

TRANSPORT WORKERS - ROAD

TONY MATTHEWS OWNER DRIVER

Tony Matthews is a father of three from Sydney who has been a member of the Transport Workers' Union for almost 40 years. He is contracted to drive trucks for FedEx for 50 hours per week - and formerly for TNT, providing reliable service and ensuring owner drivers have safe, fair conditions.

Tony is concerned that inaction on gig workers has let his industry down. FedEx is seeking to introduce a piece-rate model it says is to compete with the likes of AmazonFlex. Tony fears that this expansion may displace existing workers who enjoy secure jobs, replacing them with insecure workers on lower wages and substandard conditions that would put dangerous pressures on those drivers. He is deeply concerned about how gig employment erodes quality jobs, and puts downward pressure on drivers to work excessive hours or skip vehicle maintenance.

ROSALINA PIROZZI, RIDESHARE DRIVER

Rosalina has been a gig worker and small business owner in passenger transport for 7 years. She has witnessed the destruction and decline of the taxi industry, the limousine industry, and now the thousands of drivers working below minimum wage in the rideshare industry.

She knows of countless drivers working 60+ hours a week just to make ends meet. After working with Uber for six years, she couldn't afford to pay for her own super, or even pay her GST, being forced to take the money from elsewhere.

She doesn't want to continue seeing news headlines like the bashing of driver Jason King & the murder of Queensland driver Scott Cabrie, and the overworked driver she found dead behind the wheel of his vehicle with his engine still running. Every transport worker in Australia deserves safe & fair working conditions.

FRANK BLACK, OWNER DRIVER

Residing in Adelaide, Frank Black has been a long-distance owner driver for over 30 years, regularly travelling interstate. For years he has been a relentless advocate for a safer industry, playing a key role in Senator Glenn Sterle's inquiry into the trucking industry and speaking first hand about the dangers and lethal pressures in the industry.

Frank is a fierce believer that all workers - whether owner-drivers, employee drivers, gig workers or from any other sector - deserve pay that allows them to do their jobs safely and professionally, while still being able to make a decent living.

ROD COLEMAN, EMPLOYEE DRIVER

Rod, who resides in WA, has been a transport worker for 30 years, StarTrack for 20 of those. He has been a TWU delegate and health and safety rep for 15 of those years, and is the person others come to for everything from mental health issues to disciplinaries to trouble at home. He is a strong advocate for mental health training and is excited that Steering Health Minds training is in their Enterprise Agreement to be able to better support others.

When it comes to the industry, Rod is concerned about the sham contracting and outsourcing that happens which is dragging industry standards down. While workers are protected at his work because of audit rights for labour hire in their Enterprise Agreement, it is still widespread throughout the industry.

HARMAHAN DHALIWAL, EMPLOYEE DRIVER

Harmahan has worked in the road transport industry for 15 years and has been at Linfox for over 10. He says he is well looked after by Linfox with good pay and training, and isn't rushed to make deliveries, but that his job security is under threat from other companies which don't pay as well and don't look after their drivers or focus on safety.

He is worried that other companies are taking their work just because they are cheaper, but cut corners and pressure their drivers to work long hours with insufficient training.

He would also like to see more uptake of sustainable vehicles, responsible use of AI to improve workers' lives, and new technologies to attract younger generations.

STEVE NEWTON, EMPLOYEE DRIVER

Steve has been in the transport industry for 47 years at Toll and then TGE, including as a TWU delegate for 35 years, and has been fighting for decades for decent standards, including several lobbying trips to Canberra, and taking part in industry convoys.

He travels to Dubbo and Mudgee with parcel delivery, including for companies like Temu, and would like to see better rest areas and toilet facilities for drivers. He is also concerned about sub-contractors which don't receive enough money in their contracts from clients, which causes huge safety risks. One example he often sees is that operators who can't afford to change brake pads and will use rear trailer brakes, causing overheating and significant fire risk.

MICHAEL TOLONGOU, EMPLOYEE DRIVER

Michael has worked for BevChain for four years after being a gymnasium removalist. While he enjoys the flexibility and the standards upheld by his company, which he feels fortunate to work for, he sees the main issue as other companies with lower standards dragging the industry down because of demands from the top of the supply chain for cheaper transport.

