

Issue 116 • Spring 2026

TWU NEWS

OUR TIME IS NOW



FedUp with FedEx

Inside:

2026 Conference: A Massive Success, Transport United
2026 Campaign: Actions, Negotiations, and Agreements



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2026 – BIG ACTIONS, HUGE PROGRESS

It has taken many years to reach the point we're at now, but we have not wasted our momentum. I'm proud to be the President of a winning Union.

AS I WRITE TO YOU, members across road and aviation have been striking. FedEx, Qantas, and Certis Security just to name a few.

Some companies have come to the table and struck landmark agreements, which raise members pay and conditions, keep up with the cost of living, and help slow down industry fragmentation as we look towards 2029.

Others have seen that members are serious about standing by one another, and standing up for fair deals.

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 was certainly important we got 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



LET'S WORK TOGETHER TO MAKE THE REST OF THIS YEAR A TRIUMPH.

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 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.

It was also great to see so many of you at our recent Delegates Conference.

Let's work together to make the rest of this year a triumph.

*Tony Matthews,
State President*



OUR TIME is now!

The 2026 campaign was years in the making, with a huge string of victories at our back heading into a massively consequential year. We have already made great strides towards our future, and are joining members in standing up to anti-worker practices.

MEMBERS, it is great to write to you again as we cross the major thresholds of our 2026 campaign, so that we can reflect on our wins so far and focus steadfastly on what's left.

The Our Roads, Our Skies, Our Future campaign has delivered transport workers across Australia perhaps the loudest megaphone of any campaign in national transport history. Many thousands of workers across road and aviation have taken action in just the last month, standing up to employers who push back on workers' reasonable claims to job security and fair conditions.

I am happy however to share that many agreements have already been reached in principle, including with some of the biggest companies in transport. Of course, stopping the race to the bottom means that conditions must be improved everywhere – workplaces big and small – but to see so many companies acknowledge that workers' requests are fair and opt not to go down the path of industrial action is an achievement that members should take in their stride, and is a sign of how powerful transport workers have become.

However, there is still work to be done. Members in the bus sector are negotiating a historic multi-employer agreement (MEA), covering thousands of bus workers for the first time in decades. The TWU will continue to negotiate in good-faith to ensure the best outcome is reached.

Likewise, for members whose employers are pushing unfair deals or Union-busting tactics, like at FedEx, the Union has been by their side. FedEx workers twice rejected their employers' unfair deal, and bravely took action.

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).

Members, we went into 2026 with a clear mission statement, borne out of years and decades of careful preparation:



Taking ACTION

THIS WEEK ON OCTOBER 1, TOLLS WILL ONCE AGAIN INCREASE ON THE NSW ROAD NETWORK. THE TWU IS FIGHTING FOR A PERMANENT SOLUTION FOR DRIVERS.

"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 THIS YEAR HAVE BEEN TO:

1. Make Clients Pay
2. Set Better Sector Standards
3. Become More Member-Led

Last month, we reflected on our years of historic wins and the journey to get here at the 2026 NSW Delegates Conference, one of our largest and most successful ever. See inside this journal for coverage of what was discussed and achieved.

At Conference, members rallied around this year's theme: Our Time is Now.

Our time is now because 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 continue to stand together as Winter progresses.

Our time is now because the ground-work that has been laid over years and decades is taking centre stage. Our Roads, Our Skies, and Our Future have all been in the spotlight this year.

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*



OUR TIME IS NOW

As we reflect on one of our biggest Conferences ever, we're clearly seeing the picture of our 2026 victories emerge.

"OUR ROADS, OUR SKIES, OUR FUTURE!" TWU members from road and aviation have spent this year shouting that phrase at actions across the country, and across transport. When TWU members first began preparing for the 2026 and 2029 campaigns years ago, we knew that it would be the largest – and toughest – fight that transport workers have ever undertaken.

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. And importantly, ensuring that companies big and small begin to adopt new standards, conditions, and job security provisions.



At our Delegates Conference this year, our theme was "Our Time is Now." On theme, we reflected heavily on all of the work its taken to get here, and how the power transport workers have achieved is already paying off – many in-principle agreements were struck by the time of our conference.

