



ON THE MOVE

TWU QLD: RANK-AND-FILE STRENGTH

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**WHEN WE FIGHT,
WE WIN**

CONTENTS

2 CONTACT YOUR UNION

3 RICHARD OLSEN

Remarkable achievements

4-5 Our transport reform laws are here

6 JOSH MILLROY

Stronger than ever

7 Celebrating our wins @ Delegates Conference

8 Armaguard FWC win

9 TWU wins school bus driver wage increase

10-11 Safe and Secure Skies Commission crucial

12 Historic win at Linfox Fuel

13 Massive win @ Chemtrans

14-15 POSTER

Winning @ Qantas

16 Regional AGMs celebrate a big year

Superannuation at K&S

17 QCU UPDATE

Reproductive Health Leave for every body

18 NATIONAL UPDATE:

When we fight, we win!

19 Our first female National Assistant Secretary

20 Working together at the Cleanaway Alliance

FedEx members say yes

21 Congratulations Brad, Delegate of the Year

22 Trident Security backpay win

Toowoomba Regional Council

23 Lindsay Transport nightshift win

24 Life's a joke & Kids Corner

25 Maurice Blackburn fights for Cam & Jarrod

26-27 Work safe = Home safe

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If you'd like to share your stories, news, pictures, letters, and feedback, please call us on 1800 804 533. You can reach us by email at info@twuqld.asn.au, or send mail to On the Move, PO Box 452, Cannon Hill 4170.

REMARKABLE ACHIEVEMENTS



THIS YEAR has been one of remarkable achievements for our union, driven by the relentless dedication of our members. None of this would have been possible without you – standing together in solidarity during strikes and protests, attending yard meetings, and never backing down when the going got tough.

We kicked things off in February with a landmark victory when Qantas was forced to pay \$271,000 for wrongly standing down Theo Seremetidis, a brave HSR who spoke up about safety concerns during COVID-19. It was the first time an airline had been criminally prosecuted and convicted for breaking health and safety laws.

The airline now faces a multi-million-dollar compensation bill after illegally sacking hundreds of workers during the pandemic, with the Federal Court ordering a payout of \$170,000 to three former employees.

In August, Transport Reform legislation was passed into law after more than two decades of relentless campaigning by you. This historic win means we now have our own road transport division of the Fair Work Commission. This is a powerful tool to lift standards for all transport workers, combat the exploitative Amazon Effect, and save lives on our roads. But the fight isn't over; we must test these groundbreaking tools and push them to their full potential.

We've also had a number of great wins across Queensland and Australia in our road transport

major, our retail targets and across the bus and waste industries.

I'd also like to reflect on the Queensland Delegates Conference this year, where over 200 of you came together in a powerful display of union strength and solidarity. Shoulder to shoulder, we took the fight to Aldi, making sure workers' voices were heard loud and clear. None of this would have been possible without the tireless efforts of our members.

As we look ahead to 2025, our focus is on continuing to utilise our world-leading Transport Reform legislation, and exercising the powers of Queensland's Chapter 10^a legislation. It's crucial to provide greater protections for owner-drivers in the face of the gig economy and dodgy contract practices.

This union is nothing without its members. Together, we are unstoppable.



Yours in Unity

Richard Olsen
Branch Secretary

OUR TRANSPORT REFORM LAWS ARE HERE

After an enormous two-decade campaign from TWU members, ground-breaking transport reform legislation was passed by Federal Parliament earlier this year and came into effect on 26th August. This marks the beginning of the biggest shakeup of the transport industry in Australia, putting us well on our way to securing better rights, conditions, and job security.



WATCH: Our short documentary on the 20+ year campaign to win reform



READ: This booklet includes all the info you need on reform and how we can use it

WHAT DO THESE NEW LAWS MEAN?

1 A POWERFUL VOICE FOR TRANSPORT

The TWU will sit on a **Road Transport Advisory Group** to give workers a powerful voice and lead industry consultation to recommend safe, fair, sustainable standards to the FWC.

This includes sub-committees depending on the standards being applied for, which the TWU will be part of convening.

2 ADDRESSING DEADLY PRESSURE

Standards will apply throughout supply chains, **stopping the squeeze from wealthy clients** that puts deadly pressure on operators and drivers.

3 JOB SECURITY FOR ALL

Standards to end exploitation in the gig economy and protections against unfair contract terminations will mean all transport jobs and the standards protecting them will be more secure.

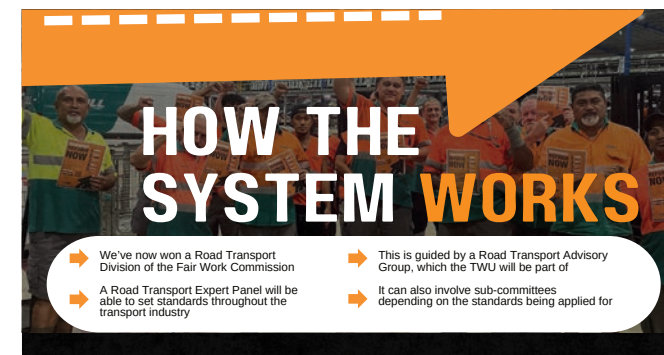
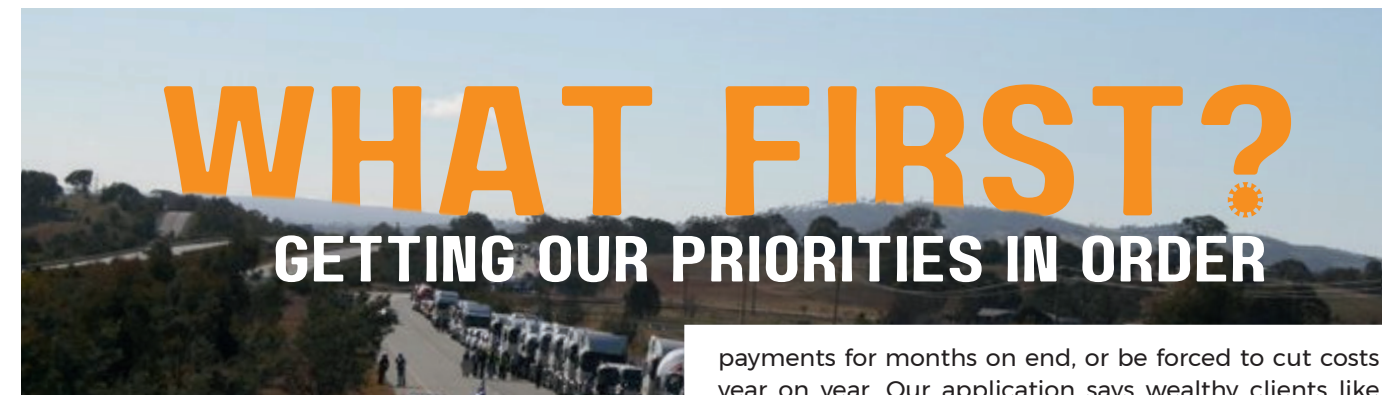
Some of these rights will be automatic.

