

Dear Members,

A big welcome to all our new members.

2026 is a huge year for TWU members. Across road and aviation, workers are building strength to bring back decent, secure jobs.

With more than 200 agreements expiring, we are fighting to lift standards across our industries through *Our Roads, Our Skies, Our Future*, our biggest campaign ever.

Closing the gap

Negotiations have now kicked off with all of our 2026 Major transport companies and their retail competitors. Many of the Majors are again attacking job security and your hard-fought-for conditions. Members are making it clear across the country that these attacks will be rejected. Management should be working with TWU members to close the gap with competitors and not be part of the race to the bottom.

The TWU has a plan to ensure fair sector standards and secure jobs—clients like retailers, manufactures and resource companies must do their part by funding transport contracts that close the gap.

Fighting back against the Amazon Effect

We're taking on the wealthiest clients at the top of supply chain.

Members have held two National Days of Action at Amazon sites across the country, most recently in Canberra where they called out the company's expansion into food delivery through Harris Farm and undercutting of the industry.

Win on Fuel Costs

When global events sent fuel prices soaring, TWU members acted quickly to secure protections for transport workers and operators.

The Fight Ahead

These victories and the stories highlighted in this newsletter are all pieces of the puzzle to improve transport jobs.

This is the time transport workers unite to take on those at the top of the supply chain and win lasting change.

In unity,

Michael Kaine
TWU National Secretary

Emily McMillan
TWU Assistant National Secretary



Sam Lynch, Richard Olsen, Emily McMillan and Michael Kaine with Deputy Prime Minister Richard Marles at National Council

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Majors Members Speak at National Council

Delegates from around the country

TWU delegates from every corner of the country came together in Canberra for our annual National Council.

Our biggest campaign ever

With thousands of members currently negotiating over 200 aligned agreements, TWU delegates united around our plan to:

- Lift standards across our transport sectors
- Make supply chain clients pay and
- Ensure workers shape the future of our industries rather than having it imposed on them

Member panels across road transport from gig to retail to majors backed these goals, discussing just how much delegates and members are stepping up to lead their yards in such a huge year, and close the gap between companies.



Majors panel speakers



**Glenn
Daniel
(NSW)**



**Robert Hood
(NSW)
Judd Ward (QLD)**



**Corey
Colbran
(NT)**



**Guillaume Maze
(QLD)
Daniel McNichol (SA)**

From FedEx's attempt to put workers onto its gig-like **DSC** contractor model, to TGE attempting to attack existing conditions, it is clear we have a **job security fight** on our hands.

But these delegates made it clear that members are willing to fight for the future of the transport industry.

That's why we're putting everything into lifting standards for the whole industry, so your conditions can't be undercut by those paid **much less**.

"A lot of us are getting older and soon we won't be driving anymore, we need to get younger people coming in otherwise there won't be any truck drivers. That's why we need to fight to improve pay and working conditions so there's a career for them to invest in." - Glenn Daniel

The Amazon Effect - Harris Farm National Day of Action

Taking the fight to the top of the supply chain

Rain, hail or shine, TWU members proved we're ready to fight with an action at Harris Park in Canberra, where Amazon Flex has recently entered into grocery delivery.

Demand on Amazon for fair standards

Members demanded companies like Amazon fund fair and decent standards instead of dragging them down further.



Our Future - polling on driverless cars and trucks

During the week, we revealed polling that we commissioned from YouGov on driverless technology.

Driverless vehicles are now standard in areas like the US

Companies like Waymo are lobbying state and federal politicians to bring driverless taxis to our roads. In the US, driverless trucks are already completing commercial deliveries.

The difference in Australia

Increasing use of AI and automation are already happening. But we need to make sure that these are in workers' interests. In Australia, we are on a much better footing to push for regulation of these new technologies instead of having them deployed how tech billionaires think they should be.