With Premier Chris Minns, we watched a video detailing the work that transport workers have undertaken in just this last decade. When watched as a timeline, the wins stack up like bricks: Aviation workers fighting back against industry fragmentation, and the collapse of the Alan Joyce regime. The largest penalty against an employer in Australian industrial relations history in Qantas. Convoys to the Australian and New South Wales Parliaments, and the passing of consequential transport reform for workers across waste, bus, gig, owner drivers and more. These were only some of the achievements we covered.

We know once again that the TWU has earned a reputation 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. We



don't wait for an open door – we push it open. The \$200 million in additional wages for bus drivers is just one high-profile example of the results that come from relentlessly, and effectively, campaigning for transport workers, with transport workers. The only reason we can do that is because of our members, who are the most relentless anywhere.

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.

As we move to the last months of the year, we can already see that we've had some big wins in 2026. While we have reached many in-principle agreements and are negotiating in good-faith with others, we will continue to stand with workers when the going gets tough and when employers mistreat their workforce.

I look forward to sharing more victories with you as we reach the end of this year.

Members, our roads, our skies and our future are in the spotlight this year. Our time is now.

*Nick McIntosh,
Assistant Secretary*

SAFETY IN THE CROSSHAIRS

Safety continues to sit at the forefront of the work that the Union's undertaken in recent months. 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.

THIS YEAR, countless members have come through the doors of the WHS Department here at TWU NSW, undertaking training as Delegates and Health & Safety Representatives (HSRs).

Just last week, we welcomed another class for SafeWork HSR Training, made up of members representing sectors across the industry. With negotiations underway at many of these transport companies, these workers will be even more empowered to make their workplace standards better.

Where PCBU's fail to uphold their commitments under the act, these HSRs have been willing to issue Provisional Improvement Notices (PINs) to ensure compliance.

In recent years, TWU HSRs have come into their own at the annual SafeWork HSR Conference, where the Transport Workers' Union always brings the largest contingent without fail. As I write to you, we look towards the next HSR Conference at the end of Spring, where the TWU presence will be overwhelming once again. As before, myself, Education & WHS Official Emily Armstrong, and many of you will be playing an active role in that day's events. We look forward to sharing more once the conference concludes.

While 2026 is going down as a year with a great deal achieved, it's also a year which has highlighted the grave neglect of some of our industry's worst actors. At last month's Conference, on the Women & WHS panel, I was joined by TWU member and Cleanaway worker Hine, whose story some of you may remember from a few months ago. Hine is a mother of seven, who was injured on the job while working for Cleanaway. She received no assistance from her employer at the time, ultimately lost most of her vision, and after spending weeks in the hospital 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 recently



submitted a report to Comcare seeking prosecution of Cleanaway, for multiple contraventions of the WHS Act.

In the aviation sector, Swissport have continued to prove every prediction about industry fragmentation true. Swissport were issued with an Improvement Notice from the regulator, SafeWork, off the back of the TWU notifying the regulator with a dossier of WHS contraventions against Swissport – they were issued with multiple notices as a result, one being a failure to provide appropriate PPE.

It's important that we fight for safety everywhere, in every yard, and continue to hold the worst employers accountable to raise the standards of safety everywhere. Failures of one, if allowed to continue, create permission structures that the rest of the industry end up emulating. The race to the bottom is in safety, as well. By standing up and fighting back, we create safer workplaces, and transport workers get home safely.

Members, this year isn't over yet. There's much to look forward to in the final few months of this year, and many victories have already been won. However, it's also important that we stay vigilant, and always watch each other's backs. With new HSRs starting every day, we can chip away at the worst standards and begin enforcing the best.

Thanks members, and stay safe.

*Marija Marsic,
Assistant Secretary*

FEDEX MEMBERS WALK-OUT: WORKERS HAD ENOUGH OF UNFAIR DEAL

TWU Delegates from across Transport join action in solidarity

Late last month, Delegates from across road and aviation took action in solidarity with members from FedEx, who were taking part in a protected stoppage while their employer attempted to yet again brute-force a poor agreement through.