4 ALL TRANSPORT WORKERS WILL BE COVERED

The FWC can set standards for any section of the transport industry, covering anything related to transport.

Under the legislation, a new **Road Transport Objective** must be satisfied, which is for a safe, sustainable and viable transport industry.

This is a system for all TWU members.



OUR FIRST APPLICATIONS

We wasted no time using the new laws to start reshaping the industry.

In the first week of the laws, we made applications to address the most exploited parts of the market, so we can get an immediate safety net in place and begin reversing the race to the bottom.

We'll follow these with further applications as we work through more complex issues, but we need everyone in the union to make the most of the laws.

FOOD AND BEVERAGE DELIVERY

18 food delivery riders have been killed in recent years. We need an urgent safety net to ease deadly pressures to rush and stay on the road too long. Our application for food delivery riders and drivers standards covers:

- A safety net on pay and entitlements, ensuring cost recovery and a living wage
- Company-funded entitlements including superannuation, personal injury insurance, PPE, and safety training
- Notice of termination of a contract, or payment in lieu of notice
- Worker representation
- Dispute resolution and consultation rights

CONTRACT CHAIN ORDER

Over the last decade, more than 3,500 transport businesses have become insolvent. Operators and owner drivers on razor-thin margins can't afford to chase

payments for months on end, or be forced to cut costs year on year. Our application says wealthy clients like retailers, manufacturers and oil companies would be required to:

- Pay operators/drivers in full within 30 days
- Remove payment terms that pressure operators or drivers into lowering costs over the duration of a contract

LAST MILE DELIVERY

The Amazon Effect has dragged down standards across transport supply chains. We're tackling it with applications to lift standards for gig workers at AmazonFlex and owner-drivers at companies like Aramex, ANC and CouriersPlease:

- Minimum hourly rates that ensure cost recovery and a living wage
- Company-funded superannuation, safety training and paid rest breaks
- Notice of termination of a contract, or payment in lieu of notice
- Worker representation
- Dispute resolution and consultation rights

THIS IS JUST THE START

Change takes time, but if we want to get things right that time will be worthwhile. Every step of the way we'll be consulting with members about how we can make road transport safer and fairer.

We'll be working with delegates, members and the industry on future applications including the next tranche. These first applications are about creating an immediate safety net while more complex applications are considered.



STRONGER THAN EVER

AS WE APPROACH the end of 2024 as a Union, we look back on a very successful year for our members.

With over 3% financial membership growth for the TWU in Queensland, we continue to rise from strength to strength and stand out in the field of private sector unions.

This ongoing growth over the last few years has allowed us to put on more organisers, staff, delegates and HSRs, expanding our ability to best represent you and your workmates, and win better agreements for transport workers.

Our goal as a union is to give transport workers a powerful voice. Every day we're gaining more union power, we can fight that little bit harder for our members in road transport, aviation, waste, public transport, the gig economy, and everything in between.

Since our last edition of On The Move, it's hard to look past what was an excellent State Delegates Conference in early September.

We hosted 200 delegates at the Sofitel in Brisbane over two days where we had panels, keynote speakers, special guests, industry breakout sessions, a fantastic dinner and awards night, and our mass action at Aldi to protest the company's woeful safety standards and



OUR GOAL AS A UNION IS TO GIVE TRANSPORT WORKERS A POWERFUL VOICE

low wages throughout their transport supply chain.

Our delegates are such a crucial part of our Union. Together we have managed to secure some incredible wins for our members – members who are counting on us to do so.

None of this would have been possible without the industrial strength of our members, led by our delegates, site by site, company by company, across Queensland and the nation.

In October, we also saw a historic win for Qantas workers.

Following relentless TWU campaigning and tireless work

from our members, delegates and officials, over \$100 million in compensation for economic loss and hurt and suffering will go to the 1700 workers who were illegally sacked by Qantas in the pandemic.

We've also had massive wins here in Queensland, from winning over \$1M in backpay for Armaguard members, to our bus members winning a \$165M pay adjustment to bring their wages to \$35ph by next year.

And the year is not over yet – we are currently preparing for industrial action across waste and aviation to lift standards. By taking a whole of industry approach and targeting the economic employers through supply chains, we are continuing to build power for our members.

On behalf of the team at the Transport Workers' Union, Queensland, I'd like to wish you and your family a Merry Christmas and a safe and happy New Year.

Thank you all for your commitment to the Union over the last year, and I look forward to catching up with many of you in the new year as we dive into an even stronger 2025.

Yours in Unity

Josh Millroy
Director of Organising



In September, 200 of our TWU Delegates from across the state came together for our biannual State Delegates Conference. This was a chance to celebrate all of our amazing wins over the past 24 months, and discuss the exciting campaigns and opportunities that are upon us.



WE HEARD FROM DELEGATES from every industry, special guest speakers, thought-provoking panels, other Unions from around Australia and the world, and our TWU Officials.

Delegates held a mass action at Aldi calling on the company to sign a charter on supply chain safety with the TWU. We've heard horror stories from members across the country about serious injuries, woeful standards and outrageously low wages at both Aldi distribution centres and at their transport contractors.

Delegates rounded out the conference with industry breakouts and a collaborative session, bringing us all together to discuss our common goals, despite coming from many different industries.



TWU WINS SCHOOL BUS DRIVER WAGE INCREASE

TWU QLD welcomes the State Government's announcement of a wage increase for school bus drivers.