Public concern



71% oppose fully automated taxis and trucks on Australian roads



73% would feel unsafe sharing the roads with driverless trucks/taxis

Strong support for regulation



60% say the Federal Government should intervene to stop corporations deploying driverless vehicles



75% say the Federal Government should act to protect transport workers losing their jobs to driverless vehicles



Almost two-thirds say they would feel more comfortable with automated trucks and taxis if a driver was available to take control of the vehicle

Our Future of Work Claims

That's why our future of work claims are so important this year. In negotiations we're calling for:

- **Consultation** - having a **real say** in how new technologies are rolled out in workplaces, instead of having them dictated to us
- **Share in benefit** - workers should share in the rewards from progress
- **Add to work, not take from it** - use technology to create sustainable jobs that augment workers' capacity, rather than intensifying work

Keep reading

Negotiations Updates

Toll



Members pledging action

TWU members are pledging to take action together for the following key claims if Toll don't step up:

- | | |
|---|---|
| 1 Future of work protections
AI and automation | 3 Stronger leave entitlements
Parental and Disaster leave |
| 2 Job security
Outside Hire Ratios, Casual Conversion | 4 Fair wage increases
And Productivity Training Top-Up |

Team Global Express



TGE attacks workers' conditions

TGE is not only rejecting workers' job security claims but attempting to **attack** existing conditions. It's trying to:

- | | |
|---|--|
| ✗ Weaken consultation rights when introducing changes | ✗ Force workers to take their annual leave |
| ✗ Cut terms and conditions in local agreements | |

The member led bargaining team has made it clear that these attacks will be fought off from TWU members across the country.

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Negotiations Updates

FedEx



Fighting back against job security threats

FedEx is threatening workers' job security as it continues its dangerous **DSC contractor model** - where contractors on piece rates are taking permanent employees' work on lower conditions.

Around 200 DSCs have already affected hundreds of existing drivers – and FedEx is now chasing another 100 DSCs too.

It's time to unite against FedEx's dangerous race to the bottom on job security.

ACFS



ACFS also tries to attack conditions

ACFS is trying to:

- ✗ Restructure core conditions
- ✗ Lock workers into a longer agreement that undermines industry standards
- ✗ Weaken protections and job security

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Negotiations Updates

Linfox



Time to keep the pressure up

While workers are demonstrating their power at Linfox, with some items agreed or under consideration, Linfox has rejected key claims like:

- Stronger auditing provisions for subcontractors/outside hire
- Casual conversion after three months
- Strengthened family and domestic violence leave
- Road train allowance

It's time to keep up the pressure on Linfox.

BevChain



More of the same at BevChain

BevChain is also rejecting workers' key claims, including:

- Stronger auditing provisions for subcontractors/outside hire
- Casual conversion after three months
- Strengthened family and domestic violence leave
- Manual handling allowance

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Negotiations Updates

Ceva



Job security is at stake

Many claims are being considered by Ceva right now, showing the power of your unity.

But Ceva has rejected key job security provisions like:

- Outside hire ratios in warehouse and transport
- Casual conversion at 3 months (company and agency)
- Removal of probation period for agency casuals after conversion

Finemore



Finemore under industry threat

RFT reported in the negotiations it was frequently tendering for new work, and had not won any in the last two years, due to undercutting by competitors.

This highlights the importance of efforts by TWU members across the industry in our fight to close the gap between the road transport clients. A united workforce will lift conditions for ALL workers across the board, and prevent other companies from driving down standards in the industry.

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Uniting across majors and retail



Delegates from across majors are uniting to lift industry standards.

Closing the pay gap - for your job security

TWU members at major transport companies like yours have fought to lift standards for years.

But your pay and conditions are under threat from workers at companies being paid barely above the Award—or in the case of Amazon, even below minimum wage.



Campaign delegates are ramping up the fight

The Campaign Delegates Program kicked off this month, bringing together delegates from across the industry to:

- share skills, knowledge and the tools needed to strengthen union power
- work alongside members to grow participation
- develop workplace leadership skills
- build the collective strength needed to close the gap with the rest of the industry

Campaign delegates this round:

13

New members

152

New delegates and HSRs

9



A key part of our power this year comes from uniting across road transport and aviation.

That's why campaign delegates are not just visiting retail sites to build power, but yards like **this Menzies** one soon to reach 70% union density.

Majors Workers United



Our biggest campaign yet

2026 **our roads** **our skies** *our future*

For the first time in history, transport workers have aligned 200+ Enterprise Agreements across aviation and road transport to expire together in 2026.

With the combined strength of 60,000 transport workers across the roads and the skies, this is our chance to fight for better pay and conditions to future-proof the whole industry.

The problem starts at the top.

- Low pay, job security and safety risks are the norm as CEOs choose profit over the safety of workers and the public.
- We need to lift standards for ALL workers.

It's time for not just your employers, but their clients to *pay their fair share* for decent jobs.



Join the TWU today.