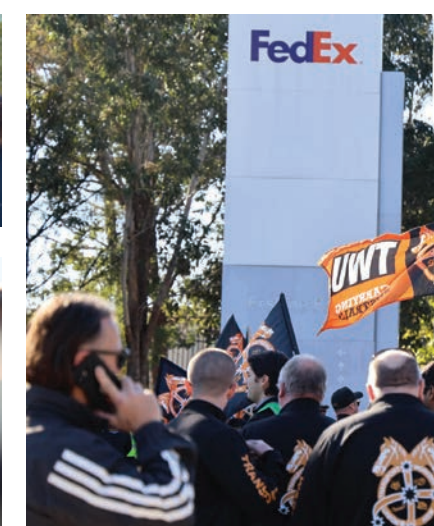
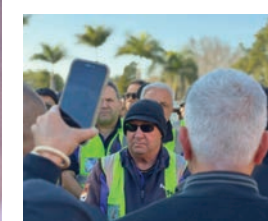
FedEx workers from yards across NSW were met by the cheers and solidarity from Union Delegates, who were waiting from them out the front of multiple yards to support their fight for job security.

Among the workers that NSW and National leadership met with was the Delegate who won this year's conference's Delegate of the year, Glenn Daniel.

Glenn has been a staunch advocate for his fellow workers for many years, and has taken a stand in this fight as well.

FedEx's unwillingness to meet on matters of job security stood-out out as other major companies, including Linfox, BevChain, Team Global Express and Toll had in-principle agreements prior to the NSW Delegates conference.

If other transport companies could understand that members' claims are reasonable and fair, no one else has an excuse.



MEMBERS MADE THEMSELVES CLEAR: THEY'RE FED UP WITH FEDEX.



Last month, the TWU hosted over 800 Delegates, HSRs and other TWU members at the 2026 TWU NSW Delegates Conference.

OUR
TIME
IS NOW



“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.”

- TWU NSW Secretary
Richard Olsen



OUR TIME IS NOW

THIS PREMIER EVENT, where members from road and aviation met to discuss developments in the industry, saw us hear from many important speakers across Transport, as well as from special guests such as the Premier of NSW, Chris Minns.

The 2026 Transport Workers' Union Delegates Conference was a resounding success. Workers from across road and aviation stood together, reflected on the many years of wins it's taken us to get to this historic point and stood determined to see out the remainder of the year.

Across several panels and in the remarks from our conference speakers, Delegates reflected on the years of effort it took to align over 200 Enterprise Agreements, and also listened to all of the wins achieved not only in 2026, but in every year so far this decade.

The conference theme this year was “Our Time is Now.” In remarks by NSW Secretary Richard Olsen, he said that the TWU’s time is now because “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 continue to stand together coming out of this conference.

“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.”



WHAT A CONFERENCE!
GREAT TO SEE SO MANY
DELEGATES AND MEMBERS
STANDING TOGETHER,
SHARING OUR EXPERIENCES
AND REMINDING EVERYONE
WHAT SOLIDARITY CAN
ACHIEVE.

Aleks Tose



GLENN DANIEL: TWU DELEGATE OF THE YEAR



"HE'S TAKEN ON TOUGH FIGHTS, NEVER FLINCHED, AND NEVER ABANDONED HIS MATES."

- TWU NSW Secretary
Richard Olsen



EVERY YEAR, the Transport Workers' Union recognises a worker who has made huge strides on behalf of transport workers. The delegate of the year award is a prestigious honour that identifies the effort, leadership and spirit of its recipient, adding their name to the halls of TWU history.

This year, NSW Secretary Richard Olsen was proud to present the award to a Delegate who has stood up for his fellow workers time and time again. He's taken on tough fights, never flinched, and never abandoned his mates. This year was no different, seeing him entrenched in a fight with FedEx for better conditions and job security for his fellow workers.



The TWU would like to congratulate the 2026 TWU NSW Delegate of the Year, Glenn Daniel!

Glenn knows what the big fights are like, but he's always stood up for better pay, better conditions, and most importantly, job security for transport workers, no matter their sector.

Congratulations again Glenn.

👎 **WORST** EMPLOYER OF THE YEAR AWARD: CLEANAWAY



HINE HAS TO NAVIGATE LIFE WITH A NEW AND PERMANENT DISABILITY – THROUGH NO FAULT OF HER OWN.

THINKING OF YOU & YOUR FAMILY HINE. LOST FOR WORDS REGARDING THE WAY YOU'VE BEEN TREATED. STAY STRONG!

Karen Liston

AT CONFERENCE'S Women & Safety panel, Delegates heard from Hine Murphy, who bravely shared her story of recently 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. Despite this incident occurring whilst Hine was working, and despite her notifying her fellow workers and management, her employer did not even notify the regulator of the incident.



