

Issue 115 • Winter 2026

TWU NEWS

OUR TIME IS NOW



Inside:

2026 Negotiations Underway • National Council • History Made in Bus Sector • Road and Aviation Actions • Conference Preview

CONTENTS

President's page	2
From the State Secretary:	
Our time is now	3
Only the beginning	4
Employers are being held to account	5
Our roads aour skies our future	6-7
Action against Amazon Flex	8
Majors Bargaining Round 4 and action against Aldi	9
Action at the airport	10-11
Parramatta Bus Blitz	12
History made: Bus MEA to go ahead	13
TWU leads Western Sydney Forum for better public transport	14-15
2026 negotiations underway	16
Aviation update	17
TWU Women make an Impact	18
Legal Win: FedEx Worker Reinstated in Record Time With Compensation	19
Preview: 2026 Delegates Conference Next Month	20-21
Sydney Sub-branch News	24
South Coast & Southern Sub-branch News	25
Newcastle & Northern Sub-branch News	26
ACT Sub-branch News	27
NATIONAL NEWS: Action starts now	28
You said it on Facebook	29
Gallery	30-31

CONTACTS

Editorial:

Garion Thain
garion.thain@twunsw.org.au

Cover:

Photography - Garion Thain
Artwork - Grace Bowen
Grace.bowen@twunsw.org.au

Advertising:

Antoinette Atkin
Antoinette.Atkin@twunsw.org.au
22 John Hines Avenue,
Minchinbury 2770
Print Post Approved 100008176

2026 – THE TWU'S BIGGEST YEAR YET

I'm proud to be the President of a winning Union. Our victories in recent years are countless, and by standing together this year, we will win much more to come.

Hello members,

It is great to write to you all again for the Winter journal – one that comes at an extremely active time for the TWU.

Most of you have known about the 2026 campaign for some time. We've spent years gearing up for this opportunity to have a crack at beating the fragmentation that's damaged our industry. This is not the last time we're going to be having this fight, but it's certainly important that we get this one right.

Nothing has distracted us from our resolve in bringing road and aviation workers together in this way for the first time, both fighting for better sector standards and fighting for better conditions and a more sustainable industry writ large.

Even the fuel crisis that rocked our nation couldn't shake us from our 2026 campaign for our roads, our skies, our future. Whilst Australians could not control what happened beyond our shores, we could hold clients accountable to make sure that transport workers have a more sustainable industry, and that we did. The Fair Work Commission's ruling, forcing clients to acknowledge their role in the supply chain and the impact fuel rates have was nothing short of historic. And it was possible because the TWU led the charge, and led the charge fast.

Transport workers keep Australia moving and are on the frontlines of any crisis, of any supply chain catastrophe. But you have shown up time and time again, getting Aussies where they need to be and keeping food on the shelves, because you know what you're doing and you know you have a job that matters.

This year, with over 200 Enterprise Agreements expiring at once, we're fighting to make sure that you get the job security and remuneration you deserve for the work you do. This deep into negotiations



NOTHING HAS DISTRACTED US FROM OUR RESOLVE IN BRINGING ROAD AND AVIATION WORKERS TOGETHER IN THIS WAY FOR THE FIRST TIME.

across many employers, many things are fluid, but what is rock-solid is the solidarity and relentless spirit of TWU members.

If you've recently joined the union this year, 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*

OUR TIME is now!

Welcome to our first Winter Journal. With 2026 being one of the most consequential years in the Union's history, it's more important than ever that we continue to stand together.

Members, as I write to you, we are now well into the depths of Winter, and we have passed the halfway point for the year.

The **Our Roads, Our Skies, Our Future** campaign is well and truly underway, and many of you are already amongst it – as part of negotiating teams fighting for a better future, or taking part in your yard meetings or delegates meetings, discussing ongoing negotiations or plans to stand together.

Every week we are cataloguing negotiation progress in our weekly E-newsletter via email, or on our TWU NSW Facebook and Instagram pages (@twu.nsw), so you likely already know this: That negotiations across road and aviation are ongoing, many several rounds in.

Some employers are being more reasonable than others, but members have stood firm on their core demands for better pay, conditions and expiry dates – reasonable requests that we will stick by.

Over these recent journals, I've spoken to you all about the years of relentless, deliberate effort that has gone into aligning over 200 EAs for this year, and shared our core statement with you all. As we get deeper into this year's negotiations, it's worth sharing again:

"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

As I said before, 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



STATE SECRETARY RICHARD OLSEN SPEAKING TO THE MEDIA RECENTLY ABOUT TOLLS IN NSW: AS OF THIS MONTH, TOLLS HAVE ONCE AGAIN GONE UP ON THE NSW ROAD NETWORK. EVEN BEFORE THE FUEL CRISIS, TOLLING IN SYDNEY WAS PUSHING MANY WORKERS TO THE BRINK. THE TWU HAS SHONE LIGHT ON THE ISSUE OF QUARTERLY INCREASES, AND WILL BE FIGHTING FOR A PERMANENT SOLUTION.

and beyond – which is why it is critical that we continue to stand together as Winter progresses.

Our time is now because the groundwork that has been laid over years and decades is taking centre stage. **Our Roads, Our Skies, and Our Future** are all in the spotlight this year.

When the TWU talks, people listen. Why else would the Union have achieved the historic fuel order in the Fair Work Commission that holds clients accountable and makes the industry more sustainable during this time of global fuel uncertainty?

We have earned that respect over years of fighting together, making the right calls, and standing up for what's right. And in 2026, we're doing it again.

OUR TIME IS NOW.

*Richard Olsen,
State Secretary*

ONLY THE BEGINNING

TWU officials and members are deep into 2026 Negotiations. The rest of the year is unwritten, but recent victories are only the beginning.

Members, we've crossed the halfway point of this year, but the 2026 campaign is ramping up in earnest. Across transport, in road and aviation and in every sector, teams are in many cases several rounds into negotiations with the aim to achieve better wages and conditions for you over the next several years.

The journey here has been shared ad nauseum, but that by no means minimises the fact that decades of work has gone into aligning the hundreds of Enterprise Agreements that we're negotiating this year – because this year is about pay, and also about bringing as much of transport as possible onto a fair and sustainable level, so that the race to the bottom becomes a competition over quality instead, and a new floor is set for future negotiations.

EVERY TIME WE DO A ROUND OF NEGOTIATIONS, WE WANT TO FORCE MORE OF THE BOTTOM FEEDERS TO ALIGN THEIR STANDARDS WITH THE BETTER ACTORS IN THIS INDUSTRY, WHICH LEADS TO BETTER OUTCOMES, BUT MORE JOB SECURITY AS WELL.

