

UPDATE: FEDEX DANGEROUS DSC CONTRACTOR MODEL



For the past four years, FedEx have been pushing to recruit “Direct Service Contractors” (DSC) into the FedEx business in a direct act to lead the race to the bottom.

Since recruiting their first DSC’s, TWU members nationwide have reported loss of freight, and in some cases, entire runs to DSC’s.

FedEx is actively pushing workers into insecure DSC contractor roles — a move that reduces guaranteed hours, overtime, and replaces secure jobs with a pay-per-delivery contractor model that pressures workers to rush and cut corners just to make ends meet.

FedEx’s actions are a threat to all transport workers — placing DSC workers under dangerous pressures for less than a living wage while threatening the job security of thousands of existing FedEx employees.

FEDEX IS ATTACKING YOUR JOB SECURITY

- FedEx are trying to avoid the terms of your agreement by pushing workers onto a US-style contractor agreement **without consultation** – taking away your wages, superannuation and power.
- We have filed a dispute to these proposed changes and have demanded urgent consultation with FedEx.
- TWU members are already taking action, using the new Transport Reform laws to file a “Last Mile” application to lift pay and conditions for DSC’s and similar contractors. But more needs to be done.

WHAT HAPPENS IF FEDEX SUCCEED?

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| ✗ Lose your current wage levels | ✗ Will need to pay your own wages |
| ✗ Lose your current superannuation levels | ✗ Will need to pay your own superannuation |
| ✗ Be forced onto an individual contract | ✗ Will need to negotiate (and renegotiate) your own individual contract with FedEx |
| ✗ Will need to purchase or lease your own truck | ✗ Will no longer have the collective power of 5000 TWU members to help protect your rates and entitlements |
| ✗ Will need to collect and pay GST | |
| ✗ Will need to take out your own workers compensation insurance | |

NEXT STEPS

To help **build pressure** on FedEx, the TWU is calling on all members to take action by:

-  **Report to your union delegates/organisers:**
- Any increased use of DSC contractors on your site
 - Any impact this is having on the earnings/job security of transport workers.

 **Organising your yards (including DSC contractors)** to ensure we can lift conditions for all transport workers across our industry.

TOGETHER, WE ARE STRONGER.
JOIN NOW FOR A BETTER FUTURE.

www.twu.com.au/join



**JOIN
THE
TWU**

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