Delegates were incredibly moved by her story and many even pitched in to help support her during this trying time. Thank you Hine for continuing to fight, and for bravely sharing your story with those in the room. Many were moved to tears.

Hine also recently joined a Union delegation to Canberra to raise awareness of workplace safety, and the glaring failures as Cleanaway in particular. She successfully shared her story dozens of times over the course of those few days.

Cleanway rightly won this year's Worst Employer of the Year award at conference.



**TWU PRESENTS
WORST EMPLOYER OF THE YEAR - 2026**

Awarded To:

CLEANAWAY

for their complete disregard for safety, hygiene and workers' pay and conditions



TWU NSW Delegates Conference



THANK YOU TO ALL OUR SPONSORS

The 2026 Delegates' Conference would not have been possible without the ongoing support of our major sponsors. With their support our delegates are now better prepared for building a safer and fairer transport industry!

GOLD SPONSORS

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

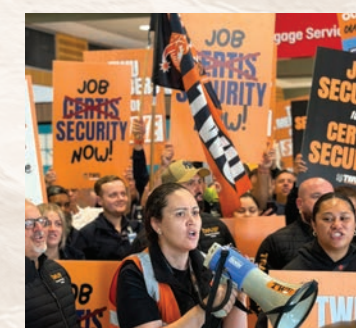
To all of our other sponsors and supporters, the TWU thanks you for your ongoing commitment to transport workers. Your involvement with the TWU helps our members get real value for their membership dollar.



WORKERS STRIKE AT THE AIRPORT

Hundreds of airport workers from Qantas Ground Services, Certis Security and more took protected industrial action this month to push back on Joyce-era employer tactics that fuel job insecurity, industry fragmentation, and rock bottom pay.

With the aviation industry in a crisis of declining jobs and passenger standards, the TWU is calling on airlines and airports making huge profits to fund decent wages and reliable jobs to those who provide these crucial services.



“WORKERS TODAY ARE STANDING UP FOR WHAT AUSTRALIAN AVIATION SHOULD BE: AN INDUSTRY OF GOOD CAREERS THAT FUNCTIONS PROPERLY FOR THE PUBLIC, NOT A VEHICLE FOR EXECUTIVE BONUSES.

“QANTAS MANAGEMENT IS STILL READING FROM THE ALAN JOYCE PLAYBOOK THAT GUTTED ONE OF THE MOST ICONIC AUSTRALIAN COMPANIES IN HISTORY. FOR QANTAS TO RETURN TO THE FLYING KANGAROO THAT WORKERS AND THE PUBLIC USED TO BE PROUD OF, MANAGEMENT NEEDS A FUNDAMENTAL RESET. WE NEED TO SEE THIS COMPANY RETURN TO SEEING ITS STAFF AS AN INVESTMENT, NOT A COST TO BE RUTHLESSLY DRIVEN DOWN.

“STRIKE ACTION IS ALWAYS A LAST RESORT, BUT WE ARE LITERALLY SEEING WORKERS MAIMED AND KILLED KEEPING THESE CRITICAL SERVICES GOING. DISRUPTION TODAY IS A DIRECT RESULT OF QANTAS MANAGEMENT’S APPALLING DISREGARD FOR A RELIABLE LONG-TERM AVIATION SECTOR IN FAVOUR OF BILLIONS IN SHORT-TERM PROFITS.”

- TWU National Secretary
Michael Kaine



“SECURITY STAFF ARE ON STRIKE ALONGSIDE QANTAS WORKERS TODAY BECAUSE THE MOST PROFITABLE AIRPORT IN THE COUNTRY HAS DRIVEN DOWN THEIR WAGES AND CONDITIONS FOR YEARS.

“SYDNEY AIRPORT HAS NO PROBLEM CHARGING THE TRAVELLING PUBLIC A SMALL FORTUNE FOR PARKING, BUT REFUSES TO GUARANTEE DECENT JOBS FOR WORKERS PROVIDING CRUCIAL SAFETY SERVICES.

“SYDNEY AIRPORT MUST STEP IN AND PROPERLY FUND THE COMPANIES IT USES TO CARRY OUT THESE CRUCIAL SERVICES FOR MILLIONS OF TRAVELERS EVERY YEAR.”

- TWU NSW Secretary
Richard Olsen

NATIONAL ROAD DAY OF ACTION



**OUR
TIME
IS NOW**

TWU MEMBERS across NSW and Australia took part in a national day of action against employers from majors and retail who were refusing to offer fair rates of pay and job security to their workers.