We've seen where fragmentation leads – it's not pretty. It erodes standards in road transport and aviation, and had a catastrophic effect on worker safety. We know from surveys that more than half of workers at Swissport said that they've felt pressured to work unsafely – this cannot continue and the churn is not sustainable. The message we've sent in aviation in recent years with our historic wins is that the Joyce era is over: come to the table and be a part of a better industry, or we will fight for workers to make sure that you do. We still need a Safe & Secure Skies Commission to ensure that this happens.

As I said to you in recent entries, the TWU has gained a reputation – rightly so – of taking on the fights nobody else wants



"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**

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.

TWU members are making their voices heard, and they're getting heard. We've pushed hard on our Multi-Employer Agreement claim for bus workers, culminating in bus workers telling Government Ministers and the Premier about what it's like out there to their faces at the Bus Industry Roundtable. And through blood, sweat and tears, we've got there.

The ruling in favour of an MEA is nothing short of absolutely historic.

This is the kind of stuff we get done

because we're a serious Union with a passionate membership, who don't just talk the talk but make their case to the community, to the Government, to their employers as well.

We've already had some big wins in 2026. The MEA is a historic victory. And I look forward to sharing more victories with you in the months ahead.

Our roads, our skies and our future are in the spotlight in 2026.

OUR TIME IS NOW.

*Nick McIntosh,
Assistant Secretary*

EMPLOYERS ARE BEING HELD TO ACCOUNT

2026 is the largest campaign in the union's history, and safety is at the forefront, not just an afterthought. PCBU's that don't fulfil their obligations to workers are being called out in significant ways, and TWU HSRs are continuing to make a difference.

2026 is proving to be another big year for the WHS department. So far, it's been fantastic to have welcomed countless members to undergo training as Delegates and Health and Safety Representatives (HSRs), and to have already heard about members who've taken their training to their workplaces to help raise workplace standards, raising provisional improvement notices (PINs) if necessary.

These PINs can help rectify a glaring safety issue, or they can work as simply as to ensure that a PCBU upholds their commitments under the act.

However, 2026 has also been another year where the grave neglect of some employers has been at the forefront. This month, I travelled to Canberra with **TWU member and Cleanaway worker Hine**, who bravely spoke to MPs and the media about how she has been left with permanent vision loss after exposure to toxic chemicals on the job. Hine is a mother of seven, and after spending weeks in the hospital, she now she has to navigate life with a new and permanent disability – through no fault of her own.

This is just one incident in Cleanaway's wretched record on worker safety. It has become clear that if a worker is injured – or dies – on Cleanaway's watch, that they appear more interested in deflecting and moving on than actually making things safer for the people that work for them. They did not even notify the regulator of Hine's incident.

Members, this is abhorrent, and it has to change. That's why the TWU NSW/QLD/VIC/TAS (Interim Governance) Branch has just submitted a report to Comcare seeking **prosecution of Cleanaway**, for multiple contraventions of the WHS Act.

We know that the Transport Industry is Australia's most dangerous industry, and we're making it clear that everyone is accountable. That is why also in the last



MARIJA JOINED NSW CLEANAWAY WORKER HINE (LEFT), WHO TRAVELLED TO CANBERRA THIS MONTH TO TALK ABOUT HER EXPERIENCE BEING LEFT WITH PERMANENT VISION LOSS AFTER EXPOSURE TO TOXIC CHEMICALS AT WORK. HINE NOW HAS TO NAVIGATE LIFE AS A MOTHER OF SEVEN WITH A NEW AND PERMANENT DISABILITY.

month, we have also submitted a request for to SafeWork NSW to **prosecute Swissport**.

In aviation, Swissport have proven every prediction about industry fragmentation true. In our submission, we note that Swissport have failed to provide workers with appropriate PPE, consultation, safe systems of work, information training and instruction, maintenance and safe storage of their plant, and expose workers to biological hazards with imminent risks to their health and safety.

Members, we will ensure to provide you updates on these matters in this journal as these cases continue.

The WHS Act violations we see on a daily basis are the reason myself and the TWU have spent so many years fighting for better standards and to train hundreds of HSRs. While the two cases above show that the fight continues, I am pleased to share that this winter, our union's work in safety has been recognised through my appointment by Minister Sophie Cotsis to the **SafeWork NSW Advisory Council**.

Transport is an essential industry, and my membership of this Council creates an opportunity to share those experiences in a way that's meaningful for policy and change in New South Wales. It's an avenue to share ideas from different perspectives – not only from a community worker perspective but also from government, and from business, to come up with strategies that are practical. Not just something glossy on a piece of paper, but strategies that work in practice to keep our members alive and safe.

I'm looking forward to contributing to this Council over the next few years to help make workplaces safer for all of us in NSW.

With that members, I look forward to seeing even more of you in training, in sector meetings, and at next month's Delegates Conference.

All the best, and stay safe.

*Marija Marsic,
Assistant Secretary*

our roads our skies our future

In late May, Transport Workers' Union Officials and Leadership from around Australia converged in Canberra for the 2026 National Council of the TWU.

NATIONAL COUNCIL is the ultimate consensus-building body of the Union, where branches from around the country align on strategy and give updates on progress in their fights for fairer wages and conditions across every sector in Transport.

NSW Leadership brought along several delegates from road and aviation to share their expertise and experience with those gathered from around the country.

The TWU National Council showed that the Union is not only aligned across every sector in our 2026 campaign, but that it is aligned across the country as well, with NSW workers at the precipice of setting better sector standards.

On the final night, our Delegates were addressed by **Prime Minister Anthony Albanese**, who acknowledged the leadership the TWU shows, and stated outright that Transport Workers keep Australia moving.

The Prime Minister acknowledged not only the Union's historic 2026 campaign, but the historic victories we have achieved in recent years as well. The Prime Minister reflected on dealing with the Union in his time as Transport Minister - a sign that our right to end fragmentation and the race to the bottom has been a long-fought effort, that has taken years of groundwork to get where we are today.

The power of this Union as one that fights proudly for Transport Workers across road and aviation was on full display at National Council.

The NSW Branch would like to thank the ACT Sub-branch, and in particular Klaus Pinkas, for hosting members from around Australia.



