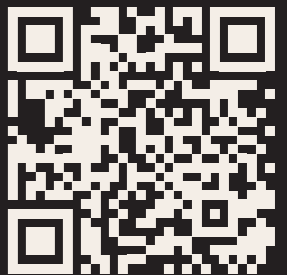
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ROAD TO RESPECT



THE RUBBER HITS THE ROAD IN 2026.

Over the last several years, we've achieved many victories on the Road to Respect, however this year is pivotal in deciding what happens next.

OUR MEMBERS achieved so much last year, from new laws on the books in the NSW Parliament to the opening of long-fought for permanent rest facilities, 2025 was a year that we won't forget. Across buses, waste, road transport and aviation, we have many wins to look back on and be proud of, a continuation of the momentum we've been building for many years now.

As we move past Easter and further into 2026 however, it's important to look forward and focus on the fights of the here-and-now. The 2026 campaign is well and truly here Australia-wide, and our sub-branch has an important role to play to put all of us in a good position for 2029.

SAFETY AND DIGNITY NON-NEGOTIABLE

Here at the sub-branch, our bus members are grabbing the bull by the horns and have worked relentlessly to ensure the crisis in buses is being heard far and wide. As I continue to say in this journal, our position is that safety and dignity at work are non-negotiable, and the crisis in pay and conditions for bus drivers has reached its breaking point.

Twice in just the last few months, bus members have made their voices heard. At our landmark bus industry roundtable at the NSW Parliament, Delegates sat at the same table as senior politicians and bus company leaders and told them to their faces what they face every day, and the crisis facing the industry. These same bus companies were forced to admit to the government ministers that the TWU has the story right not only on the state of the industry, but how to fix it.

And just recently, Delegates stood with us



as we submitted a historic Multi-Employer Bargaining Application to the Fair Work Commission, using the Albanese Government's new laws to work towards setting minimum standards for bus drivers together for the first time in decades.

CRUCIAL FEW MONTHS

The next few months will be crucial as we take our claims to the wider public and prepare to hold the government accountable as the client in the bus industry. We are working to lift everyone's pay and conditions from among the worst in Australia, and to put everyone in the driver's seat for 2029. That will take solidarity and relentless effort, but I know our members are more than capable – they've won victories before and can do so again.

Across the transport industry, we're already seeing the momentum of 2026 pay off. In waste, Remondis St Marys workers achieved a historic 18.25% increase + more after standing together



in negotiations, bringing them up to the standards we expect in waste.

I also joined our Majors and Retail Delegates this month for Round 3 of bargaining, where Delegates voted to endorse their claim, and took action against Amazon.

I'm looking forward to continuing to work with you all as we hold employers and clients to account this year, as we fight for Our Roads, Our Skies, Our Future.

Robert

ON BOARD FOR '26



2024 and 2025 saw a series of wins for members of the South Coast & Southern Branch of the Transport Workers' Union. Waste regulations, new permanent rest facilities and on-the-ground wins at yards across the branch have given us a great wave of momentum that we're riding into the biggest campaign in TWU history.



Veolia Moruya Commercial Drivers



Batemans Bay Cleanaway Drivers Prepare for big EA negotiation

I'd like to reflect further on what the union has managed to achieve in the last 12 months. After fighting relentlessly for new Waste Regulations, these State Government regulations came into effect last year, already leading to benefits for South Coast members – for eg ensuring current rates of pay were attached to the Wollongong City and Shellharbour tender.

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 as I said last year, fairness is essential everywhere. The Boral fight in particular is continuing into 2026, as the Transport Workers' Union submitted a historic application to the Fair Work Commission calling for minimum standards for concrete drivers.

Boral's appalling treatment of long-term and experienced drivers has led to the degradation of standards. The race to the bottom must stop now.

We also closed off last year with the triumphant outcome to a yearslong battle,

that being permanent facilities for bus drivers in Wollongong.

