



FAQ ON FEDEX INDUSTRIAL ACTION



For the first time in 10 years, FedEx delegates have made the unanimous decision to endorse protected industrial action for 24 hours from 1:00am Thurs 30 Sept.

A record 1600 TWU members - truck drivers, forklift operators and freight handlers - voted on the right to take action. This is not a decision anyone takes lightly, but FedEx's refusal to deal with crucial outstanding EA claims even after months of bargaining has led us here.

This will be the first time many of you have gone on strike. Here is some information to help you prepare.

Q. Why have delegates endorsed action?

A. After 6 months of negotiations FedEx refuse to commit to clauses guaranteeing job security and protecting you from having your jobs outsourced. Our claims for fair wages and superannuation are still not met, despite the company making record profits over the last year while you've risked your health and safety. Instructions from members to the negotiating committee have been clear:

- Members' **job security** must be protected into the future
- Any agreement must deliver **fair increases** for 2020, 2021 and 2022
- Any agreement must **increase superannuation** contributions with a pathway towards 15%

These issues are still unmet or outstanding:

- ✗ **Full utilisation** of FedEx employees and owner drivers for all work including overtime prior to engaging outside hire
- ✗ **Minimum ratios** of FedEx employees and owner drivers to be engaged before outside hire
- ✗ **Site rates** for outside hire
- ✗ **Fair wage increases** (including backpay for work performed in 2020)
- ✗ **Viable pathway to 15% superannuation** by the conclusion of the Agreement (30 June 2023)

This action isn't about fighting for the sake of it, and the decision has been made after hundreds of hours of discussions with members at sites across the country. Members are standing up because they are done with the games and delays. **This is about FedEx coming to the table and settling the agreement.**

Q. What does protected action mean? Can I be sacked or disciplined for taking action?

A. TWU members who take action on Thursday are protected from any adverse action from the company, with legal notice provided as is required by law. **As such, you cannot be terminated or disciplined in any way by the company for taking strike action.** If this is threatened the company is acting illegally - please advise your delegate. You will not be paid for the period of the strike.

In response to industrial action, FedEx may consider locking staff out. This would be a huge overreaction and it is difficult to see how FedEx could continue with well over two thirds of its operation not working. It's a common threat used by management, but very rarely followed through on.

Q. When does the action start?

A. The action starts at 1:00am in your time zone across Australia. The strike is for 24 hours from 1:00am Thursday to 1:00am Friday.

Q. What if I am working on Wednesday or Thursday night?

A. If you are working on Wednesday night and participating in the strike, you will stop work at 1:00am Thursday. Likewise if you are rostered to work on Thursday night and are participating in the strike, you will only start work after 1:00am on Friday.

Q. What will striking members do on Thursday?

A. With covid impacting each state differently, each site will look a little bit different on Thursday. Delegates and organisers will talk through your site-specific activities over the next few days.

Wherever you are in Australia and regardless of whether your site has 400 hundred members or 4, you will all be in this fight together. We will be holding the biggest ever mass online FedEx meeting at 10am AEST on Thursday. Register here to join members around the country: <https://bit.ly/FedExPicket>

Q. How will the company respond? Do I have to tell my manager I'm going on strike?

A. We hope the company will come to the bargaining table and deal with these outstanding claims. Our announcement of strike action has forced the company to agree to a bargaining meeting next Wed.

As we get closer to the strike and the pressure builds on FedEx we may see them lash out more with:

- Communications designed to confuse but never answer the real claims
- Allegations about the union's conduct
- Propaganda about union leadership
- Restricted or denied access to union officials and delegates
- 1:1 meetings with delegates and members, and group meetings outside of formal negotiations
- If members go ahead with action, FedEx will likely ask workers to complete forms on whether you will take action. **You do not have to complete any such form ahead of action and if you are asked to, contact your delegate and organiser right away.**
- Management may try and pit sites and states against one another saying one is wanting to settle or that they somehow disagree.

It's important to know that you do not have to advise your manager if you are striking. This is a common tactic used to try and intimidate workers. Notice of industrial action is given on behalf of all union members in accordance with the law, and the TWU has given that notice on your behalf.

You have overcome these tactics all negotiations as seen by the amazing PAB results and will continue to. It is clear that FedEx workers are strong and united and disciplined and most importantly clear that the end result is to settle on a fair agreement, not play games.

Q. What if I'm not a member but I want to strike?

A. It is not too late to join. Join before Thursday and you will be part of the protected fight and join FedEx members standing together across the country.

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