Workers taking protected strike action were supported by their fellow members and TWU leadership. For FedEx members, their 24-Hour stoppage was their second protected action of 2026.

Workers were also supported by the new ACTU Secretary, Mel Donnelly.



HISTORIC BUS MEA

NEGOTIATIONS UNDERWAY

NSW BUS WORKERS are seeing years of blood, sweat and tears on the road to respect bare fruit, as compounding, historic victories in 2026 have led to ongoing negotiations for an unprecedented Multi-Employer Agreement (MEA).

Last year, bus members of the Transport Workers' Union spoke truth to power at the Bus Industry Roundtable at NSW Parliament, culminating in bus workers securing the right to negotiate for the MEA, covering over 5000 workers. Following that, the NSW Government also announced \$200 million in additional funding for drivers' wages, to address the Union's claims on stopping the race to the bottom, helping to fill-in the bus driver shortage, and retaining skilled workers.

The ruling represents a generational opportunity to negotiate for better sector standards and pay in the bus industry. This week, Delegates from around NSW caught-up to discuss the MEA negotiation progress.



"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 SECURING AN ADDITIONAL \$200 MILLION IN FUNDING.

"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 - AS WE REACH THE LATTER STAGES OF THE YEAR, SUSTAINED EFFORT AND STANDING TOGETHER WILL BE MORE IMPORTANT THAN EVER."

- TWU NSW Secretary, Richard Olsen



NEGOTIATIONS CONTINUE AS MULTIPLE EMPLOYERS REACH AGREEMENTS

Multiple employers have reached in-principle agreements with worker-led negotiating teams as the 2026 Campaign reaches the latter stages of the year.



IN THE SPAN OF ONE WEEK, industry giants such as Team Global Express, Linfox and BevChain struck in-principle agreements with the Transport Workers' Union, followed shortly thereafter by Toll.

In waste, workers at sites across NSW are beginning to edge closer to satisfactory conditions with their employers. More news will be available over coming weeks.

"TRANSPORT WORKERS HAVE MADE TREMENDOUS PROGRESS THIS YEAR, BUT THE WORK ISN'T OVER. WORKERS HOWEVER KNOW THIS: WHEN WE FIGHT, WE WIN!"

- TWU NSW Secretary, Richard Olsen

In bus, the historic Multi-Employer Agreement (MEA) negotiations are excitingly underway. This follows the Union's tremendous win in securing an additional \$200 million in wages for bus drivers in Winter. Bus Delegates from around NSW recently caught-up for an update on negotiations, and we will have more information to share as they progress.

2026 is the largest campaign in the Union's history, and while there have already been many victories, there is still work to do between now and the end of the year. While some notable companies have struck agreements, some others have engaged in bad-faith behaviour, and the Union is still fighting to hold some of the biggest clients accountable. Charters with some of these clients are promising developments, however workers remain focused on getting into the best possible footing for 2029.



"MAKE NO MISTAKE, IF COMPANIES LIKE TOLL, LINFOX AND TEAM GLOBAL EXPRESS CAN AGREE THAT OUR CLAIMS ARE FAIR, THEN NO ONE HAS AN EXCUSE."

"BECAUSE FAIRNESS IS ULTIMATELY AT THE HEART OF THESE NEGOTIATIONS. FAIR PAY, FAIR CONDITIONS, THE RIGHT TO SECURE WORK. BIG COMPANIES OR SMALL, WE'RE WORKING TO LIFT INDUSTRY STANDARDS ACROSS TRANSPORT AND ENSURE THAT THE FLOOR IS LIFTED FOR EVERY WORKER."

- TWU NSW Secretary, Richard Olsen



**HISTORY MADE
ONE WEEK, THREE IN-PRINCIPLE AGREEMENTS**



GIG WORKERS ACHIEVE WORLD-FIRST RIGHTS

In August, food delivery workers for platforms like Uber, DoorDash and more gained new, world-first rights following years of advocacy, as well as countless groundwork laid by legal officers at the TWU.

THESE GIG WORKERS HAVE ACHIEVED:

- ✓ **Higher minimum pay standards**
- ✓ **Paid for waiting and travel time**
- ✓ **Consultation rights before major changes**
- ✓ **Union delegates and paid delegates leave**
- ✓ **Transparency on how delivery fees are calculated**

In conjunction with Federal and State Transport Reforms, gig workers are now receiving the legal recognition they have been lacking for many years.