It's worth remembering that this is no small thing. The TWU fought for literal decades for a permanent home. By working constructively with the local and state governments on this issue and ensuring their eye never left our drivers' needs, we achieved the end result 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.

Now, we've entered 2026, and already a few months in, we're seeing members endorsing claims and standing together across roads and aviation to fight for Our Roads, Our Skies, Our Future.

I was proud to join Bus Delegates as we submitted our Multi-Employer Bargaining Application to the Fair Work Commission, seeking to create a minimum standard for bus drivers for the first time in decades. The state government as the client is working constructively with the union, but the situation for bus drivers is dire, and the

government knows that if they don't act soon, services could be disrupted from Wollongong to Port Stephens.



Rob Pirc with South Coast Bus Delegates

I also joined Majors and Retail Delegates for Majors Bargaining Round 3, along with Delegates from across NSW. The solidarity was great to see, and it's clear after years of momentum and witnessing the race to the bottom firsthand that we all know what's acceptable and what's required of both employers and clients-alike.

Members, I wish you all a safe and happy Easter break, and look forward to standing with you this year as we continue to fight for a fairer industry.

Rob

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

2026 “Our Roads, Our Skies, Our Future” Is Here!



The outstanding leadership of our TWU State and National leads in ALL departments, through to officials, sub-Branch Executives, and our fabulous TWU delegates have worked tirelessly to bring our world-leading plans together, and here we are, on the verge of making well overdue, but very necessary changes, that will lift transport industry standards.

We are all very fortunate to have leadership with such great vision & foresight, who lead that way in such difficult circumstances, but I am 100% certain, that all of the leaders of our mighty TWU would not hesitate to say that no TWU campaign can be a success without your relentless commitment to the cause. As proud sub-Branch secretary, I congratulate you on your efforts thus far, and look forward to the fight ahead, and achieving our goals..

“WHEN WE FIGHT, WE WIN!”

Congratulations Phil Latimer on your Retirement

PHIL LATIMER, former lead delegate at Toll Mining Tomago, has been in many complex industrial disputes. Phil, along with Luke Jones, has built our membership density well into 90%, and has turned out to assist in every facet of what we do to WIN as a united Union. Including his strong support for Labor candidates that recognise and support our much-needed Industry reform.



As Newcastle & Northern NSW sub-Branch Executive Chair, Phil was congratulated by myself, and the Executive, who gave him a small token of appreciation for his relentless dedication to workers rights.

Congrats to you & Karen Phil. Many thanks!

TWU Inductions deliver new members and increased strength

MEMBERSHIP GROWTH in the sub-Branch has begun well in 2026, which means workers in our industry can see how important it is to be united, strong and represented in the workplace.



Our Member Support Officer Todd Marselos, along with yard delegates and officials Daryll Elliott & Rebecca Hopkins, are conducting membership inductions wherever requested.

Do not underestimate the value in ensuring your Enterprise Agreement contains induction rights. It's a great tool that ensures new employees have a good understanding of the benefits of being a TWU member, by building union power. Congratulations to our new members. Welcome to the TWU family!

Mick



Vale: Gary Madden

It is with a heavy heart that we have unexpectedly lost a strong delegate and workplace leader with the passing of Gary Madden. Gary was delegate at Toll Warner Vale, and a dedicated father. Gary took great pride in his family, his aboriginal heritage, and his role as a lead TWU delegate. Deepest condolences to Gary's family, friends, and work-mates at Toll.

our roads our skies our future



Members, we had a very active 2024 and 2025 in the ACT. It's been great to stand with you all as we fight and win. We're not wasting any time this year either – members are getting in front of decision makers and speaking truth to power.



JUST IN THE LAST MONTH, TWU Members from the ACTAS joined TWU leadership in Canberra to speak to not only the Minister for Emergency Services and the Minister for Health, but the Chief Minister of the ACT as well.

