



# RETAIL NEWSLETTER

MAY 2023

The collapse of Scott's Refrigerated Logistics, Australia's largest cold chain operator, has shown the extent of the crisis in the transport industry. One of the key reasons for its collapse was "unsustainable contracts" from higher up the supply chain. That's why those wealthy companies at the top of the supply chain, who give out contracts to companies like yours, must commit to safe, fair, sustainable supply chains. Here's how we're coming together from around the retail sector to lift standards for all transport workers.

## RETAIL DELEGATES MEETING

- At the beginning of 2023 we held the first ever national delegates meeting, bringing members together from nine companies within retail supply chains across Australia
- Those delegates represent over 10,000 workers, and in the meeting they endorsed an action plan:



WA retail delegates meeting

### HOW WE'RE GOING TO MAKE CHANGE:

**STEP 1. EMPLOYERS** - endorsed a bargaining plan for retail company enterprise agreements

**STEP 2. CLIENTS** - endorsed a claim on top 40 retail clients for safer, fairer and more sustainable supply chains through their transport contracts

**STEP 3. GOVERNMENT** – endorsed Transport Reform Now, a plan to win legislation that will lift standards across the road transport industry

## WHY THESE COMPANIES?



After talking to hundreds of workers in yard meetings and surveys, and looking at key supply chains generating large profits, we have identified 8 companies.



**Scott's Refrigerated was the ninth company on this list before it went under.** What we've seen with Scott's is an all too real example that even if a company is a leader in the industry, pressures from the top of the supply chain can be crippling.



You've made it clear: **you want change, and it's time to lift standards.** Your delegates have endorsed a plan to make that happen.



## TRANSPORT REFORM NOW

Recently the TWU led a delegation of transport workers, industry leaders and transport operators to Canberra, where we met with over 40 members of Parliament to discuss the urgent need for reform.

The Federal Government has already committed to giving the Fair Work Commission power to set minimum standards in the industry. Now it's up to all of us to show how urgent that is.

**In over 150 sites around the country, members in major transport companies have endorsed the fight for transport reform now.** Delegates and organisers will be coming onto your sites to discuss the reform and how you can get involved.



**SIGN THE PLEDGE TO FIGHT FOR TRANSPORT REFORM NOW**

## RAMPING UP OUR CLAIM ON CLIENTS

In March hundreds of members, as endorsed by delegates from retail and nine major transport companies like Linfox, Toll and TGE, protested at Aldi stores across the country to demand the supermarket giant sign a charter to lift standards across its supply chain.

In total the TWU served a claim on 40 major retailers, food and beverage manufacturers and agricultural companies to sign up to these six core principles:



### SAFETY AND FAIRNESS



Clients are accountable for safety and fairness throughout their supply chains.

### EDUCATION AND CONSULTATION



Workers are trained and consulted on issues that impact their pay and safety.

### DISASTER PLANNING



Workers must have tools to safely navigate natural disasters and other disruptions.

### TRANSPARENCY



Transport contracts are transparent so no worker falls through the cracks.

### LIFTING STANDARDS



Clients must eliminate incentives or pressure to cut corners in safety.

### COLLECTIVE VOICE



Transport workers must be able to collectively stand up and speak out.

Following our National Day of Action at Aldi, we are in discussions with a number of the 40 clients about lifting standards in their supply chains. Coles and Woolworths have already signed similar charters committing to bringing up their standards. **This shows how much impact we have when we take action for a better industry.**

As we continue to ramp up, there will be ongoing activities to get involved with around the country. Stay tuned for how you can get involved.

## SUPPORTING MEMBERS AT SCOTT'S



**JOHN WALTIS,  
FORMER SCOTT'S  
EMPLOYEE**

***"1500 of us have lost our jobs.***

*Companies are going broke because the rates they have to accept just to get the work are too low. They have to cut wages, delay maintenance, push workers to stay on the road longer or speed to make unrealistic deadlines, and that's how people get killed."*

The TWU has been supporting members at Scott's to access redeployment opportunities since the company's collapse, working with companies like Global Express, Linfox, ACFS, Ron Finemore Transport, Pacific National and FBT Transwest.

While employees will receive some of their entitlements under the Federal Government's Fair Entitlements Guarantee (FEG), many sub-contractors will not. This is a prime example of why transport reform is urgent.

# BARGAINING UPDATES

## PEARSON'S UPDATE

Following two bargaining meetings between the Pearson's member-led team and company management, we've had some key wins on our claim.



- ✓ **Dispute resolution** – to ensure changes aren't made until the matter is resolved and access to the Fair Work Commission to arbitrate if required.
- ✓ **Job security** – full utilisation of permanent drivers before the use of labour hire and casuals.
- ✓ Additional driver **health and safety representatives** so you have a voice on safety
- ✓ **Delegates recognition, rights and responsibilities** – so your TWU delegates can do their jobs representing drivers in the yard, in the company and at the industry level.
- ✓ **Roadfleet Services (White fleet)** drivers will be covered under this agreement to protect your job security and ensure same job same pay.

At our next meeting we will be presenting our claim for rates, allowances and super, and fighting to lift rates in line with leading industry standards.

## UPCOMING 2024 BARGAINING



SA, TAS



WA, QLD,  
NSW Parkes



NSW



National



QLD, VIC, SA



QLD, SA, WA



NSW, VIC

These companies will be in bargaining again in 2024. We'll be fighting to lift pay and super, improve consultation and job security, increase delegates' rights and align expiry dates of agreements so we can bargain from a position of strength as a whole industry in 2026

The more members are in our fight, the stronger we are.

## JOIN THE TWU TODAY

   @TWUAUS

Now is the time we need everyone on board to back transport reform and bring up standards across the industry.

If you're not a member, [scan the QR code or click here to join now.](#)



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