TWU BUS DRIVERS from across Queensland have led a long campaign for pay rises and better job conditions, resulting in the first wage increase investment in late 2023. The TWU's member-led 'Our Public Transport' campaign has delivered record wage and safety increases for Queensland bus drivers. This announcement reflects the vital role these workers play in getting our kids to school and keeping our communities moving. Bus drivers have already started receiving their first increases and backpay. These workers will be on \$35.04 per hour from July 1 2025.



ARMAGUARD FWC WIN

Congratulations to our TWU Members at Armaguard who have fought for and won massive back pay after losing their paid meal breaks alongside the TWU Industrial Team and Organisers!

WHEN ARMAGUARD stopped paying meal break payments to employees in August 2021 during the agreement, we were outraged. We weren't going to let that happen without a fight. The Delegates took the case to our Organiser and Industrial team. As always, the TWU was up for the fight. We took this matter to the Fair Work Commission to be arbitrated, after two days of hearings in August 2023 the Commissioner decided in our favour in a 140pg judgement in April 2024.

Armaguard still didn't get the message though and appealed the matter to a full bench of the Fair Work Commission. The matter was heard in Sydney in June 2024 and after three months of deliberation the full Bench confirmed that the Commission had made the correct decision and dismissed Linfox Armaguard's Appeal. This is a huge win for our Armaguard members that will cement an enormous amount of back pay, as much as \$2 million, for these hardworking members. The TWU is relentless, and when we fight, we win!

YOUR FEES

TWU fees will be raised by \$1.65 +gst per week starting 1 January 2025. Our Union's decision to freeze fees after the COVID pandemic has kept our dues comparatively low. Paying your Union fees ensures you are fully covered by our representation and can access all of the benefits we have to offer. 15c per week of this increase will be quarantined for a strategic and legal campaign fund so we can take the fight to big companies in court, like Qantas after the illegal sacking of their workforce. These legal fights aren't cheap, but we'll never back down. On average, Union members are paid \$300 more per week than their non-union colleagues. We'd also like to remind members that your fees are 100% tax deductible.

WE'LL KEEP FIGHTING FOR YOU.

TAKING THE FIGHT TO BUS QUEENSLAND

A SERIES OF LEAKED internal documents obtained by the TWU have raised serious concerns about Bus Queensland, one of the state's largest bus companies operating lucrative Translink contracts, in relation to compromised public and driver safety, and a failure to pass on pay increases. The internal memo from operator Bus Queensland, confirms that they are putting a stop to the Community Safety Officers currently present on Queensland bus routes, going against State Government advice and a funding agreement designed to keep passengers and drivers safe.

These Senior Network Officers work to ensure the safety of drivers and passengers. Bus Queensland are knowingly putting their customers and employees at serious risk. This also coincides with a worrying spike in unsociable behaviour on our public transport. The TWU has further uncovered another internal memo from Bus Queensland, where they inform drivers that they have refused State Government funding and will not be passing along a massive Union-won pay increase, in a move betraying their workers during a cost-of-living crisis and contrary to their own Enterprise Agreement. This pay rise also served as a way to recruit and retain more drivers, as Queensland continues to experience bus driver shortages, leading to cancellations and increased pressure on traffic and congestion as Queensland grapples with increased population growth and the preparation for the 2032 Olympics.



Both of these funding packages from the State Government were delivered following long campaigns from TWU Members and bus drivers across the state. This series of decisions made by Bus Queensland are not only a betrayal of the state's hard working bus drivers, but present a significant risk to the passengers of Queensland. We met with TWU Member, Storm, who had a gun pulled on him while driving for Bus Queensland in Ipswich, just days after handing in his two weeks' notice. Storm had made the tough decision to resign from the job he had once loved, after a series of serious assaults, incidents and ongoing disrespect from Bus Queensland. The TWU's ongoing pressure on Bus Queensland has led to countless media articles, TV news stories and radio interviews. This relentless campaign continues, sign our petition for these workers to get their hard-earned pay rise!

SAFE AND SECURE SKIES COMMISSION CRUCIAL

It's been a tumultuous few months in aviation with the collapse of Bonza and the administration of Rex, which makes our calls for a Safe and Secure Skies Commission even more urgent. We're committed to making aviation better for all workers and we've been making big strides towards lifting standards across the airport.

SAME JOB SAME PAY FOR JETSTAR CABIN CREW



TWU MEMBERS have campaigned for years for Same Job Same Pay laws to combat the Qantas model of moving work to different companies to pay people less.

We won those laws last year and we've now filed applications in the Fair Work Commission to bring the pay of Altara and Team Jetstar workers in line with directly-hired workers at Jetstar.

IMPROVING WAGES AND CONDITIONS IN GROUND

MEMBERS at dnata ground have pledged to take action to achieve a fair offer, while Menzies workers are keeping up the pressure to win a strong national agreement. At the same time multi-employer bargaining continues at Menzies and dnata, a chance for us to lift standards across ground.

Meanwhile dnata catering members are gearing up for bargaining by completing surveys on their priorities for this agreement.

REX ADMINISTRATION

WITH THE REX administration process continuing, the TWU is working to minimise the impact on hard-working families.

Discussions with EY and government: we're continuing discussions about how entitlements and redundancy monies can be accessed as soon as possible, and pressing the government to take an equity stake in Rex.

Re-deployments: we're working with other companies like Virgin and dnata on re-deployments, and some ports have already seen Rex workers re-deployed.

Administration: the TWU is now on the Committee of Inspection for the administration process on the sale and updates on entitlements, and will be ensuring workers' voices are heard.

IN-PRINCIPLE AGREEMENT FOR VIRGIN PILOTS

IN JULY, TWU Pilots at Virgin led the charge to VOTE NO on an agreement that did not correct major cuts to pay and conditions they agreed to during the airline's administration.

It followed Virgin cabin crew and ground crew both moving towards Protected Action Ballots last year before settling agreements with the company.

After months of negotiations and assisted bargaining in the Fair Work Commission, pilots have now secured an in-principle agreement with Virgin significantly restoring pay and conditions, such as:

- ✓ Up to a 21% pay increase over three years
 - ✓ Protection of annual leave and duty rig provisions
 - ✓ More part-time positions for better work-life balance
- We'll keep pushing for Virgin to address rostering and fatigue issues. With profits soaring and a new CEO on the horizon, now's the time for Virgin to truly listen to their pilots and put safety first.