TWU LEGAL OFFICERS HELPING WITH NEGOTIATION SUCCESS

Legal Officers from the NSW Legal Team, and Chief Legal Officer Gavin Webb, have spent 2026 helping ensure that ongoing EA negotiations are a success, and that members are protected when exercising their right to take action.

In particular, legal officers have been directly involved in filing successful protected action ballots (PABs), allowing workers at FedEx, Qantas, Certis and more to take action for better pay, conditions and job security this year.

Additionally, the Members Service Centre (MSC) has continued to field countless calls from members and assist with disputes that have arisen, even in spite of the Union undergoing the largest campaign in its history.

The TWU NSW Legal Team and MSC will always fight on behalf of members.



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TRAINING CONTINUES TO BE POPULAR IN 2026

Members and Delegates from across road and aviation have attended HSR training and Delegate training at the Minchinbury office in recent months, as training continues to be popular even with the largest campaign in Union history underway.



TWU Delegate training, and HSR training, has helped empower many hundreds of members to exercise the tools at their disposal to make their workplaces fairer and safer.

As Australia's most dangerous industry, workers in transport know all too well that workplaces with HSRs are safer workplaces. In November, the TWU will once again have an out-size presence at the 2026 SafeWork HSR conference, showcasing our leadership in safety.

If you're interested in becoming a Delegate or undergoing training, speak to your lead official.



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

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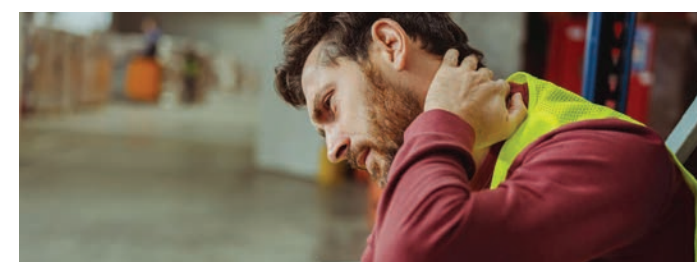
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A HISTORIC YEAR AT THE SUB-BRANCH



The \$200 million funding announcement for bus driver wages from the NSW Government was hard-fought. It's only one of many wins we've locked-in this year.



LAST WEEK I JOINED HUNDREDS OF AIRPORT WORKERS AS THEY FOUGHT TO END THE ALAN JOYCE-ERA JOB INSECURITY THAT'S RIDDLED JOBS AT SYDNEY AIRPORT.

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.

Last week I joined hundreds of airport workers as they fought to end the Alan Joyce-era job insecurity that's riddled jobs at Sydney Airport. Among them were many Certis workers who were taking strike action for the first time.

This came just weeks after our road day of action, where across the country thousands of transport workers stood up for better sector standards and better conditions in their own workplaces. With 200 EAs expiring this year – this is the 2026 campaign in action.

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 Agree-



Catching Up With Bus Delegates

ment (MEA) negotiations going ahead, and, importantly, a \$200 million funding announcement from the NSW Government after hard-fought TWU advocacy.

Our member-led negotiating committee is now deep in MEA negotiations with the bus companies, and we look forward to sharing more details as we get further in. Bus Delegates from around NSW joined us this week for the latest round of

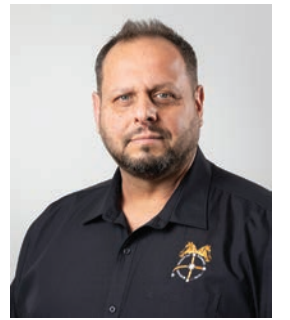
updates. The remainder of these negotiations will be crucial as we take our claims to the wider public and prepare to hold the government accountable as the client in the bus industry. We've seen huge victories elsewhere in Transport, including reaching agreements with Toll and Linfox just to name a few, but I know there are more wins to come this year.

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 FAIR DEALS



The 2026 campaign has already led to some important wins. Where there have been challenges, members have been more than willing to step-up and fight back.



MEMBERS, as I write to you, FedEx have put out their unfair deal to their workforce for the third time. Having been heavily involved in FedEx Negotiations, it frustrates me as much as it does all of you to see their American-style tactics and attempted disregard of their workforce.