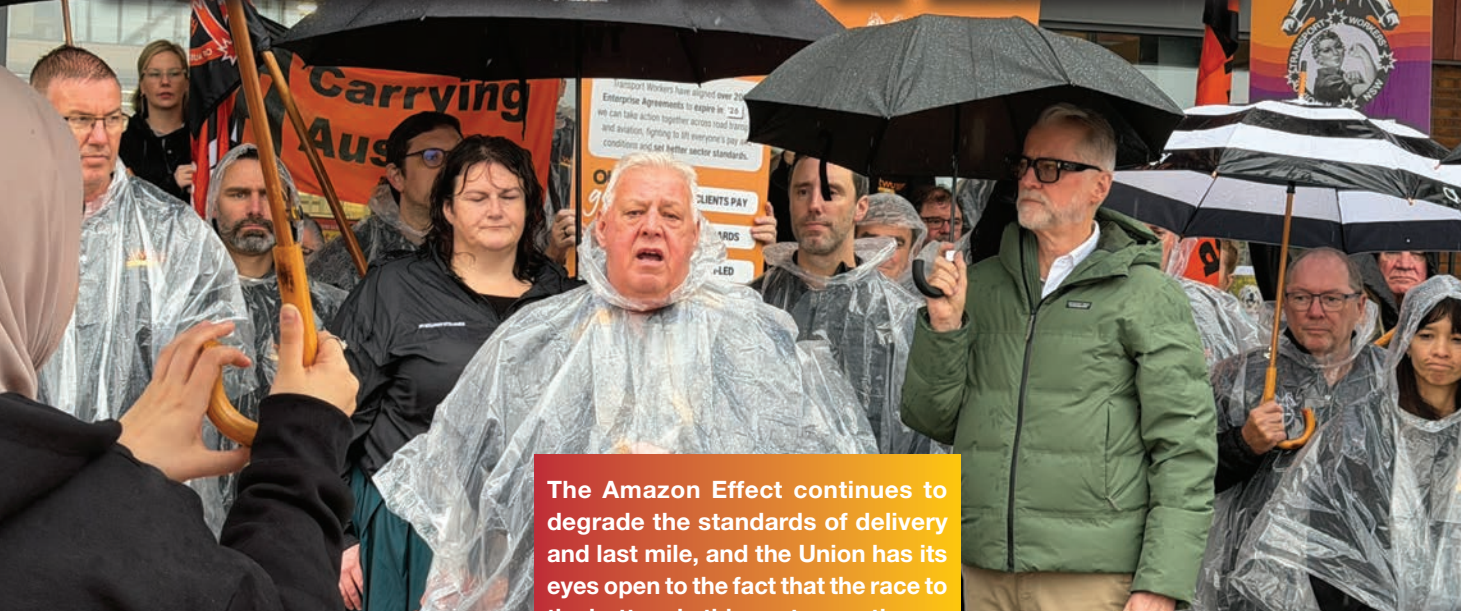
NATIONAL COUNCIL IS THE ULTIMATE CONSENSUS-BUILDING BODY OF THE UNION.



THE POWER OF THIS UNION AS ONE THAT FIGHTS PROUDLY FOR TRANSPORT WORKERS ACROSS ROAD AND AVIATION WAS ON FULL DISPLAY AT NATIONAL COUNCIL.

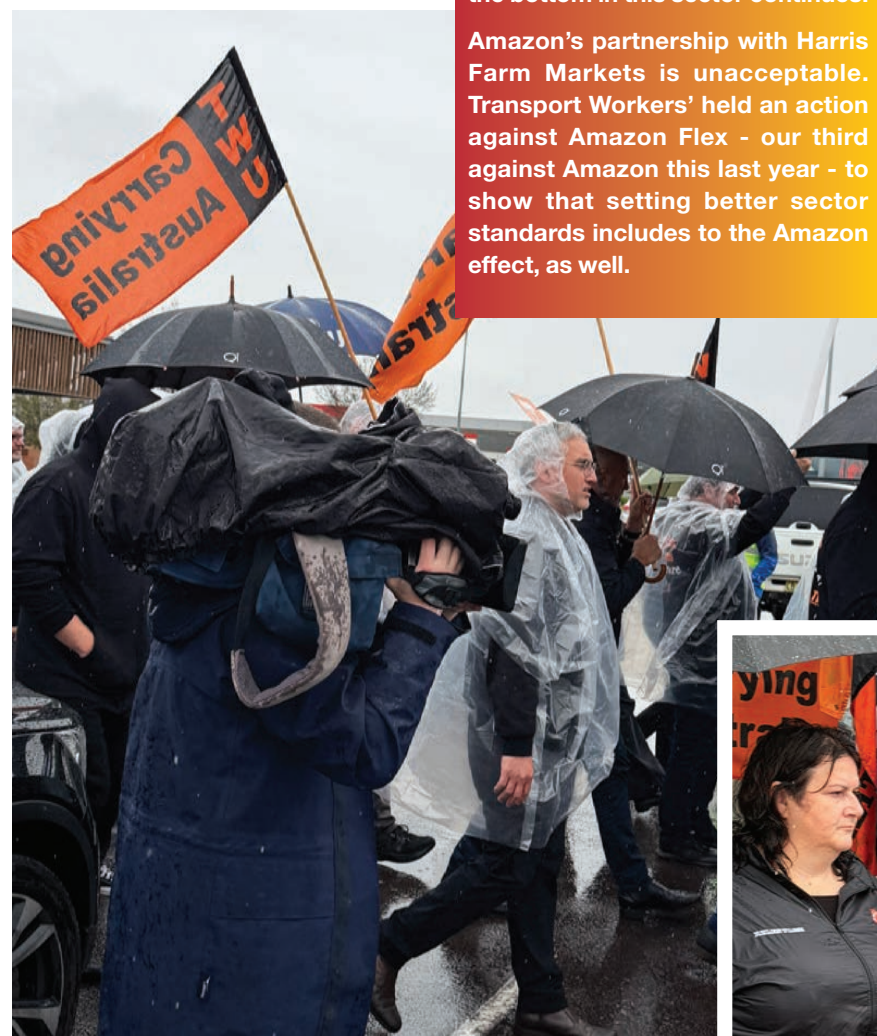


ACTION AGAINST AMAZON FLEX



The Amazon Effect continues to degrade the standards of delivery and last mile, and the Union has its eyes open to the fact that the race to the bottom in this sector continues.

Amazon's partnership with Harris Farm Markets is unacceptable. Transport Workers' held an action against Amazon Flex - our third against Amazon this last year - to show that setting better sector standards includes to the Amazon effect, as well.