DAMNING QANTAS GOVERNANCE REVIEW

Former Qantas CEO Alan Joyce has had \$9.26 million withheld from his pay after a damning review of Qantas found:

- ✗ There was a "focus on financial performance before stakeholders"
- ✗ Qantas' "strong safety culture was not representative of the leadership culture."
- ✗ There was "too much deference to a long-tenured CEO"

Following the report, general counsel Andrew Finch has been the latest Qantas exec to be shown the door.

Congrats to TWU members who have forced the company to begin reconsidering its toxic culture towards workers.

We are still awaiting a final figure for the recently won compensation for the 1700 illegally-sacked workers

QANTAS EXIT ROW:



ALAN JOYCE



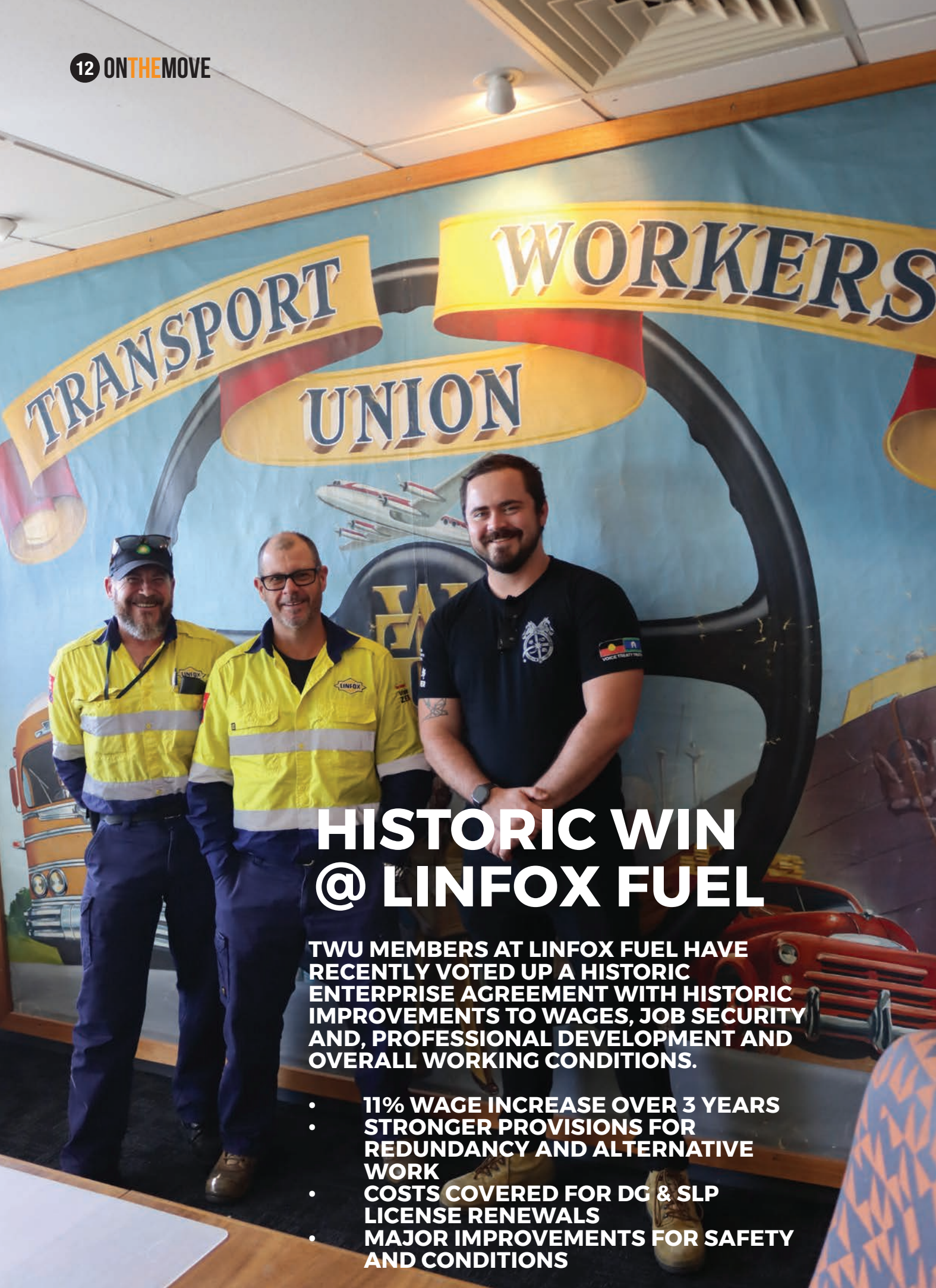
RICHARD GOYDER



ANDREW DAVID



ANDREW FINCH



HISTORIC WIN @ LINFOX FUEL

TWU MEMBERS AT LINFOX FUEL HAVE RECENTLY VOTED UP A HISTORIC ENTERPRISE AGREEMENT WITH HISTORIC IMPROVEMENTS TO WAGES, JOB SECURITY AND, PROFESSIONAL DEVELOPMENT AND OVERALL WORKING CONDITIONS.

- 11% WAGE INCREASE OVER 3 YEARS
- STRONGER PROVISIONS FOR REDUNDANCY AND ALTERNATIVE WORK
- COSTS COVERED FOR DC & SLP LICENSE RENEWALS
- MAJOR IMPROVEMENTS FOR SAFETY AND CONDITIONS

MASSIVE WIN @ CHEMTRANS



TWU MEMBERS AT K&S CHEMTRANS ARE ENJOYING A MASSIVE WIN AFTER REACHING AN IN-PRINCIPLE AGREEMENT WITH THE COMPANY

- ✓ 18% PAY RISE OVER 3 YEARS
- ✓ 10% PAY RISE WITH BACK PAY SINCE MAY 2023
- ✓ RETAINED ALL OUR STRONG UNION CLAUSES INCLUDING INDUCTIONS, YARD MEETINGS, SAFETY AND JOB SECURITY

**THIS GOES TO SHOW THE POWER
OF STRONG UNION DENSITY
STANDING TOGETHER!**



In October the Federal Court officially ruled that compensation (for both economic losses and hurt and suffering) must be awarded to the 1700 illegally outsourced Qantas workers.

Compensation for non-economic loss will be based on a range of \$30,000 to \$100,000, while economic loss compensation will be limited to a year after the outsourcing decision.