Workers, however, have been fighting back. TWU members have taken multiple rounds of protected industrial action, sent a strong message about the future of work and their expectations for fair pay and better sector standards. The impact that has cannot be understated.

It was good to join many of you in these actions over the last few months, including at Enfield where I joined our Delegate of the year, Glenn Daniel, and many of our South Coast members.



Rob was recognised for his 20 years of service with the TWU earlier this month.

The broader 2026 campaign was built on years of victories, but we still knew it would be hard work. The solidarity and effort from members has been incredibly heartening to see – and as we reach more agreements with companies, like our recent win at Toll, I hope many of you will continue to feel that success.

This year, I've been proud to stand side-by-side with many of you at other actions against Aldi, Swissport, and Amazon. It was also great to join so many of you at this year's Delegates Conference – and watching members from across road and aviation show solidarity with FedEx workers on Day 2 will go down as a 2026 highlight.

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.

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 - MEMBERS FIGHTING FOR THE FUTURE

In 2026, we as a Union set difficult goals that come with high expectations. We spent years reaching this moment, to deliver much needed outcomes to serve our membership and prepare for 2029. And because of you, and your contributions, our campaigns are delivering the best possible outcomes for our members.

AS SUB-BRANCH SECRETARY, I am proud to say that our Sub-branch consistently contributes to major campaigns, and have worked tirelessly to make the "Our Roads, Our Skies, Our Future" 2026 campaign a major success. Congratulations to you all!

Workers across road and aviation fought for better standards this year. While some companies reached agreements, others tried to break down the job security of their workforce. And where that happened, workers stood up. A huge shout-out to all of our hard working delegates, members and Officials of the TWU Newcastle & Northern Sub-branch. Our time is now!

JUSTICE IS SERVED BY TWU REPRESENTATION

TWU Delegate Nick Livermore is an Agi driver working for Heidelberg. Nick had his rights at work threatened, and using his knowledge as a Delegate, challenged Heidelberg's threats. Nick was then subjected to severe disciplinary action for daring to speak-up on behalf of himself and his fellow workers, then followed by Heidelberg unlawfully terminating Nick's employment after he sought to reasonably postpone a disciplinary meeting and exercise his right to have his TWU official, Bec Hopkins attend, and represent him.

TWU legal officer Bailey Ryan took on the case, and ran it all the way to a FWC hearing before FWC Deputy President Grayson, whose decision ruled that the actions taken against the Delegate were unlawful, and ordered full reinstatement and penalties.



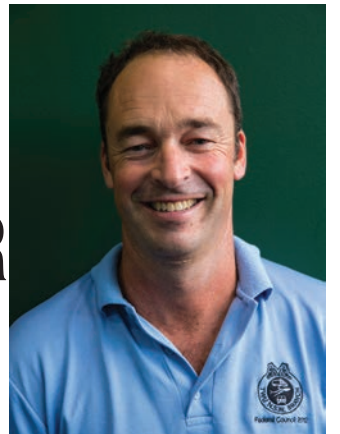
Reinstatements are rare, with only about 10 occurring overall per year. So far in 2026, the TWU has achieved multiple.

TWU Delegate Nick Livermore said: "I'm a proud TWU Delegate and Unionist, and am equally proud of my commitment to being as professional as possible whilst representing my employer as a HV driver. It was proven that I did not deserve to be treated unfairly and unreasonably.

"If it wasn't for my TWU membership and representation, I would have been on my own, and disadvantaged in many ways, including financially. Thanks to the TWU who supported me from start to finish. My message to workers is, that regardless of what Industry sector you are in, it's your legal right to be represented by your Union. I strongly urge all transport workers to join the TWU". "Because when we fight – we win!"



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.



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

BEN SWEANY BECOMES ACTING SUB-BRANCH SECRETARY



Longtime ACT Sub-branch Official Ben Sweany has stepped in as Acting Sub-branch Secretary for the remainder of 2026.

Ben has a long history of working with bus drivers, garbos, and Ambos for better conditions and fairer deals.

Ben is currently helping fight transport fragmentation as part of the 2026 campaign.

In August, Ben joined members from the ACT and across NSW at the 2026 Delegates Conference.



Sub-branch members at FedEx have had a hard fought battle once again this year with one of the multinational enterprises, FedEx. FedEx have an imported business model that is deliberately designed to break down job security, exploit vulnerable workers, and expand AI at the cost of hard working employees and their families.

