

TWU MEMBERS RAMP UP FIGHT AGAINST FEDEX'S DANGEROUS 'DSC' MODEL



FedEx is undermining job security by **outsourcing work to low-paid, high-risk Direct Service Contractors (DSCs)**—a move that threatens the livelihoods of thousands of transport workers.

The TWU has responded by filing a **National Dispute against FedEx** in the 'Fair Work Commission' for its failure to consult the union and delegates about this dangerous ramp up of DSCs.

But more must be done to fight the main cause of the DSC threat beyond FedEx and throughout the industry.

MAKING THE CLIENTS PAY

- **The root cause of DSCs extends beyond FedEx.** Major transport clients — Australia's largest supermarkets, retailers, miners, and banks — are applying relentless cost pressures on transport companies that is forcing them to slash standards.
- Faced with this rising client pressure – **FedEx has taken the low-road** by using its DSC loophole to undercut the union-strong conditions of FedEx employees.

TWU MEMBERS ARE FIGHTING BACK BY:

- ✓ **Winning new Transport Reform laws** which allow the Fair Work Commission to set minimum standards for all transport workers and major clients,
- ✓ **Filing urgent applications** to enforce these laws, by setting standards for pay and other conditions for DSC and other contractors in the 'Last Mile' delivery sector.
- ✓ **Aligning over 211 union agreements** to expire in 2026 (including the TWU-FedEx Enterprise Agreement) to allow 50,000 transport workers to unite and demand better standards from major clients.

NEXT STEPS

The TWU will intensify its efforts against FedEx by:

- **FWC Dispute** – We have filed a formal dispute and taken FedEx to the FWC for their lack of consultation and pushing ahead with a DSC model the workforce don't want.
- **Last Mile application** – We are continuing to push for last mile minimum standards in the new FWC system, now using DSCs as a model on why we need these protections across the industry and in FedEx.
- **Audits** – Audits have commenced on some yards. More information to come on how you can participate to monitor and expose unfair practices.
- **Activity** – Organisers and delegates will keep working with you on site to fight back at this attack of job security. Now is the time to stand together - contact your delegate to get involved.
- **Bargaining claim** – It is clear we will also have to tackle this again in the upcoming bargaining round whilst we continue to fight for resolution now.

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

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THE
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