A huge congratulations to every single worker who has stood together over the past four years in this fight for justice! This win wouldn't have been possible without your incredible courage and resilience.

WINNING @ QANTAS

Separately, we've also applied for Same Job Same Pay application at Qantas Freight.

At Qantas Freight, workers doing the same job are employed by different companies—earning different wages and conditions. We've filed applications for Wymap and Programd labour hire workers to receive equal pay, and we're looking at other ways we can raise standards for all groups.

This is all part of rebuilding jobs that were decimated under Alan Joyce's Qantas

We also joined AWU, ETU and AMWU's Qantas Engineers' Alliance at Brisbane Airport.

In September, TWU joined the Qantas Engineers Alliance at Brisbane Airport for their industrial action.

The alliance, consisting of AWU, AMWU and ETU members took strike action over the last four years of wage freezes.



IF THERE'S ANYONE WHO KNOWS HOW TO TAKE THE FIGHT TO QANTAS (AND WIN!) IT'S TWU MEMBERS! WE'RE PROUD TO STAND IN SOLIDARITY WITH OUR FELLOW AVIATION WORKERS.

REGIONAL AGMS CELEBRATE A BIG YEAR



To round out 2024, the Union held Annual General Meetings across Queensland in our regional centres to catch up over a drink and celebrate a strong year.

From up in Cairns, all the way down to the Gold Coast and everywhere in between, Union power is strong, and our Members are proud to be TWU.

Our regional Organisers also presented a number of awards to outstanding local Delegates and Members. Congratulations to all!



SUPERANNUATION WIN AT K&S

TWU MEMBERS AT K&S IDENTIFIED ISSUES WITH THEIR SUPERANNUATION AND AFTER RAISING IT WITH THE COMPANY IDENTIFIED THAT THEY HAD FAILED TO PASS ON AN ADDITIONAL 2% SUPER INCREASE. THE INCREASES AND SUPER GUARANTEE WERE PART OF THEIR HARD-FOUGHT EBA WIN.

THE COMPANY ACKNOWLEDGED THIS ERROR AND IS NOW WORKING ON THE SUPERANNUATION BACK PAY.

THIS PUTS THESE K&S MEMBERS ON AN INDUSTRY LEADING 15% SUPERANNUATION!

REPRODUCTIVE HEALTH LEAVE: WINNING FOR EVERY BODY

Last year, TWU Queensland captured the attention of national media, leading the state with calls for reproductive health leave following a survey of members. Now Queensland Unions' are campaigning for 10 days reproductive health leave to become a national employment standard.



REPRODUCTIVE HEALTH Leave describes an entitlement that provides leave and flexibility for workers to address reproductive health issues that impact on their capacity to work or take preventative measures like health screening.

The Queensland Council of Unions formerly launched the 'It's For Every Body' campaign to win reproductive health leave earlier this year. The campaign was quick to grow support, with the Miles Labor government announcing their commitment to 10 days paid reproductive health leave for all Queensland state and local government public sector employees on May Day.

In June 2024, the campaign was adopted at ACTU Congress as a claim as a claim for 10 days paid reproductive health leave to become a national employment standard.

Just this month, a delegation

of 37 union strong activists took It's for Every Body to Canberra, meeting with political decision makers at Parliament House in a bid to secure their all-important support for reproductive health leave in the national employment standard. This delegation shared personal stories, research and candid experiences in support of important change.

A petition to the Minister for Employment & Workplace Relation, Murray Watt, and Minister for Health, Mark Butler, has also been launched.

Research, including a recently released report from the McKell Institute, alongside recommendations included in a Senate Inquiry into reproductive leave, unanimously support reproductive health leave as an essential entitlement for all working people.

The benefits of reproductive health leave are felt across the board and include prevention

IT'S FOR
EVERY
BODY

through early screening, increased productivity, breaking down existing stigma around reproductive health issues and reduced absenteeism.

This campaign is about enshrining historic, generational change that will positively benefit every body on a national scale. It is a campaign for lasting progress for workers. Which is everything union members fight to do.

Find out more www.itsforeverybody.au or scan the QR code below.





TWU MEMBERS are renowned across the country for taking action together to achieve breakthroughs in legislation, in workplaces, and to lift the transport industry as a whole. We convoy, we protest, we strike when we need to, we lobby, we stand together through bargains and workplace disputes, and we do not relent. When we fight, when we make our demands with one powerful voice, when we stand strong and united right across the industry - **we always win.**

On August 26, after our biggest, boldest two-decade fight, brand new transport reform laws came into effect. Now, we have our very own road transport division of the Fair Work Commission – something no other industry has. This is an incredibly powerful tool to lift standards for all transport workers, to eradicate the exploitative Amazon Effect, and to save lives on our roads. It came from an almighty fight – and now the fight continues to use this ground-breaking new tool to its full potential.

During the first week of reform going live, we submitted our first applications to the new system. To provide an immediate safety net for some of the most vulnerable workers in transport.

The absence of standards in the gig economy has exploited gig

workers, and threatened good, secure jobs right across the industry. Our applications for standards for gig food delivery riders, and last mile AmazonFlex gig workers and owner drivers call for a safety net on pay, cost recovery, superannuation, safety training, consultation rights and more. It's the floor we need beneath an industry that has been in freefall – and we will fight like hell for it.

STRATEGIC CAMPAIGNS

At the TWU we are strategic. We know the purse strings are pulled by those at the top of the supply chain, with a devastating effect on safety and fairness. That's why we fought to ensure transport reform would include contract chain provisions to hold wealthy clients like Aldi to account.

We're using these provisions immediately, with an application for fair payment terms. The applications provide an urgent fix to the practice of wealthy clients delaying payment or attempting to cut rates year on year, putting financial strain onto operators and drivers.

The squeeze on supply chains from wealthy clients like Aldi has for years caused deadly pressure on operators and drivers to cut corners in safety to stay afloat. It is literally a matter of life or death for these clients to be paying safe, sustainable rates for the

transportation of their goods. But we know they won't pay their fair share unless we demand it, and keep demanding it. That's why in addition to these new laws, we are preparing to take on the fight to hold clients to account.

In 2026, over 250 agreements expire at the same time. Agreements that span road transport and aviation. This gives us a powerful opportunity to turn the tide and demand that clients act responsibly, pay good transport operators their fair share, and ensure all transport workers in their supply chain can make a safe, decent living.

