

Dear TWU Member,

We, your National TWU Delegate Negotiating Committee, are taking the unusual step in writing to you all, the thousands of FedEx members right across Australia. This is because negotiations with the company have not delivered the outcomes you deserve. It is clear that action is required to force FedEx to treat the workforce with respect.

As you should be aware, we've filed a Protected Action Ballot in the Fair Work Commission.

FedEx calculates that our claims would cost the company \$60 million over three years, the approximate prize pool of the FedEx Cup – FedEx cares more about rewarding golfers than its hard-working employees. The company has continually refused to acknowledge our commitment or treat us with respect, as well as demanded in its "Final offer" that we drop the majority of our claims that would ensure job security.

FedEx's shoddy offer threatens our pay and conditions, now and into the future. Here's how:

- No backpay for 2020, and no increase to super in 2021
- Refusal of our claims for site rates
- Removal of owner drivers from the agreement entirely
- Agreement expiry in 2024, which would take us out of the Majors bargaining cycle and prevent any future industry-wide fight
- Rejection of any limits on outside hire

This is dangerous for our job security.

With no limits to outside hire, a rejection of site rates, a proposal to remove owner drivers from the agreement, and negligible increases to pay and super, our jobs are under threat. If we allow this to happen, FedEx will have a financial incentive to flood our yards with outside hire and a casualised, part-time workforce on far worse pay and conditions.

FedEx has joined the race to the bottom on wages, job security and safety in transport. We must use the huge strength that we have across the country to fight this. When we stand together in our thousands, we win.

Delegates in all state branches have met in the last few weeks and unanimously endorsed this course of action. In the coming weeks you will be asked to vote in the Protected Action Ballot, as members in Toll are already doing.

To take protected industrial action without fear of legal consequences you must be a member of the union. If your workmates are not members, they must join now to participate in the vote and action.

Now is the time to join. Now is the time to act. We must fight for our future at FedEx.

In unity,

Your National TWU Delegate Negotiating Committee