MAJORS BARGAINING ROUND 4 AND ACTION AGAINST ALDI

Despite being a major employer and client in the supply chain, the TWU believes Aldi has failed to contribute towards ending the race to the bottom in the lead-up to transport industry negotiations in 2026. In fact, TWU members have observed failures in the supply chain, such as safety breaches and lack of inductions, which lead the TWU to call on Aldi to become a responsible client.



TWU SECRETARY RICHARD OLSEN SAID:

"ALDI HAVE CONTINUED TO BE A RECALCITRANT ACTOR, AND TODAY WE SAID THAT WE HAVE NOT FORGOTTEN ABOUT YOU, OR YOUR WORKERS. TWU HSRS HAVE ISSUED PINS AGAINST ALDI, ALDI STILL HAVE NOT BECOME A RESPONSIBLE CLIENT. AS OUR FIGHT TO STOP THE RACE TO THE BOTTOM CONTINUES IN YEARS TO COME, THEY CAN BET THAT TRANSPORT WORKERS WILL BE EXPECTING BETTER FROM THEM."

The TWU took action against Aldi at sites across Australia in July, with Transport Workers and members attending Majors Bargaining Round 4 (MBR4) meetings also joining the call for better industry standards.

At MBR4, Majors and Retail Delegates joined each other for updates on industry negotiations, to talk about the importance of giving transport workers a voice, and what workers in majors and retail yards can learn from each other in helping set minimum industry standards.



ACTION AT THE AIRPORT

Earlier this year, we undertook a major action at Sydney Airport - our second since November, against Swissport.

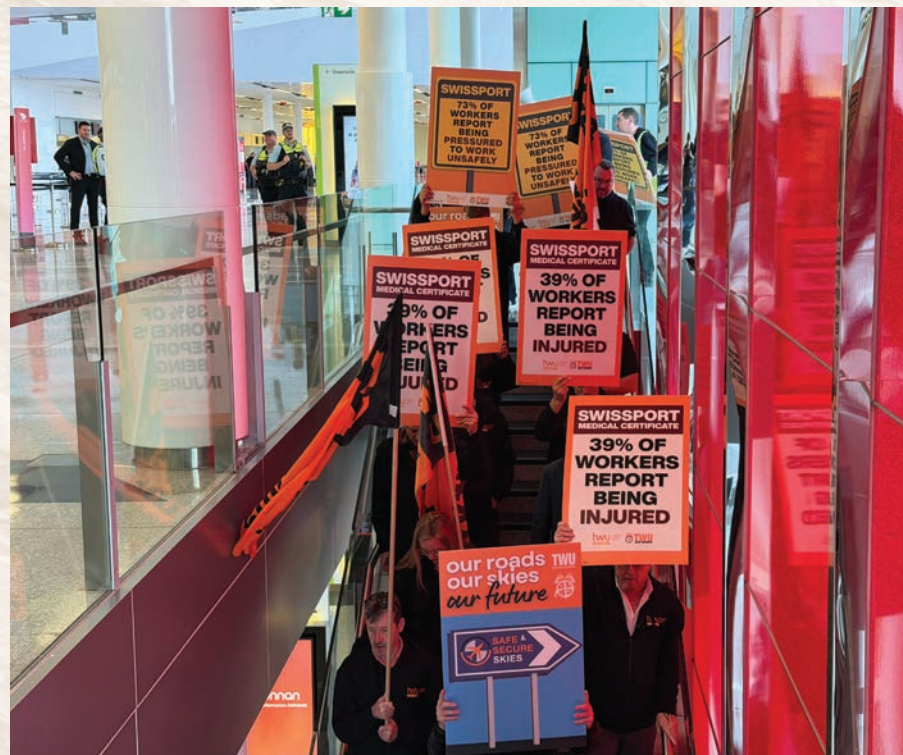


TWU LEADERSHIP JOINED WORKERS IN THE ACTION AT CANBERRA AIRPORT

Swissport were once again put on notice recently when transport workers undertook a similar action at Canberra Airport, marching confidently through the terminal to ensure that the message is heard loud and clear - aviation needs minimum standards, and a Safe and Secure Skies Commission to enforce those standards.

Swissport is the child of the fragmentation that has plagued Aviation over the last decade plus. Aside from poor pay and conditions, safety is perhaps their most egregious legacy, with workers being understaffed, fatigued, and pressured to work unsafely. 73% of Swissport workers report that they've been pressured to work unsafely. Almost 40% report being injured. Something has to give - and Swissport know it.

The action in Canberra is a sign that the campaign for Our Roads, Our Skies, Our Future is not going anywhere. Workers need good, secure jobs, and to be safe at work while doing those jobs.



PARRAMATTA BUS BLITZ

The TWU's ongoing Road to Respect campaign has achieved several key wins in recent years, including new, permanent rest facilities, however 2026 proves to be the most multi-faceted year yet.

One of the items being highlighted by bus workers is the chronic driver shortage, and the knock-on effects that has on services.

In May, bus workers and volunteers were out in Parramatta speaking to riders about the vital role bus drivers play in our communities, and the road to respect campaign. This public-facing blitz was part of the launch for greater recognition, better pay and better conditions that bus drivers are seeking in 2026.



HISTORY MADE BUS MEA TO GO AHEAD

Bus workers are making themselves heard - and they're getting results.

Bus Members of the Transport Workers' Union spoke truth to power at our Bus Industry Roundtable late last year, where employers, the Premier and Government Ministers heard first-hand about conditions in the industry and the need for investment.

This month, bus workers have made history by securing the right to negotiate for a Multi-Employer Agreement (MEA), which would cover more than 5000 workers.

The ruling represents a generational opportunity to negotiate for better sector standards and pay in the bus industry. Bus workers have fought relentlessly to get here - it's more important than ever for us to stand together.

"BUS MEMBERS AND OFFICIALS ARE TO BE COMMENDED FOR THE EFFORT THEY'VE PUT IN OVER MANY YEARS TO RAISE AWARENESS ON THE ROAD TO RESPECT, AND FOR THEIR RECENT WORK IN MAKING THE MOVING NSW BUS FORUM A SUCCESS."

"THE JOURNEY SO FAR HAS SEEN SERIOUS REFORMS ACHIEVED, SUCH AS NEW PERMANENT BREAK FACILITIES, BUT THE MEA IS OUR BIGGEST BUS FIGHT EVER."

"THE GROUNDWORK HAS BEEN LAID FOR A BETTER, MORE VIABLE BUS INDUSTRY - BUT ONLY SUSTAINED EFFORT WILL GET US TO THE NEXT STEP."