And that's not the only fight happening. In aviation, we're utilising the Same Job Same Pay laws we campaigned for in Jetstar cabin crew and have plans for other workgroups like Qantas freight. We're exploring multi-employer bargaining for ground workers. And we are ramping up our campaign for a Safe and Secure Skies Commission to reset and rebalance the industry. To give workers a voice.

We are stronger together, and better yet, we know how to deploy that strength to improve the lives of transport workers up and down the country. **We fight, and we win.**

**TWU National Secretary
Michael Kaine**

OUR FIRST FEMALE NATIONAL ASSISTANT SECRETARY



JUST PRIOR to National Council, National Assistant Secretary Nick McIntosh was elected to the NSW/Qld (interim governance) branch to work closely with members to utilise brand new laws. Former TWU Chief of Campaigns Emily McMillan was then elected by Council as National Assistant Secretary – the first woman to ever take up the position.

We caught up with Emily to find out about her proudest moments at the TWU so far, and her vision for the future.

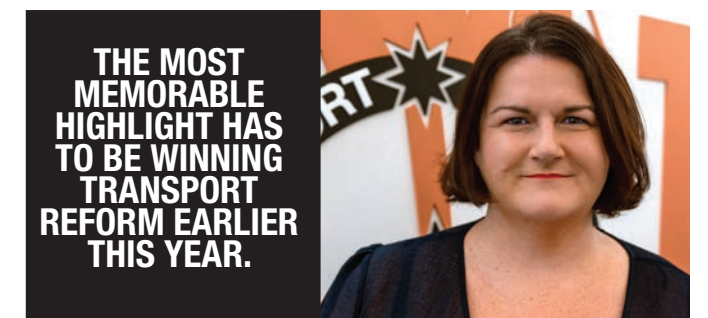
EMILY, WHAT HAVE BEEN SOME HIGHLIGHTS FROM YOUR TIME AS TWU CHIEF OF CAMPAIGNS?

- ✓ There are so many moments that spring to mind over the last 9 years at this amazing union:
- ✓ Coordinating mass bargaining and protected industrial action nationally across major transport companies in 2021, winning strong job security deals.
- ✓ Huge national convoys, political lobbying and protests for transport reform.
- ✓ Defeating Qantas in the Federal Court, Full Court of Appeal and High Court for the illegal sacking of 1700 workers, and working with members across the country to hold action after action to expose Qantas' outrageous behaviour.
- ✓ Campaigning across road and aviation for Same Job Same Pay, which is now law.
- ✓ Launching the campaign for exploited gig economy workers and supporting members to take up the first test cases for underpayments, unfair dismissals, and workers compensation.
- ✓ Holding national days of action at Aldi and airports over their supply chain responsibilities for safe, secure jobs.
- ✓ Securing strong work-life balance agreements in Virgin ground and cabin crew after the first ever protected action ballots.
- ✓ Opening multi-employer bargaining talks for aviation ground workers.
- ✓ Making the case for a Safe and Secure Skies

Commission.

- ✓ Welcoming thousands more members into the union, strengthening delegate structures and training, and supporting more HSRs to keep workplaces safe.

But the most memorable has to be winning transport reform earlier this year, and putting in the first three applications under the world-first system in August. A two-decade campaign for laws we know will save lives and improve lives for thousands upon thousands of TWU members.



WHAT ARE YOUR AMBITIONS FOR THE TWU IN YOUR FIRST THREE YEARS AS NATIONAL ASSISTANT SECRETARY?

- ✓ Bring TWU members together to utilise new road transport laws
- ✓ Leverage the enormous opportunity to lift standards across the industry in 2026, with over 250 enterprise agreements expiring at once
- ✓ Aviation workers campaign and win support for a Safe and Secure Skies Commission to reset and rebuild the industry
- ✓ Hold supply chain clients like Aldi, Amazon, airlines and airports to account for good, secure jobs through mass actions in each state
- ✓ Grow the union to maximise our power
- ✓ Welcome more women and members from diverse backgrounds into the union
- ✓ Diversify our reach by exploring new technology, such as for gig workers

WORKING TOGETHER AT THE CLEANAWAY ALLIANCE

Cleanaway workers from various Brisbane City Council yards have come together to form the Cleanaway Alliance.



THESE MEMBERS first came together in May for an evening at TWU House to discuss the early stages of their EA. This room was full of many brand-new members, including some who joined the TWU on the night.

These workers know that there is strength in unity, and they look forward to keeping up the pressure on Cleanaway to get some great outcomes.

The cost of living in Brisbane has skyrocketed in recent years, and TWU members are digging in to get an agreement that provides a fair industry rate of pay in order to help them stay afloat while providing for their families. These workers are charging ahead with a PAB, and are ready to stand up and fight back!

FEDEX MEMBERS SAY YES

Congratulations to thousands of TWU union members across FedEx who have stood united to deliver a major lift to pay and conditions over the coming years. FedEx members have now voted overwhelmingly in favour of their new EA.

THESE MEMBERS have also ensured that FedEx withdrew all claims that would have undermined their existing conditions.

- ✓ 9.25% Pay Rise Over Two Years
- ✓ Career Progression Opportunities
- ✓ 14% Superannuation by End of Agreement
- ✓ Improved Parental Leave and Mental Health Training
- ✓ Stronger Voice at Work



CONGRATULATIONS BRAD, DELEGATE OF THE YEAR

BRAD OSLAND from has been on the linehaul committee, national consultative committee and has been a linehaul delegate for years at TGE Karawatha.

Brad spends his days talking to drivers, recruiting new drivers to the union and negotiating all the local linehaul agreements in Queensland.

Brad received the Queensland Delegate of the Year award in recognition of his outstanding commitment to his colleagues, Union values and industry.



FULL LIST OF WINNERS: TWU DELEGATES CONFERENCE AWARDS



Aviation
Delegate of the Year
Ian Cruise - Menzies



General Transport
Delegate of the Year
Franck Herisson - FedEx Redbank



Grant Mitchell Award for Lifetime Achievement
Maria Tomack - Snapfresh



Bus Industry
Delegate of the Year
Henry Adsett - Sunshine Coast



Waste Industry
Delegate of the Year
Justin Scott - Cleanaway Logan



Neil Conway Award - Health and Safety Campaign
BCC Veolia Delegates and HSRs

CONGRATULATIONS TO ALL OF OUR WINNERS!

