

BARGAINING UPDATE

FEDEX IS ATTACKING YOUR JOB SECURITY



TWU member-led committee with delegates from around Australia

Your TWU member-led bargaining team met with FedEx management to begin negotiations for your national Enterprise Agreement. We presented your log of claims, and **FedEx refused to do the same** (despite being required in the agreement to do so).

FEDEX REJECTS JOB SECURITY CLAIMS.

FedEx made clear it's plan remains to **attack job security** and join the race to the bottom by:

- ✗ **Rejecting three claims that would see improved conditions for DSCs.**
- ✗ **Refusing to work with TWU members to lift industry standards, unlike other Major transport companies.**
- ✗ **Expanding Direct Service Contractors (DSC's) and slashing worker conditions.**
- ✗ **Refusing to regulate DSCs to protect income and jobs for FedEx existing employees.**

While FedEx did say that it's 'aim' was to work with the TWU to deliver real wage increases – *we know that pay increases mean little if workers don't have a job that pays them.*

OUR PLAN

- 1 Force FedEx to ensure **job security** and deliver on our claims
- 2 Fight across the industry to **close the gap** between FedEx and companies like Australia Post and Amazon.

YOUR TWU CLAIMS

- ▶ **Regulate DSCs:** Raise DSC driver standards to stop undercutting and fair distribution of available work for existing drivers
- ▶ **Future of Work - Our Jobs, Our Future, Our Say**
Real worker control over AI, automation and Net Zero change to protect jobs, skills and ensure we share in the benefits.
- ▶ **2029 Alignment** – Align expiry for Jun 2029 to maximise our power through industry
- ▶ **Industry Standards** – FedEx to join TWU to end race to the bottom, lift industry standards & make clients pay
- ▶ **Fair Pay** Increases that meet cost of living
- ▶ **Job Security** – more permanent jobs, fair pay for contractors/labour hire, limits on outside hire and strong casual conversion rights.
- ▶ **Leave & Conditions** – stronger leave entitlements (Parental, Cultural, Domestic Violence, Disaster leave), Women's Advocate program, and Mental Health training

WHAT YOU CAN DO

- ▶ **Join the TWU.** The more members we have, the more pressure on the company to make change. We need all workers joining today so we have the power to protect jobs.
- ▶ **Already a member?** Organise your yards (including DSC contractors) to ensure we can lift conditions for all transport workers across our industry.

2026 our roads, our skies, our future

This year, over 220 TWU Enterprise Agreements expire at the same time.

That's over 60,000 transport workers standing together to lift standards, end the race to the bottom and stop client attacks on job security.

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

www.twu.com.au/join



JOIN THE TWU

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