NSW Secretary Richard Olsen

TWU LEADS WESTERN SYDNEY FORUM FOR BETTER PUBLIC TRANSPORT

The Transport Workers' Union (TWU) were proud to host June's Moving NSW Bus Industry forum for Western Sydney in Liverpool, NSW. Industry stakeholders such as BusNSW, Business Western Sydney, Western Sydney University, as well as Western Sydney MPs and Councillors all took part to hear first-hand from speakers, including bus workers, about what could be done to make the bus sector viable into the future.

INDUSTRY EXPERTS such as John Lee, chair of the NSW Bus Industry taskforce, addressed the crisis in the industry, followed by breakout sessions to discuss the issues facing everyone in Western Sydney, and the role buses can help play in solving them.

Transport infrastructure in Western Sydney has not kept pace with the growth nor demand of the region. The Bus Industry in Sydney is historically underfunded in comparison to heavy rail, and has faced state funding equivalent to under 4% of total transport funding.

In addition, a large share of substandard bus routes are concentrated in Western Sydney, leaving Western Sydney residents the most at risk to disruption and underservice.

The forum proved to be a great success, serving as a significant first step in shifting the public conversation around buses in Western Sydney, and making the solutions to a better industry more public than ever before.

The event also gave bus workers yet another avenue to speak truth to decision makers, following last year's Bus Industry Roundtable at the Parliament of NSW. The Multi-Employer Agreement ruling that immediately followed shows that momentum is shifting towards the bus sector.

TWU NSW Secretary Richard Olsen said:

"There's two roads we can go down from this launchpad – investment in public transport, which will see more buses and more services, leading to more passengers utilising a better system, leading to a more productive city."

"Or, we can continue down the underin-



NSW Secretary Richard Olsen opened the event and highlighted the work the TWU has done over many years to shed light on improvements that are needed to make the bus sector thrive.

THIS FORUM HOPES TO HIGHLIGHT, AMONGST OTHER THINGS, THAT BUSES ARE A COST-POSITIVE PRODUCTIVITY GAIN. IMAGINE WHAT EXTRA DOLLARS SPENT IN WESTERN SYDNEY COULD ACHIEVE. WE WANT TO HEAR FROM THE PUBLIC – THOSE THAT RIDE BUSES AND THOSE THAT DO NOT, TO HEAR WHAT THEY THINK WOULD MAKE MOBILITY DO WHAT IT SAYS ON THE TIN, AND MAKE THE SECTOR MORE VIABLE IN WESTERN SYDNEY.



vestment route, which will see Western Sydney stagnate and Greater Sydney struggle under worse congestion."

"This forum shows that it's time for a decision to be made on this fork in the road – the future of the riding public and bus workers depends on it."

TWU Sydney Sub-branch Secretary Robert Rasmussen said:

"The simple fact is that Transport Infrastructure in Western Sydney is broken. It has not kept pace with the growth and need that the



region demands. Buses are the fast fix – they solve the equity problem around traffic, tolls and mobility, whilst also doubling as a cost-of-living solution and housing enabler."

"This forum hopes to highlight, amongst other things, that buses are a cost-positive productivity gain. Imagine what extra dollars spent in Western Sydney could achieve. We want to hear from the public – those that ride buses and those that do not, to hear what they think would make mobility do what it says on the tin, and make the sector more viable in Western Sydney."

THIS FORUM SHOWS THAT IT'S TIME FOR A DECISION TO BE MADE ON THIS FORK IN THE ROAD – THE FUTURE OF THE RIDING PUBLIC AND BUS WORKERS DEPENDS ON IT.



2026 NEGOTIATIONS UNDERWAY

Across Road and Aviation, and in ever sector, negotiations are underway for over 200 Enterprise Agreements.



Member-led committees are currently several rounds into negotiations with multiple employers. As of July, some previous agreements have already expired.

Transport workers have reasonable claims and your Union is backing those in negotiations. Workers deserve fair pay, fair conditions, and to work in an industry that isn't in a race to the bottom.

Some companies have responded more sensibly than others, but members are continuing to stand together and stand firm.

Many members have already participated in report back meetings, and there will be further news to come in the coming months. Stay tuned for more.



TWU HSR HOLDS JETSTAR TO ACCOUNT

Nathen, a Jetstar Cabin Crew Delegate who recently undertook HSR training at the Union, issued two provisional improvement notices (PINs) to his employer recently to ensure compliance with the WHS Act. Under the act, "any time that a health and safety representative is given off work to attend the course of training must be with the pay that he or she would otherwise be entitled to receive for performing his or her normal duties during that period."

However, Nathen's employer paid him an average hourly rate, as opposed to the flying allowance he would have otherwise received from completing his normal duties. This cost him hundreds of dollars – just to become trained to be a safety representative.

Nathen rightly raised this with his employer, and was forced to issue the two PINs to ensure the matter was taken seriously.

This ultimately resulted in Nathen being paid as he should have under the Act, with more news to come. This is a simple, practical example of how when a worker enforces standards, a PCBU, even if kicking and screaming, must conform to the minimum standards expected in the industry.



14 PINS ISSUED: QANTAS TURNS ITS BACK ON WORKPLACE VIOLENCE

A staggering 14 Provisional Improvement Notices (PINs) have been issued to Qantas in recent weeks in response to a shocking neglect of safety responsibilities.

These PINs were issued to the employer after a failure on the PCBU's behalf to uphold obligations with respects to duty of care, in relation to a serious incident that took place on March 2026, where a TWU delegate suffered an injury as a result of workplace violence.

To date, the PCBU has failed to consult with HSRs and workers to ensure that the likelihood of the risk of exposure to workers is eliminated. In issuing the PINs, it is proposed that Qantas does not have adequate control measures in place to prevent any worker from being exposed to such violence again.

These HSRs bravely stepped up to take on this WHS fight, to call out Qantas for condoning this behaviour in the workplace. Workers are disillusioned that this behaviour could take place at work, particularly in the midst of an EA negotiation. The Senior Exec manager to date is still employed by Qantas.

TWU HSRs Jose and Harry have bravely stepped up to hold their employer to account with these PINs.

Additionally, Jose and a HSR from the ASU additionally issued two PINs each to Qantas in relation to a failing traffic management plan, resulting in unsafe warehouse congestion, faulty racking, fatigue, and psychosocial hazards due to understaffing.



