

FAQ BORDER EXPRESS PROTECTED ACTION

Q. Why are we taking action?

- A. Border Express is refusing address key issues in negotiations even after workers voted down their attempt to rush through an agreement. Action builds pressure and shows management that workers are united and serious about winning a fair agreement.

Q. When are we taking action?

- A. Thursday 10th September 2026: **Start:** 2:00AM (local time) **Finish:** 1:59AM (local time)

Q. What are we fighting for?

- A. For too long, Border Express members have been left behind, earning less than their counterparts at major transport companies. We're fighting to close that gap in pay and conditions, a national agreement, strengthen job security and the future of your jobs.

Q. Is this legal? Do I have to tell management that I'm striking?

- A. Protected industrial action is a legal workplace right and all union members are now protected. You don't have to tell management that you're striking.

Q. How can non-members take action?

- A. Only union members are protected by the protected action ballot. Non-members must join the union before taking action.

Q. Does everyone need to take action? What will happen on Thursday?

- A. Action is strongest when workers stand together. Every worker who sits on the sidelines helps Border Express. Unity is strength and how we protect jobs and fight for a fair deal. On Thursday, delegates and organisers will talk through your site-specific activities.

Q. Will I lose pay?

- A. Only for the period of industrial action taken. Any action is designed to maximise pressure on Border Express while minimising the sacrifice made by workers. In the long-term, taking action benefits all workers.

Q. What should I expect from management?

- A. As pressure builds, management may try to discourage workers from participating. Stay informed through your delegates and the TWU.

Q. What if Border Express threatens to lockout workers?

- A. A lockout is designed to intimidate workers into backing down. It also hurts Border Express. If management chooses a lockout, the answer is simple: stay united, support each other and don't be intimidated.

Q. What happens after action?

- A. Your member-led committee will return to the negotiating table with Border Express and provide them another opportunity to engage before considering further action.

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

