TWU Carrying Australia

FEDEX UPDATE
JULY 2026

FAQ ON FEDEX PROTECTED INDUSTRIAL ACTION

Q. Why have delegates endorsed action?

A. FedEx refuses to agree to your endorsed claims and listen to workers with their substandard offer that'll send workers backwards. It's now time to send a strong message to FedEx by voting YES on the Protected Action Ballot (PAB) - attacks on conditions will not be tolerated!

These issues are still unmet or outstanding:

- ✗ **No protection for driver jobs.**
- ✗ **No protection from automation & AI.**
- ✗ **No real pay rise.**

Q. What is a PAB (Protected Action Ballot)?

A. A PAB is a vote that authorises and protects TWU members to take protected action if it becomes necessary in the future.

Voting in support of the ballot does not mean you have to take action. It just means that all members will have the option to take action, and shows FedEx that we are serious about fighting for better conditions.

Q. When does voting open? How does it work?

A. Voting opened Wednesday 29th July at 10AM AEST. You have until Thursday 20th August, 5PM AEST, to submit your vote.

If you've provided a valid email address or mobile number, you'll receive an email/text from the ballot company, FairVote Services, with a unique online voting link. **Make sure to VOTE YES to all questions.**

Q. What if I don't receive my ballot notice?

A. If you have not received your ballot notice by Wednesday 29th July, and you are a TWU member who is eligible to vote, please contact FairVote Services to ensure your name is included on the roll.

FairVote Contact Details:	(03) 8592 9905	admin@fairvote.com.au

Q. What happens while we are waiting for the PAB results?

A. By lodging a PAB application, we're making it clear that we are serious about a fair outcome being achieved in a reasonable time frame, and this is understood by management.

If management don't listen to the workforce and improve the offer, then members will meet to decide what action you may want to take from bans to stoppages.

At this key moment in the negotiation process it is vital that we stay unified and disciplined. The bargaining process and the PAB/Protected Industrial action are avenues to voice our concerns, and as such, we need all members to continue to work as normal whilst we continue the bargaining process.

BEING A TWU MEMBER ENSURES ANY ACTION YOU TAKE IS LEGALLY PROTECTED

JOIN THE TWU

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