RECENTLY TRAINED TWU HSR JOSE ISSUES QANTAS WITH MULTIPLE PROVISIONAL IMPROVEMENT NOTICES (PINS)

Qantas has received a total of 18 pins in the last two weeks. With the Alan Joyce era behind us, Qantas has promised to be a more responsible employer. The TWU calls on Qantas to make their workplaces better with actions, and not just words.

WOMEN IN MALE DOMINATED INDUSTRIES 2026:

TWU WOMEN MAKE AN IMPACT



Assistant State Secretary and Director of WHS & Education Marija Marsic led a TWU delegation to this year's WIMDOI (Women in Male Dominated Industries) Conference in New Zealand, where she led the room in frank discussions about women's experiences in the workplace, like managing menopause.

Marija and the TWU also joined an action in New Zealand in solidarity with New Zealand fires.

The Union's prevalence at WIMDOI is another example of the contributions TWU women make to transport. Congratulations to Marija, Emily, Isabella, Rebecca, Sophia, Hanaa and Erin on a successful conference.

LEGAL WIN FEDEX WORKER REINSTATED IN RECORD TIME WITH COMPENSATION

After only eight working days since the end of the hearing, the FWC concluded in record time that FedEx unfairly dismissed TWU member Matthew Egan.

A TWU member from FedEx has been given his job back, after the FWC decided that his employer unfairly dismissed him earlier this year.

This rare (only 9 workers were reinstated out of 16,500 Unfair Dismissal applications nationally last year) decision was delivered in record time, being handed down only eight working days since the end of the hearing, and continues the TWU's record of **winning reinstatements for members every year for the last 10 years.**

Following the finding of a safety breach, TWU member Matthew Egan was dismissed from his job at the Unanderra site – however the decision to do so five weeks after the incident, when three other workers also involved were not similarly terminated, showed a clear indication of disproportionality from FedEx.

The speed and rarity of this decision exemplifies the severity of unfairness given to Mr Egan, which is reflective of a pattern of behaviour seen at the FedEx Unanderra site, which has been plagued in recent years by allegations of bullying and harassment by management, particularly towards Union members.

In making its decision, the Commission questioned FedEx's effectiveness of safety training of workers, and noted that had it implemented changes to its safety procedures sooner, the incident likely would not have occurred.

The Union congratulates Mr Egan on getting his job back – as he rightly deserves. This outcome was possible thanks to the experience and dedication showed by the TWU Legal and WHS teams.

Chief Legal Officer Gavin Webb said, "a huge congratulations to



Legal Officer Bailey Ryan for what is his first UFD reinstatement win after his considerable effort and dedication in this case."

"Also, a big congratulations to all involved in what was a huge team effort. When we fight, we win!"

NSW Secretary Richard Olsen similarly congratulated Mr Egan and TWU Officials, saying "This win is just further proof that employers who sack Union members unfairly will be held accountable by the TWU."

YOUR WINNING TEAM



171 EA's in negotiation so far



40 disputes

PREVIEW: 2026 DELEGATES CONFERENCE NEXT MONTH

OUR TIME IS NOW

In 2025, the TWU celebrated one of its biggest Delegates Conferences ever, under the banner of Towards '26: Our Roads, Our Skies, Our Future.

Now, 2026 is here, and the Our Roads, Our Skies, Our Future campaign is well and truly underway. 2026 is an important year for transport workers, being a pivotal year in stopping the race to the bottom and setting a steady footing for 2029, 2032 and beyond.

So this year, the TWU's message at conference is clear: **OUR TIME IS NOW.**



OUR TIME IS NOW

because over 200 Enterprise Agreements are being negotiated this year to set better sector standards and make clients more accountable in the supply chain. This year is all about getting better pay and conditions, and bringing road and aviation workers together for the first time as part of a broader fight for accountability in transport.

At conference, members will hear from other workers on panels, hear from special guests and surprise appearances, and see first-hand how the 2026 fight is progressing across the industry.

For our TWU Delegates, this is a must-see event. Delegates Conference is the ultimate avenue for platforming the work members and the Union to make transport a fairer and safer industry.

Details are currently being circulated to eligible delegates.

See you all in August.



our roads our skies our future





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

Areas of Practice:

- // Compensation Law
- // Employment/Workplace Law
- // Family Law
- // Wills & Estates
- // Property & Conveyancing
- // Criminal Law
- // Traffic Law
- // Local Court
- // NSW Civil & Admin Tribunal

For more information contact Santone Lawyers via phone (02) 8115 9820 or email info@santone.com.au

Alternatively you can contact the TWU Members' Services Centre on 1800 729 909.

www.santone.com.au

We can see clients:

Sydney CBD

Level 11, 276 Pitt Street
Sydney, NSW 2000

Central Coast

40 Karalta Road, Erina

**TWU offices in
Minchinbury, Newcastle
Wollongong**



RT HEALTH >>

Why choose RT Health?



Exclusive union offer*



Not-for-profit



Big fund security, small fund care



Award-winning service

1300 56 46 46

* See rthealth.com.au/TWU for details

RT Health is a division of The Hospitals Contribution Fund of Australia Limited (ACN 000 026 746). References to RT Health members mean holders of a RT Health branded PHI policy issued by the HCF fund.



Book a
consultation

INJURED AT WORK?

Workers Health Centre can help.

We understand that recovering from injury is a stressful time. At Workers Health Centre we're here to guide you through injury recovery with expert support.

YOU HAVE A LEGAL RIGHT TO:

- Choose your own rehab provider
- Choose your own Doctor
- Be actively involved in your return to work

9749 7666



Scan the QR code to visit our online factsheets & resources.



**WORKERS
HEALTH CENTRE**
People | Recovery | Work

SIRA Accredited



workershealth.com.au



Personal Accident & Sickness

No Medicals to Join

Waiting Period 14 Days

Benefit Period 104 Weeks

\$100,000 Accidental
Death Benefit

Mental Health Benefit

\$1500 Agreed Weekly Benefit

Benefits Up To \$2500 Per Week

Available Upon Request



Scan the QR Code
for more information

Terms and Conditions Apply

02 69 258 788

tbi@tbiinsurance.com.au

Transport & Business Insurance Services Pty Ltd t/as TBI Insurance Services

ABN 22 622 458 593 - CAR 126074 as Corporate Authorised Representative of

EBN Holdings Pty Ltd ABN 24 635 396 306 - AFSL 518220

HISTORY MADE

ON THE ROAD TO RESPECT

Over the last several years, our Union and its members have achieved a great many historic wins. As we cross the halfway point of this year, 2026 is proving to be another year that will prove consequential for the transport industry



At the sub-branch, it's been a great pleasure to spend time with so many of you in yards, report back meetings, negotiating committees, game-changing roundtables and forums, and at actions.