While these legends have shown outstanding dedication, our Delegate of the Year winner, Brad, put it beautifully on Wednesday night, saying all of our Queensland Delegates deserved to be recognised for their work.

TRIDENT SECURITY BACKPAY WIN



IN JUNE this year TWU Delegates and Organiser Shane put a claim on the company that they were not paying overtime correctly for the 17 months these employees were covered by the Security Services award. On some occasions, the company

was rostering people 13 hours per day and paying them as ordinary hours (The award is max 10 ordinary hours per shift).

Following strong pressure from the TWU Members and Industrial team, we forced Trident to conduct a thorough audit of

these issues.

Recently the company added back pay to members' bank accounts, with figures that will go a long way for these deserving workers. This is another great win for our Members at the Sunshine Coast Airport,

TOOWOOMBA REGIONAL COUNCIL

COUNCIL FAILED to properly consult on change to work hours for outside staff. Affected TWU members led the pushback and we were able to dispute the decision and invoke the status quo clause in the agreement.

Council had another case relating to consultation when they tried to change on-call arrangements without talking to affected workers. This was also abandoned using the status quo provisions.

Both of these were resolved at a local level, without the need to

call in the inspectorate. This was empowering and inspirational to the membership and wider employee base.

The branch of council for these two pushbacks proactively invited the HR team to present a consultation workshop at their latest branch meeting, and we are looking forward to seeing an improvement in the processes and communication.

Affected workers will have their chance to have their voices heard, and hopefully council will be able to demonstrate where they have taken feedback into

consideration before a decision is made.

To the credit of Council and to the members, these incidents have healed, and the union believes a better relationship is present between the parties.

Organiser Andrew Kucks said: "From an organiser's perspective, it has been great to demonstrate to our members and prospective members that the union is here year-round to help our members, not just at bargaining time."

LINDSAY TRANSPORT NIGHT SHIFT WIN



WORKERS on the night shift at Lindsay Transport met with TWU Delegates and Organisers to discuss the upcoming negotiations of their new enterprise agreement, and the many reasons to join the Union!

Welcome to our new TWU members at Lindsay Transport!

These workers are currently earning the minimum award wage and some conditions in their current agreement don't even meet the minimum requirements of the award. TWU Members will be fighting to lift their conditions, wages, super and job security.

Make great savings on cost-of-living expenses... as well as those little luxuries



Union Shopper

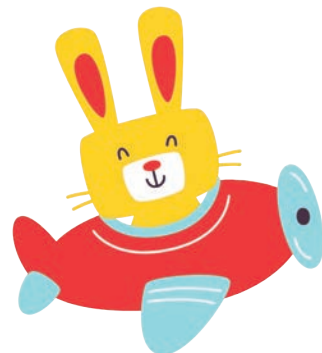
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Life's a joke!



What did the bus driver say to the frog?
Hop on.

How do rabbits travel?
By hareplane.



Why didn't anyone take the school bus to school?
It wouldn't fit through the door



Why did the truck driver install a piano in his truck?
Because he wanted to have a key role in traffic jams!

A man is driving down the road with a truck full of penguins. A police officer pulls him over and says, "You can't drive around with all those penguins in your truck! Take them to the zoo!" The man agrees and drives off.

The next day, the same officer sees the man driving down the road with the same truck full of penguins. He pulls him over and says, "I thought I told you to take those penguins to the zoo!" The man replies, "I did, officer. Today, we're going to the movies!"



GOT A JOKE TO SHARE?

PLEASE SEND YOUR JOKES FOR ON THE MOVE TO: INFO@TWUQLD.ASN.AU WITH THE SUBJECT LINE ATTENTION: JOKES PAGE TWU JOURNAL



Maurice Blackburn fights for Cam & Jarrod

maurice
blackburn
lawyers

Cam's story

Cam* was working as a delivery driver when he suffered a back injury.

His job required him to load, deliver, and unload gas cylinders to and from a truck – both at his employer's depot and customers' premises. Cam worked 10–13 hours from Monday to Friday, with occasional overtime on Saturdays.

On a typical day, Cam delivered up to 144 full gas cylinders that he loaded onto a two-tier truck the afternoon before, or the morning of, the scheduled delivery – a task made even more challenging because the truck's tailgate did not line up with the loading dock.

Before even dealing with the difficult height difference, Cam first had to walk approximately 10 metres with the cylinders in his hands. Then, once the cylinders were on the truck, he was required to manually lift each one to place it onto either the bottom or top tier. To load cylinders onto the top tier, Cam had to lift each one above waist height.

The gas cylinders ranged across four different sizes and varying weights – including 3.7kg steel barbeque gas cylinders, 8.5kg steel barbeque gas cylinders, 15kg aluminium forklift gas cylinders and 18kg steel forklift gas cylinders. When filled with gas, the weight of each cylinder was around double.

Cam's employer did not provide him with the assistance of a forklift or trolley for loading and deliveries. Occasionally, but not often, a colleague provided him with some help.

The repetitive heavy lifting duties led to Cam experiencing regular back pain. Things got worse in early 2023 when, while managing these typical duties, he was struck by a sudden episode of especially sharp back pain. Cam completed his shift and advised his employer. From that day, he was unable to return to full duties again.

Cam's local team at Maurice Blackburn Strathpine represented him on a 'no win, no fee*' basis. They lodged a Notice of Claim in May 2024 and settled soon after.

"Once the Notice of Claim for damages was lodged, we were able to secure a very timely settlement for the member within three months," says Senior Associate and Personal Injuries lawyer Rachel Davis.

With the help of Rachel and her Maurice Blackburn colleagues, Cam's claim settled for a six-figure sum, which was in addition to the benefits paid by WorkCover during the statutory claim. This means he did not have to pay back WorkCover for the benefit he used during the statutory process.

"He is a young man, and these funds will help set him up well for his future and will allow him to obtain ongoing physiotherapy treatment for his injury," Rachel says.

Cam describes the support and expertise of Maurice Blackburn's Personal Injuries team as an "absolutely unbelievable experience" that "turned a daunting and uncomfortable situation into an easy and trouble-free experience".

Although some of his circumstances are unique, Cam's situation of being let down by an employer is something too many Australians can relate to – and something the work injury specialists at Maurice Blackburn see every day.