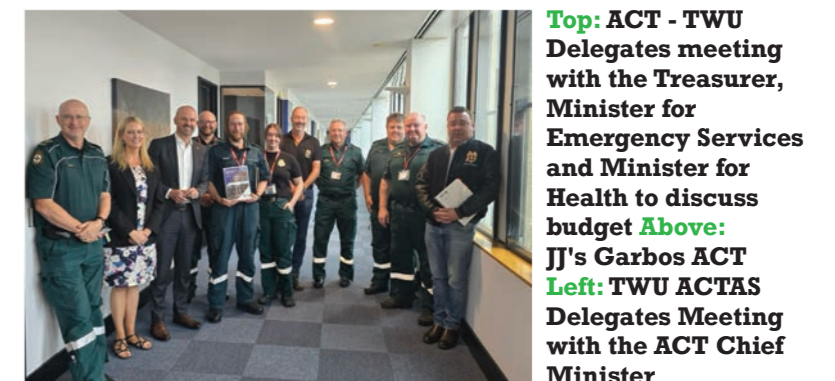
We talked openly about the challenges our members face day-to-day, and how the Chief Minister and Emergency Services and Health Ministries can support members in their budget. It was great to be there with Ben Sweany and you all as you took your experiences to the government face-to-face.

Anyone that knows me knows I also love spending time with our Garbos, that's just a fact. Was proud to stand by JJ's Garbos this month as we continue to pursue minimum standards across transport, including in waste.

As we all know by now, 2026 is a big year for the Transport Workers' Union and our members, not just here in the ACT but nationally as well. As we fight together for Our Roads, Our Skies, Our Future, I'm looking forward to continuing to stand with you all.

Have a great Easter and take care.

Klaus



Top: ACT - TWU Delegates meeting with the Treasurer, Minister for Emergency Services and Minister for Health to discuss budget Above: JJ's Garbos ACT Left: TWU ACTAS Delegates Meeting with the ACT Chief Minister

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

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

2026 IS OUR YEAR!



It is a time like no other for TWU members. What we have spent decades working towards is finally upon us.

2026 is the year we push to lift wages and working conditions, to make the clients at the top of the supply chain pay what they owe, to lift standards across our industries: Our Roads, Our Skies and Our Future.

For road, bargaining is about to commence for thousands of workers – we’re fighting to lift all workers up and close the gap between companies. It’s clear clients need to come to the table to fund those standards.

Clients like Amazon, who are at the forefront of driving this race to the bottom in Australia’s deadliest industry. Members stood shoulder to shoulder at their warehouses and offices all across the country in protest of their appalling pay and working conditions and made our message to the corporate giant loud and clear: either do right by workers and help lift standards or workers will take further action if necessary.

It comes as we use laws won by TWU members to call on the Fair Work Commission to force the major clients and retailers to the table, so they can work with us and other industry leaders to deal with the fuel crisis that’s plaguing our industries. Workers and the wider community cannot be the ones to pay these additional costs when they are already feeling the pinch enough as it is. The ones at the top of the supply chains can afford to do so.

In aviation, we launched our application



A MESSAGE FROM TWU NATIONAL SECRETARY MICHAEL KAINE

for a Cabin Crew Award variation, calling for a 40 percent increase to the award rate, improving classifications by introducing training rates, reducing duty hours to 10 for domestic flights, allowing meal breaks and annual leave loading. These workers deserve these guarantees for their critical roles as on-board first responders.

The bargaining process has also begun for Virgin cabin and ground crew. Aviation workers are standing together with a shared claim on Bain Capital, endorsed by members, pushing for safe and secure work, industry reforms, direct employment and investment.

This comes off the back of our first aviation-specific trip to Parliament House to lobby for a Safe and Secure Skies Commission. 15 TWU delegates from across the country shared their stories to more

than 40 politicians from across the political spectrum and made the case for urgent change in the crumbling aviation sector. Ministers, Senators and MPs were all shocked to hear just how bad things were and many took the pledge to establish an independent body with the power to repair the fractured industry.