Just last week, I joined many of you once again for our Majors Bargaining Round 4 (MBR4) meeting, and the following action against Aldi. For some delegates in attendance, this was their first major delegates meeting. With hundreds of majors and retail delegates in attendance, this proved another successful opportunity to learn from each other and share industry updates as we collectively prepare for further negotiations into the winter.

Elsewhere in the sub-branch, our bus members are grabbing the bull by the horns, and their relentless efforts over the last several years are coming to a head with the achievement of a historic ruling



in favour of Multi-Employer Agreement (MEA) negotiations going ahead. This hard-fought victory is a game-changer for our bus members, who will now be able to negotiate for fairer pay and conditions across the sector, stopping the race to the

bottom, holding the NSW Government accountable as a client, and raising the floor where they are otherwise among the worst paid drivers in Australia.

The MEA work is only just beginning, but bus workers should be proud of this tremendous achievement.

Bus workers once again made themselves heard at last month's Western Sydney Bus forum, a public-facing follow-up to December's successful bus industry roundtable at the NSW Parliament. Employers, businesses, academics and Western Sydney Councillors, Mayors and MPs all joined TWU bus workers in listening to their lived experience. The forum proved an effective opportunity to discuss how important the bus sector is in helping Western Sydney thrive, and what can be done to make the sector more sustainable.

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.

Across transport, we're working to lift everyone's pay and conditions and 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.

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

Robert



'26 UNDERWAY: FIGHTING FOR A BETTER DEAL

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've ridden into 2026. It has been great to see members showing support for the 2026 campaign as we cross the halfway point of the year.

Members, it has been a very active year so far. As you receive this journal, the Union is deep in negotiations with many employers, and we have just come out of our Majors Bargaining Round 4 (MBR4) meeting, where delegates from majors and retail companies come together to discuss the state of road transport and learn from each other.



As we get further into Winter, there will be a lot of developments with these negotiations, so stay tuned. Some employers are being more reasonable than others. It was frustrating to see FedEx for example walk away from negotiations with your member-led committee, and cancel joint report-backs with the TWU. We believe that workers deserve a better deal.

This year, I've been proud to stand side-by-side with many of you at actions against Aldi, Swissport, and Amazon. I'm also looking forward to seeing many of you at next month's Delegates conference.

The fight to set better sector standards and win better pay and conditions in transport is ongoing. Our Sub-branch is proud to stand with you. In 2026, our time is now.



South Coast & Southern Officials Meet with Minister Ryan Park to Discuss Bus Industry and need for a Multi-Employer Agreement

HAPPY BIRTHDAY!



Rob spent his birthday with TWU Members and Officials at the TWU National Council in Canberra

Rob

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



WHEN WE FIGHT WE WIN

Congratulations to the hard work of Newcastle & Northern NSW, sub - Branch Delegates & officials, who have gone above and beyond. Particularly over the past 12 months in the lead-up to our TWU "Our Roads, Our Skies, Our future" - 2026 Campaign. Your extra effort is exactly what is needed for our Newcastle & Northern NSW, sub-Branch contribution to lift industry standards and deliver safety, job security, decent working conditions & rates of pay that keep up with the cost of living.

REGIONAL GARBO'S ON THE NORTH COAST DESERVE A TWU AGREEMENT:



Congratulations to delegates and members at J.R. Richards Pt Maquarie, who voted overwhelmingly for collective bargaining rights. Delegates and members, with the assistance of TWU North Coast official Rebecca Hopkins, exercised they're right to initiate a majority support vote, which was overwhelmingly in support of a collective bargaining agreement.

The professionalism of our TWU members at J.R Richards provide a vital service to the people of they're community. They deserve have better workplace standards, job security & regular wage increases that keep up with inflation for the life of any agreement negotiated. Congrats you ALL for exercising your rights. We of the TWU are all with you!



A CALL FOR CHANGE & FAIRNESS IN OUR REGIONAL BUS INDUSTRY:

Our Bus Delegates & Ind Official Daryll Elliott are working hard, along with Asst state secretary Nick McIntosh, and Rob Rassmussen to establish stronger workable relationships with Industry leaders, that will lift Bus industry standards, and close the 12 year wage gaps of bus drivers. TWU delegates & officials have continued to canvass our regional NSW state government officials to support our members calls for funding, to lift industry standards, which in turn will attract & retain bus drivers.



Not only for fairness to the drivers themselves, but for the benefit of our local community who "so heavily depend" on the same professional drives, and the vital role they play in getting them to & from School, work, sport & shopping safely. Our drivers, and the community deserve the Bus industry standards to be lifted to where it should be!

Our Newcastle & Northern sub- Branch growing: Membership, Delegates, HSR's. as well as collective strength & Activity. This is exactly what is needed to contribute to our TWU success.

CONGRATULATIONS to you ALL!

Because; "When We Fight, We Win!"

**IF YOU KNOW SOMEONE WHO IS NOT A MEMBER,
ASK THEM TO JOIN!**

Mick

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

FAREWELL KLAUS: ACT SUB-BRANCH SECRETARY RETIRES AFTER 40 YEARS OF SERVICE TO TRANSPORT WORKERS



Transport Workers' Union Officials from around Australia honoured Klaus Pinkas for his service to the Union during this year's TWU National Council, where he announced his retirement after over 40 years – first as a member, and then later an Official, going onto become the ACT Sub-branch Secretary.

Klaus joined the TWU in 1985 as a waste worker, spending almost 20 years fighting for better conditions for his fellow garbos. To this day, Klaus always maintains that "Garbos make the best Delegates."

Cleanaway sacked Klaus in 2002, probably thinking they'd seen the last of him, but he came back with a vengeance as an Official, continuing to fight. Klaus' momentum never ceased, and he went onto achieve further victories, including winning a major case in 2013, working for better deals for Canberra bus drivers and ambos, and in Waste securing the TWU's first agreement with JJ Richards just last year.

Klaus was also acknowledged for going above and beyond during the pandemic, travelling interstate when no one else from the NSW Branch could. 2020-21 was a difficult time for transport workers, but Klaus stepped up to assist with campaigning and helping fight the race to the bottom.

At National Council, NSW Secretary Richard Olsen acknowledged Klaus' achievements and wished him all the best for retirement.

