

## Transport Workers' Union of Australia

### National Office

a. 447 Kent St Sydney NSW 2000

t. 02 8114 6500

ABN 18 559 030 246



21 August 2025

Richard Hardonin

Head Of Flying Operations

Express Freighters Australia

10 Bourke Road

MASCOT NSW 2020

**BY EMAIL:** [Richard.hardonin@qantas.com.au](mailto:Richard.hardonin@qantas.com.au)

**CC:** [patrick.lawler@qantas.com.au](mailto:patrick.lawler@qantas.com.au)

Dear Mr Hardonin

### Notice of Intention to Commence Employee Claim Action

In accordance with s 414 of the *Fair Work Act 2009* (Cth) (**the Act**), notice is given to you by the Transport Workers' Union of Australia (**TWU**) as the Bargaining Representative for members of the TWU who will be covered by any future enterprise agreement in replacement of the current *Express Freighters Australia Operations Pty Ltd Enterprise Agreement 2021* (**the Members**), that the Members intend to engage in the following Employee Claim Action of:

- A ban on engaging in duty travel unless a business class seat is provided to the employee for the purposes of that duty travel.

---

NSW/QLD/VIC/TAS (Interim Governance)  
Branch Secretary **Richard Olsen**  
NSW: 1800 729 909  
Qld: 07 3890 3066  
Vic/Tas: 1300 727 614

SA/NT Branch  
Secretary  
**Sam McIntosh**  
08 8346 4177

WA Branch  
Secretary  
**Tim Dawson**  
08 6313 3000

## Transport Workers' Union of Australia

### National Office

a. 447 Kent St Sydney NSW 2000

t. 02 8114 6500

ABN 18 559 030 246



This ban will apply to all duty travel.

The Employee Claim Action specified above will commence at 00:01 on Wednesday 27 August 2025 and continue indefinitely.

The Employee Claim Actions shall be taken by the Members engaged at any base or location operated by Express Freighters Australia (Operations) Pty Ltd.

All references to a time in this Notice are a reference to the local time at the location at which the industrial action is being engaged in.

For clarity, from its commencement at 00:01 on Wednesday 27 August 2025 this Notice replaces the current ban on certain duty travel as detailed in our letter of 12 August 2025 named "20250812 – Notification of Employee Action DT". It is otherwise in addition to, and not in replacement of, any other notices of employee claim action provided by the TWU to Express Freighters Australia (Operations) Pty Ltd.

Please contact Angharad Owens-Strauss or me should you require any additional information.

Yours Sincerely

Edward Nell

Industrial Officer

---

NSW/QLD/VIC/TAS (Interim Governance)  
Branch Secretary **Richard Olsen**  
NSW: 1800 729 909  
Qld: 07 3890 3066  
Vic/Tas: 1300 727 614

SA/NT Branch  
Secretary  
**Sam McIntosh**  
08 8346 4177

WA Branch  
Secretary  
**Tim Dawson**  
08 6313 3000