For our gig workers, we made an application to the Fair Work Commission to improve pay and conditions for severely exploited rideshare drivers. We are calling for standards that will for the first time grant rideshare workers with a safety net on pay, trip information and transparency, safety and training, allowances and voice at work.

All these are pieces of the puzzle that fit into our bigger picture for this year. With over 200 Enterprise Agreements lined up to expire across road transport and aviation, it is the opportunity of a lifetime to reset the status quo and ensure our industries are geared for our workers and communities, not CEOs and executives’ bonuses.

IT’S TIME TO TAKE BACK
our roads
our skies
our future

Michael

You said it on Facebook:

11 March 2026:

This week, the National Safety & Compliance Team met in NSW for three days of intense training about keeping clients accountable in our supply chains, and keeping workers alive in Australia’s deadliest industry. NSW is proud to lead this team and work with all TWU branches across Australia to get a fairer go for all Transport Workers.



Glen Stutsel
Well done to all involved.

26 February 2026:

Today the Transport Workers’ Union is celebrating Richard Olsen’s 28th anniversary at the mighty TWU, and his decades of advocacy and fighting for Transport Workers. Richard’s relentless dedication has paid off in countless achievements, including substantial Transport Legislative reform both in NSW and Australia-wide. Thanks for everything you do!



Sophie Cotsis
Congratulations Rich, you have been a phenomenal advocate for your members. Reforms to owner drivers was massive. Thank you, Soph

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

10 March 2026:

We’re in Canberra with members from aviation fighting for Our Roads, Our Skies, Our Future



Julia Putua
Well done on advocating for change 100 percent supported by all Sydney International Airport twu members

10 March 2026:

We’d like to start the day by welcoming some of our newest members to the NSW Branch of the Transport Workers’ Union!
New members from CDC with Newcastle & Northern Sub-branch Member Support Officer Todd



Karen Liston
Welcome!!!



Koala Hanging out at Transit Systems Bradbury



TWU Aviation Members Go to Canberra to call for a Safe & Secure Skies Commission



Members and Official Harwinder arrive at the Amazon Action



Richard Olsen chats with a Bus Delegate and NSW Official Luke at NSW Parliament



Qube Drivers endorse log of claim



Smeaton Grange Bus Surveys

our roads our skies our future



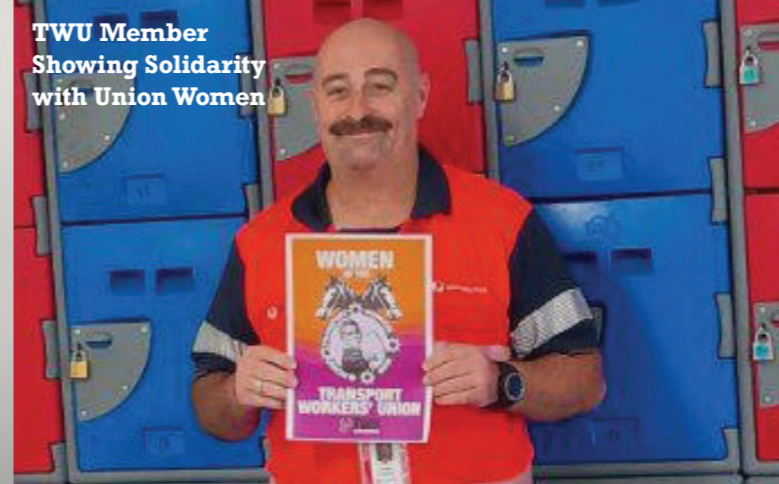
Startrack Members Show Solidarity with Transport Workers Bargaining in 2026



Members discuss safety at Waste Delegates meeting in March with Assistant Secretary Marija Marsic



TWU Legal Officer Bailey Ryan and Official Daryll Elliott Join Delegate Tim Gaymor at the FWC, resolving his unfair dismissal case outside of court



TWU Member Showing Solidarity with Union Women



Communications Assistant Grace shows Solidarity with NSW Bus Workers

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