"Klaus, we will all miss you mate," Mr Olsen said. "Whether it's getting all the bus members in the ACT to call Ben Sweany "Junior," or driving our Comms people mad, you've always been a one of a kind member of this Union, and your legacy will last well beyond 2026 and "Our Roads, Our Skies, Our Future," which you've worked so hard for the last decades to help get to this point.

"Congratulations Klaus, and thank you for over 40 years of service to the Transport Workers' Union."

Right: Klaus Pinkas was recognised for his decades of service to the Transport Workers' Union at the TWU National Council in Canberra.



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

ACTION STARTS NOW

We're into the second half of the year—and that means over 37,000 workers across transport now have the potential right to take industrial action.



That number grows by the day, and so does our union power as hundreds more join the TWU for our biggest fight ever.

In the first half of the year we have already demonstrated that when we fight, we win.

WE DEMONSTRATED IT DURING THE FUEL CRISIS.

We brought major clients and retailers to the table over the fuel crisis plaguing our industries—and forced them, for the first time, to pay up so drivers and transport operators weren't copping the full brunt of skyrocketing increases.

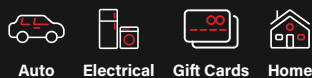


Did you know that a 4 person household can save over \$2,500 a year just by using Union Shopper?
Put your Union membership to work, register for Union Shopper today to start saving now!
Union Shopper is a 100% union-powered organisation, providing benefits and savings to members for 50 years.

Sign up today to see how Union Shopper can help you save



Brought to you by



1300 368 117

unionshopper.com.au/union/twu-nsw



Scan Me



WE'RE ALREADY LIFTING STANDARDS.

We've applied to substantially improve conditions for cabin crew workers by lifting the Award, calling for pay increases of 40% after historic gender undervaluation and the increasing demands of the role.

We are about to see world-leading protections for gig workers, including a safety net on pay, stopping worker exploitation as well as the gig economy's relentless race to the bottom on standards which has infected the transport industry.

Bus members in NSW and elsewhere are fighting for multi-employer agreements to increase our power, and it's working, with the NSW government recently committing \$200 in additional bus funding which we must see go to improving workers' pay and conditions.

AND WE'RE ALREADY TAKING ACTION.

Members have taken part in huge national actions spotlighting Amazon, Aldi, Swissport, Qantas and Cleanaway as companies actively bringing standards down and smashing safety.

NOW OUR FIGHT REALLY BEGINS IN EARNEST.

Right now, in negotiations right across our industries, we are seeing employers reject fair pay and conditions, driven by pressures from the top of supply chains.

We've seen companies like Qube and FedEx cancel negotiations and put forward shoddy offers to workers.

We've seen Qantas, which promised it had changed, continuing to outsource to the lowest bidder and continue to fragment its workforce.

TWU members have made it clear that it's time to make clients pay up for fair and decent jobs, with thousands pledging to take action to lift standards across our sectors and set the bar higher.

Your fight in NSW is mirrored right across the country, as 60,000 members stand together for change.

It's time to take back Our Roads, Our Skies and Our Future.

Michael

You said it on Facebook:

24 June 2026:

TGE Pallatised Express stand 100 percent united against the attacks on their local agreement



John Astin

Union power.

4 June 2026:

It's time for a permanent solution to tolling, for a sustainable transport industry and for the fairness of all drivers



Terence Jordan

Well said Richard Olsen 100% agree. Tear up the toll contracts.g



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

19 June 2026:

This week, the Transport Workers' Union and bus workers secured a historic victory, with a new ruling now enabling us to negotiate for over 5000 workers across Sydney Metro and Outer Metro together - and undertake negotiations for a Multi-Employer Agreement (MEA).

This is a generational opportunity to negotiate for better sector standards and pay in the bus industry. Bus workers have fought relentlessly to get here - it's more important than ever for us to stand together.



Mick Mason

This is a testament to what can be achieved when workers stand together! Congratulations to all involved in this amazing outcome

5 June 2026:

Negotiations continued across Transport this week, including at Coles, where delivery drivers entered round six of their negotiations for their first ever EA. Congratulations to all Delegates and Members who are standing together for better conditions!



Jeffrey Crane

Well done hope you get what you deserve for the hard work you are doing



Workers at Beychain Kemps Creek, where over 20 new members joined in a single day in July



Assistant Secretary Nick McIntosh Speaks at the NSW Labor Conference in Support of Fair Treatment for Transport Workers



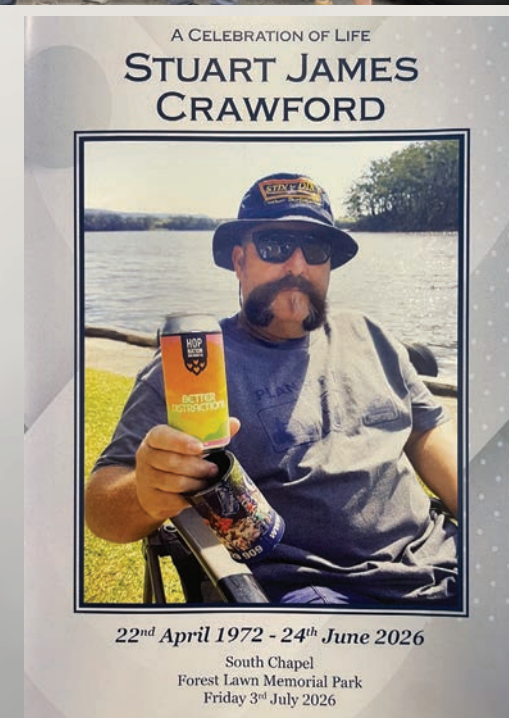
our roads our skies our future



Newcastle & Northern Sub-branch Secretary Mick Forbes and Official Christina take part in Aldi Action



New Delegate Bailey, who was elected at Beychain Kemps Creek in July



The TWU pays its respects to the family of longtime Delegate and legend Stuart James Crawford, who passed away in June.

TEAM SUPER

TRANSPORT, ENERGY AND MINING

HOW DOES YOUR SUPER PERFORM?

Australia's top specialist fund for
transport, energy and mining workers.



Talk to us about super, pension,
insurance and financial advice.

13 64 63
teamsuper.com

Issued by Team Super Pty Ltd ABN 70 003 566 989 AFS licence 246864 trustee for the Team Superannuation Fund ABN 16 457 520 308. Refer to the PDS and TMDs on our website at teamsuper.com when considering if our financial products are right for you. Financial planning services are provided by Team Super Financial Advice a trading name of Team Super Services Pty Ltd ABN 49 051 315 014 AFS licence 502700.

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