"It costs nothing to have a confidential chat with a lawyer and find out your options," Rachel says.

"Injuries can significantly affect the lives of workers and their families, and it is important to obtain advice on your rights and options before it's too late."

Jarrold's story

Jarrold* was on his motorbike on the way to his job at a waste management company when a car travelling at speed rear-ended him while stationary at the traffic lights.

He was taken to the Gold Coast University Hospital, where medical staff determined he had sustained multiple critical injuries.

Because his employer was under the banner of Comcare – the Australian Government's national authority for work health and safety and workers' compensation – instead of WorkCover Queensland, it meant that a 'journey claim' was not available to Jarrod.

A 'journey claim' relates to if a person is injured on the way to or from work. While WorkCover will pay them as if it happened at work – meaning all their medical needs and income are covered – Comcare does not have any provision for this in their scheme. So, Jarrod – despite almost being killed – was unable to claim any income or medical expenses while he was off work.

This issue was what drove Transport Workers' Union (TWU) Organiser Russell Vieritz to contact the specialist injury team at Maurice Blackburn, who prepared the important documents needed to lodge a Compulsory Third Party (CTP) claim as soon as possible.

The aim was to help Jarrod access privately funded rehabilitation treatment on his release from the hospital.

"Jarrod's a great bloke who needed competent legal support fast," Russell says.

"While Jarrod was receiving his critical hospital care, we'd contacted his family (also proud Unionists) and agreed on this course of action. It turned out his older brother (also a Union member) had used Maurice Blackburn in the past and was happy to engage MB's legal support again."

As soon as Jarrod was able, the necessary legal paperwork was signed (with a family member present), helping to make this complex process as simple as possible.

To help protect his interests, the lawyers from Maurice Blackburn guided Jarrod while dealing with his employer in his hospital room.

Although he still has a long way to go, with months of rehabilitation therapy ahead, Russell says Jarrod and his family are very appreciative of the efforts the Maurice Blackburn lawyers went to, including taking late-night phone calls from his interstate siblings to ensure their questions and concerns for their brother were addressed.

Jarrold's family also told the Maurice Blackburn team they were "extremely grateful" they had dropped everything to help Todd and advocate for his rights and insurance entitlements as an employee just trying to do his job.

"Without legal assistance, Jarrod would have faced a confusing system designed to minimise the amount of money the insurer would have to pay out to help him recover. While the Comcare scheme is shameful in its lack of assistance to workers who are injured on the way to or from work, having a legal team behind him meant Jarrod did not have to wait around for the CTP scheme to kick in. We had that sorted before he even left the hospital," says Maurice Blackburn Personal Injuries lawyer Vicki Warren.

"The relief that brings to injured workers and families is something that should not be overlooked or taken lightly. Jarrod was able to return home and now his lawyers will help him get the most out of his recovery."

*Names have been changed to protect privacy.

COLOUR ME!

Send your entry to: *On The Move* Kids Competition
PO Box 452, Cannon Hill 4170

Name: _____

Age: _____

Phone: _____

Address: _____

KIDSCORNER

COLOUR ME
IN FOR YOUR
CHANCE TO
WIN A \$50
GIFT CARD!



WORK SAFE =

We all know that transport is one of Australia's most dangerous industries.

At the time of writing this article we are yet again sending our sincere condolences to the affected workers, family and friends of a NSW Waste Worker who did not make it home.

These tragic incidents touch us all as transport workers and remain a sobering reminder to be ever vigilant in identifying and reporting safety risks.

STANDING UP FOR OIL & GAS MEMBER

RECENTLY TWU Officials visited a gas employer on a member disciplinary matter.

In the interview allegations were raised against our member and it soon became apparent local management were intentionally vague on their role in the matter and appeared to be up to no good.

They wouldn't answer simple questions on what they had done about the real and demonstrated safety concerns our member had raised to them, and why he was now under adverse scrutiny.

The TWU immediately took action and 117 Entry Permits were presented, Risk Assessment information requested and the Queensland WHS Regulator was called in.

Safety in the Gas industry is serious business.

During this escalation the company called for a meeting and after a friendly discussion with the local TWU Official and our legal position and expected outcome – our member was found to have no case to answer.

Need legal help?

Maurice Blackburn are the preferred lawyers for the Transport Workers Union.

As a member you receive

- First consult obligation-free
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- Free standard Will
- No win, no fee*

We specialise in

- Work-related injuries
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- Public place injuries
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- Wills planning & disputes
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HOME SAFE

CLEANAWAY BCC ALLIANCE CONTRACT WASTE SITES



THE UNION recently performed two days of safety inspections at Brisbane City Council's (BCC) four transfer stations and the Rochdale landfill.

Meetings were then held with the company to consult on ways to improve safety outcomes for members, with a list of issues compiled. The company are now working with TWU Delegates/HSRs on outcomes.

These new TWU Cleanaway drivers and operators are now teamed with our Veolia BCC waste collectors and together these 240+ members transport and dispose of all BCC's domestic waste (over 150,000 rate payer collections per day).

WIN AT CABIN SERVICES BRISBANE AIRPORT

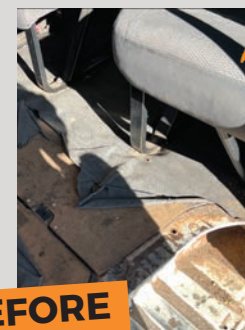
TWU OFFICIALS entered Cabin Services Brisbane in July under a 117-safety entry notice following complaints from members about vans, trucks and facilities not being compliant with codes of practice.

After the union's entry and safety notice Cabin Services Australia have been addressing and fixing issues. It's a great win for members.

Check out the before and after photos below!



BEFORE



AFTER

WHEN IT COMES TO STANDING UP FOR YOU AND YOUR WORKMATES' SAFETY - IT PAYS TO BELONG TO THE TWU!

SAFETY NEVER TAKES A HOLIDAY



We're teaming up with Mine Super in 2025

A new, bigger and better industry super fund for transport, energy, and mining workers.

- Combining our proud histories
- Protecting members' retirement savings
- Lower fees and strong long-term performance
- Insurance designed for dangerous occupations



Becoming
Team Super
in 2025.

For more information about the merger visit: twusuper.com.au/merger or call 1800 222 071.

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