In particular he is concerned about the use of sub-contractors, which were designed to use for overflow, now being used and abused for normal work, often with exploitative conditions, and affecting job security of those like him.

ALEXI EDWARDS, FOOD DELIVERY

Alexi has been a food delivery driver for several years, and resides in Brisbane but has spent time living in Lismore and working on the Gold Coast. Though he likes that you can still do the work when moving interstate or between cities, and the fact that it gives opportunities for those in regional areas, there are significant issues that he'd like to see addressed.

Right now, the only viable way for Alexi to earn a decent income is by "multi-apping" - working across different food delivery apps. With less oversight over working hours, he says this creates concerns with fatigue management, an issue that is compounded by the threat of deactivation.

With the TWU's application for minimum standards in food delivery he is hoping to see decent rates that take into account the expenses they pay and reduces fatigue risks.

YASER JAVED, RIDESHARE DRIVER

Yaser has worked for the last 11 years in rideshare across both Uber and Didi, and rideshare is his only source of income. Both companies recently cut their rates drastically with the absence of any floor in the industry, and Yaser is now struggling to support his wife and three children and pay his mortgage.

As a result of the rate cuts he sometimes has to work 14 hours a day just to make the same amount of money, and has to purchase secondhand tyres because he can't afford new ones on the low rate.

After trying to raise the issue with gig platforms and not being able to receive any replies, he joined the TWU in the hope of improving the industry for all drivers.

ROAD INDUSTRY VOICES

GLYN CASTANELLI **NATIONAL ROAD FREIGHTERS ASSOCIATION**

Glyn Castanelli, the current National Vice President of the National Road Freighters Association, has been in the trucking industry since 1989, with his first truck driving job delivering beds for Forty Winks, with Shane Warne as his truck jockey.

He's since worked for many companies, mostly doing Melbourne, Sydney, Brisbane and Adelaide with one stint working two-up Melbourne to Perth return in a B triple.

In 2014, he and his wife Lexy purchased their first truck, and worked as tow operators.

After having driven four million interstate kilometres without an accident, in 2020 his truck had to be written off after a motorist drifted into his lane and ploughed head-first into him. Though there were no serious injuries from the crash, it seriously impacted him and he has remained a passionate advocate for a safer and fairer trucking industry.

CRAIG FORSYTH **NATIONAL ROAD FREIGHTERS ASSOCIATION**

Craig is a skilled Fitter and Machinist by trade, grew up on the land and was a farmer for many years. Craig is an experienced owner-driver and small fleet operator with a deep connection to Australia's transport industry. As the owner of Truckin' Life magazine, Craig is passionate about sharing real stories from the road and giving a voice to truckies nationwide. He also hosts radio programs and leads the Steering the Future initiative, working to support and inspire the next generation of Drivers and Transport workers. With hands on experience across multiple industries, Craig is a true advocate for transport, community, and the people who keep Australia moving.

SIMON EARLE

CEO TEACHO LTD.

Simon Earle has a long career in education and skills development within schools, private enterprise and the Vocational Education and Training sector.

He has spent the last fifteen years leading organisations in the transport and logistics industry focused on boosting safety, productivity and employment outcomes for Australians.

As CEO of TEACHO Ltd. he has overseen significant growth in WHS accreditation for road transport employees and contractors; worked with industry to establish Steering Healthy Minds, providing mental health first-aid in the workplace; and delivered critical research in areas including Infection Control, the Gig Economy, and Supply Chains for a safe and sustainable transport and logistics industry.

EMPLOYERS AND EMPLOYER REPRESENTATIVES

PETER ANDERSON AUSTRALIAN ROAD TRANSPORT INDUSTRIAL ORGANISATION SECRETARY

Peter Anderson is one of Australia's foremost experts in transport and logistics, with a lifelong career working in the business of freight movement for private businesses.

Peter is the Secretary of the Australian Road Transport Industrial Organisation, the peak industrial body representing employers, owners and operators of heavy vehicle businesses across the road transport industry.

He is also the CEO of the Victorian Transport Association, with a focus on enhancing the productivity, safety, workforce development and sustainability of the industry through leadership and advocacy.

