

Transport Workers' Union of Australia

National Office

a. 388-390 Sussex St, Sydney NSW 2000
t. 02 8114 6500

ABN 18 559 030 246



www.twu.com.au

National Secretary
Michael Kaine

25 November 2021

Mr Tony King
Managing Director
Apple Australia & New Zealand

via email [REDACTED]

RE: FedEx workers locked out

Dear Mr King

The Transport Workers' Union of Australia represents thousands of transport workers, including approximately 3,000 FedEx employees across the country, many of whom transport your goods. As you know, these workers kept deliveries going throughout the pandemic, helping businesses like yours meet exceptional demand.

As a client of FedEx, we understand your business has likely been impacted by the long-running industrial dispute which the transport operator has refused to settle despite numerous attempts by TWU members. We write to update you on the difficult situation faced by workers, and to put right the misrepresentations made by FedEx in the media this week.

FedEx's claim that it has offered workers an industry-leading three-year agreement is disingenuous. FedEx workers have received no pay rise since 2019 despite their invaluable contribution to record profits over US\$5 billion in 2020. FedEx's offer is in fact spread over four years and fails to provide wage rises to keep up with the cost of living. In contrast, seven other major transport operators – which pay as much as 11% higher wages than FedEx - settled fair agreements weeks ago.

Workers have made every effort to resolve this dispute, bringing concessions to the table and twice suspending industrial action in good faith. Their hopes of reaching settlement were repeatedly dashed with FedEx threatening to revoke commitments previously made and attempting to change the terms of the agreement at the eleventh hour.

In an attempt to break the impasse of a seven-month battle, workers notified FedEx of moderate four-hour work stoppages. FedEx's heavyhanded retaliation to lock workers out for two full days caused self-inflicted injury to the business and imposed extensive, unnecessary disruption for clients during the busiest period of the year in the lead up to Black Friday.

No other transport company has responded to worker negotiations with such maliciousness.

Workers want this resolved as quickly as possible so that they can get on with the important job of delivering for Christmas.

Should you wish to support workers in their quest to end disruption to the transport supply chain, we encourage you to write to FedEx management to express your concerns.

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If you'd like any further information or to discuss how clients can support safe, fair and sustainable transport supply chains, please respond to this letter and we would be happy to arrange a meeting.

Yours faithfully,

A handwritten signature in black ink, appearing to read "Michael Kaine", is positioned below the "Yours faithfully," text.

Michael Kaine
TWU National Secretary