This year, workers from across multiple companies and sectors turned out to support picket lines across the country, in protest against the unfair FedEx model, and in support of job security, reasonable pay increases that at least keep-up with the cost of living, and a fair-go for all FedEx workers, including DSCs.

In 2026, transport workers made themselves clear. They're "Fed Up with FedEx!"

TWU Carrington Delegate, Kev Johnson said,

"Many members are concerned about our future of work, the introduction of "Gig" style workers and unrestricted use of "AI". Without minimum standards and enforceable protections in our agreement, it all adds up to a direct threat to job security, and our ability to pay the bills and provide for our families into the future. We don't want to exercise our industrial right to take action, but we have no other choice!"

Mick

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

BIGGEST YEAR EVER

It's been the biggest year ever for your mighty TWU.

This year, tens of thousands of workers have been standing together to lift standards across our industries in our biggest campaign ever: Our Roads, Our Skies, our Future.



OUR UNION POWER has skyrocketed as thousands more have joined the TWU for our biggest fight ever.

This year we have demonstrated over and over that when we fight, we win.

WE ARE MAKING THE CLIENTS PAY.

In 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 coping the full brunt of skyrocketing increases.

We have won ground-breaking new TWU supply chain charter commitments from Target, K-mart, Bunnings, Officeworks and Priceline to turbo charge safety, pay and union membership across road transport.

And Airports and Airlines will now be held to account through a new Aviation Industry Coordination Council promised by the Federal Government, won after years of fighting our Safe and Secure Skies campaign.

WE'RE LIFTING SECTOR 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've applied for maximum 30-day payment terms in road trans-

port, pushed to put a stop to sham contracting once and for all, and reached a historic agreement on standards across parcel delivery, now going through the Fair Work Commission.

We have seen the commencement of 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.

And we've taken member-led action like never before.

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

In road transport, they've taken protected industrial action at FedEx, K&S, Border Express, Qube, DHL, Sadleirs, Goldstar and more, and in aviation, QGS, AAE and Certis.

We've settled strong agreements in some companies, including first-ever future of work protections, with more to come,

WE'RE NOT DONE YET.

With a huge 5,000+ new member joining our fight, and more joining every day, it's time to keep the pressure up to lift standards, make clients pay, and make our industries better.

This is the year we're taking back Our Roads, Our Skies and Our Future.

Michael

You said it on Facebook:

10 September 2026:

Thousands of Transport workers took action across Australia today, as they fought for a fairer, safer industry. In NSW, workers at sites across the State stood up for better standards and a better workplace.

At FedEx Enfield, NSW Secretary Richard Olsen joined ACTU Secretary Mel Donnelly in calling for major clients to take responsibility for standards in the road transport sector



Betty McDeed

Great work- keep it up. Very proud of you

21 August 2026:

Great to catch-up with members from Toll Prestons PM shift, and chat about the industry fightwelcome step to ending that fragmentation, and we call on all of the other companies watching to come to the table and be part of the solution.

"When these companies can come to these agreements, no one else can tell us that they have an excuse. For those yet to come to their senses, it's time to join the right side of history now, instead of being dragged into."



Don McPherson

Give them hell guys. I miss that side of working at Toll but Michael, Nick and Richard will be leading the good fight



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

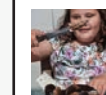
1 September 2026:

TWU Road: At Conference last week, we heard from Transport workers across road and aviation.

On our Road Panel, we talked about setting industry standards across road transport, and discussed updates across majors, waste, bus and more.

The panel were also happy to be joined by FedEx Delegate Glenn Daniel, who just the day earlier won the Conference's Delegate of the Year award for the work he's put in over many years - including now in 2026 - to fight for job security and better standards at FedEx.

TWU Delegates will always fight to lift industry standards and hold employers accountable



Glenn Daniel

Great honour. Greatly appreciated proud to be TWU.

19 August 2026:

Welcome to our new members from Smeaton Grange - pictured here this week with their Delegate. Thanks for putting your trust in your Union!



John Austin

Welcome brothers. Since Gladys and the Libs tendered out bus regions us drivers have always been in the firing line of costs savings and a race to the bottom. United as a union is the only way we can stop the drop of conditions and wages

Nick McIntosh Recognised for 20 Years Service to the TWU



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