Coming from a transport family, Peter has lived and breathed freight and logistics his whole life. He has held management positions since 1983, becoming only the second Chief Executive Officer at The Scott Group of Companies, where he drove major cultural change and business improvements.

WARREN CLARK, NATROAD CEO

Warren Clark has been CEO of the National Road Transport Association since November 2015. Since then he has successfully grown and managed the organisation through a period of unprecedented challenges, including COVID-19, successfully negotiating changes for the benefit of NatRoad and the broader road transport industry.

Warren has more than 20 years of experience in leading and developing businesses for emerging companies, specialising in the not-for-profit sector. A certified Chartered Accountant, he holds a Bachelor of Financial Management from the University of New England. Prior to joining NatRoad he headed a peak industry council-driven, rural biosecurity operation in a highly regulated sector, and led the offshore arm of a sustainable livestock export business.

Warren possesses a strong business and leadership record and a deep understanding of the road transport industry in Australia. The National Road Transport Association is Australia's largest national representative road freight transport operators' association with a membership ranging from owner-drivers to large fleet operators.

CAMERON DUNN MANAGING DIRECTOR, FBT TRANSWEST

Cameron Dunn, Managing Director of Victorian bulk transport business FBT Transwest and formerly VTA President, has had an almost 40-year career in the transport industry.

Cameron's simple business philosophy for FBT Transwest is that safe businesses are good businesses, and good businesses are sustainable businesses.

In his business, every truck he buys and every contract he signs is with safety in mind, with zero harm the ultimate focus. But without reform, his and other good transport companies are under threat because clients will award work to companies that are cheaper but cut corners on safety. He has a strong belief in the importance of holding everyone in the supply chain accountable.

LAURIE D'APICE LINFOX PRESIDENT INDUSTRIAL RELATIONS

Laurie is President Industrial Relations for the Linfox Group of companies across the Asia Pacific region. He directs and leads the strategic industrial relations framework across the Linfox Group, and has extensive experience in human resources and operations, bringing in-depth knowledge of employee and industrial relations and the development of Enterprise Bargaining Agreements.

His career spans more than 40 years and includes work at some of Australia's leading blue chip enterprises including Qantas, Hawker De Havilland and Mayne Nickless.

Previously Linfox Logistics President Human Resources, he has worked across the organisation for more than 20 years in various roles.

TRANSPORT WORKERS - AVIATION

IAN CRUISE, GROUND HANDLER

Ian has worked in the aviation industry for eight years and is currently a ground handler at Menzies in Brisbane. After TWU members secured a national agreement at Menzies that will see them achieve pay parity with Sydney, he would see it as more viable to stay in the industry if not for the job security threat presented by companies like Swissport which undercut them to win contracts.

He wants to see more onus put on airlines and airports so that contracts don't keep getting undercut and driving down standards in the industry, including on safety where he sees unsafe behaviours on the ramp at companies like Swissport, which jeopardises other workers and passengers.

ADAM GUY, GROUND HANDLER

Adam has worked at Virgin in pit crew since 2011. Though he still loves his job, he's noticed standards slipping post-covid due to the state of the industry.

Pay rates are not keeping up with increasing cost of living, work life balance is hard to maintain due to a high turnover of staff, making it difficult to take leave, and morale is low among workers.

He's hoping as a TWU delegate he can work with others to try and actively improve standards across the board.

JOHN MOCIBOB, GROUND HANDLER

John, is a single parent to a teenaged son, has worked at Menzies at Melbourne Airports since 2010. Though he was able to gain more security over time and is now an experienced baggage supervisor, he says good people leave the industry because there is not enough job security with mainly part-time jobs and contract changes, and the conditions are poor.

He would like to see a return to decent, long-term career paths in the aviation sector across the board to retain skilled and experienced workers, as well as better pay and conditions.

DAMIEN POLLARD, GROUND HANDLER

Damien Pollard was one of the over 1800 workers illegally outsourced by Qantas in 2020. As a TWU delegate he fought fiercely with fellow members to hold Qantas to account over a mammoth five-year court battle.

After he was sacked by Qantas Damien was desperate to stay in aviation—like many others who'd worked at Qantas he loved his job. But the reality of returning to work in aviation, with another company, with different standards was hard to adjust to so he left that employment.