

BARGAINING UPDATE #2:

JOB SECURITY IS NOT FOR SALE



TWU member-led committee with delegates from around Australia

At the second bargaining meeting, FedEx rejected all claims related to job security including:

✗ **Future of Work:** ensuring transport workers are protected and have a say in all forms of technological change (automation, Ai and net zero transition).

✗ **DSC:** Delivering standards to protect existing drivers and lift standards for DSCs.

Instead – FedEx tabled a wage claim that would deliver **real wage loss** and most importantly – *does not guarantee you will have a job* to be paid any rates in the future.

Pay rates:

- Year 1: 4%
- Year 2: 3.5%
- Year 3: 3.25%

Superannuation:

- Year 1: +0.5%
- Year 2: +0.5% taking super to 15%.

Introduction of **disaster leave** for all transport workers.

Increase in domestic violence leave to 20 days.

WHY THIS IS NOT GOOD ENOUGH

A PAY RISE MEANS NOTHING IF YOUR JOB IS NOT PROTECTED.

FedEx workers continue to be displaced by:

- ⚠ **Approx 200 DSCs have already affected hundreds of existing drivers** – and FedEx is now chasing another 100 DSCs too.
- ⚠ **Technological changes being examined across transport**, including robots in distribution centres and driverless vehicles.
- ⚠ **Dangerous operators at the bottom of the industry undercutting FedEx contracts.**

THE BIGGER PICTURE

TWU members are lifting standards to stop FedEx being dragged to the race to the bottom by:

- ✔ **Winning landmark transport reform** to lift standards across the industry
- ✔ **Securing fuel cost orders** so big clients are forced to pay fair prices.
- ✔ **Taking on Amazon and Australia Post** to stop them dangerously undercutting standards through their own DSC-like models.
- ✔ **Aligning 220 Agreements** this year to lift industry standards, close the gap and make clients pay.

WHAT'S NEXT

- ▶ FedEx is testing whether workers will trade job security for a weak deal. The only way to force FedEx to move is to stand together for job security by **joining the TWU and getting your yard unionised.**

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

www.twu.com.au/join



JOIN THE TWU

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