

TRANSPORT WORKERS

MUGDHA DEOGADE FORMER DELIVERY RIDER

Mugdha was a food delivery rider who started work at Foodora, before the company left Australia owing millions to workers.

On her very first shift, Mugdha flew off her scooter after being hit by a car, and ended up unconscious on the road. She injured all the left side of her body and her lower back, but didn't have access to workers' compensation as an independent contractor. With no access to support, Mugdha was forced to return to work while still limping and in pain, working long hours to make up for the time off she had taken.

Mugdha is still dealing with the impact of her accident, including chronic pain, which is now worse because it went untreated for so long. She has had to stop work as a delivery rider as well as her studies because of the injuries.

ROBERT IRELAND FORMER TRANSPORT WORKER

Robert was in the trucking industry for 30 years, as an employee driver, an owner driver, a company fleet manager, and as the owner of a fleet running 11 trucks with up to 50 subcontractors.

In his first business, the pressure to breach fatigue rules was the difference between having work or being let go. He was constantly pushed to do more, to overload, to miss breaks, and not to record jobs in his logbook to cover up back-to-back runs.

He would work back-to-back runs without stopping from Sunday through to Saturday. To stay awake on the road, he turned to methamphetamines. Once he was awake for 13 days straight.

When he employed drivers, he told them to always pull over if they felt tired and that he would deal with the customers, which was important to him because of his past.

But with rampant undercutting in the industry, doing business the right way became unsustainable and he had to close his business in 2019. Having been on all sides of the industry, he strongly believes reform is urgent and necessary to protect lives and businesses.



YAVUZ CIKAR, UNCLE OF FOOD DELIVERY RIDER KILLED

Since the death of his nephew Burak Dogan in 2020, Yavuz has been a relentless advocate for justice and for broader gig economy reform.

Burak, a 30-year-old Turkish student, was killed by a truck in Sydney. He was denied workers' compensation because Uber said he wasn't working at the time, despite being logged onto the app and receiving Uber Eats orders on his phone as he lay dying under the truck.

Yavuz is fighting for justice for the family of his nephew, and for fairness and safety for all gig workers.

ANOOPDEEP SINGH SAHASI, OWNER DRIVER

Anoopdeep has been in the transport industry for over a decade, and is a current TWU delegate at Team Global Express.

As an owner driver, he's seen first-hand the impacts on the mental health of owner drivers when the work has become no longer viable or sustainable. Despite heavily-increasing rates of fuel and other vehicle maintenance, his rates continue to remain the same. He is a proud advocate of safe, fair and sustainable standards to make sure that drivers not only can be safe on the roads but can make a decent living.

VIRALKUMAR PATEL, DELIVERY WORKER

Viralkumar is a gig transport worker who has made over 20,000 deliveries during the course of his work in the gig economy.

Since he started in the gig economy, his pay has not only stagnated but gone backwards. Though he once received about \$10 per order, now, despite skyrocketing cost of living, as well as fuel and other vehicle maintenance costs, he can now expect around \$5 per order. Viralkumar is passionate about minimum standards in the industry so he and other workers can both be safe at work and earn a decent living.



ZHUOYING WANG, DELIVERY RIDER

Zhuoying Wang is a Sydney delivery rider for Hungry Panda.

When the company dropped riders' base delivery rate from \$7 to \$4 for motorcycle riders and \$6 to \$5 for bicycle riders, as well as introducing a 'bonus' scheme pushing unrealistic and dangerous deadlines for deliveries.

Zhuoying organised worker protests in Sydney calling for better pay and safety at work.

In the lead up to the protest, Zhuoying stopped receiving orders through the app, despite usually receiving 30-70 per shift. Because of the company's retaliation she is now struggling financially, unable to pay rent and being provided food by a housemate.

Zhuoying has launched an adverse action claim in the Fair Work Commission.

JOHN WALTIS, FORMER SCOTT'S DRIVER

John Waltis was a worker for Scott's, Australia's largest cold chain operator, before the company went into administration and was subsequently liquefied.

In his near 50 year career as a truck driver, John Waltis has lost more than 52 colleagues to crashes, fatigue and roadside incidents. At Scott's, he says there was never an empty trailer - the company was running at full capacity but still went under because of the immense pressures from further up the supply chain. Administrators said a key reason for the company's collapse was "unsustainable customer arrangements as a result of intense market competition." Tragically at Scott's, one worker died in a crash after being told that though he'd reached his legal driving limit, if he didn't finish the delivery the company would lose the contract.

John wants to see the industry reformed so that contracts are viable and fair, to make sure workers can do their jobs safely.

JAMES SCOTT, EMPLOYEE DRIVER

James Scott is a father of three who lives in Tasmania and has worked within the transport industry for twenty years. He is currently an employee driver working for Team Global Express, and is a TWU delegate.

In 2021 he was a key delegate in the fight led by TWU members against attacks on job security, hastened by the rise of the gig economy. One of the many things he would like to see changed in the transport industry is the unfair current practices creeping in disguised as an app on a phone, which lowers safety and fairness for all road users.

He is a strong advocate for transport reform to secure the future of his fellow workers and the next generation.

NABIN ADHIKARI, FOOD DELIVERY DRIVER

Nabin is a delivery driver in Canberra working for multiple apps, necessary for many in the gig economy in order to get enough work.

After costs, he currently earns just \$13.60 per hour, and sometimes as little as \$4 per gig—but with such lack of transparency over their earnings and the algorithm, this is often difficult to measure. The “flexibility” in the gig economy benefits gig companies, but not workers like himself who have to work 70+ hours—or even up to 85 hours—a week to make ends meet.

With every order, he’s also worried about the potential to be deactivated from the app if the algorithm decides he hasn’t made enough deliveries, or is too slow, and as a result is under immense pressure to rush through traffic.

BRADLEY BEGOZZI, OWNER DRIVER

Bradley has been an owner driver for StarTrack for over 10 years and lives in Queensland.

He’s worried about the road transport industry becoming under threat from companies like Amazon which undercut the market. Despite the convenience for customers, the lack of minimum standards mean Amazon and similar companies don’t have to pay drivers fair wages, leading to unsafe working conditions.

He believes that without reform, his pay and conditions will be slashed because his company and other major companies will be forced to compete with Amazon’s prices. That will reduce safety for everyone on the road.

ASHLEY MORELAND, RIDESHARE DRIVER

Ash joined the TWU right as the gig economy was appearing in Australia, and began working in food delivery before transitioning to rideshare.

Ash felt extraordinarily high feelings of pressure to deliver as quickly as possible, knowing that every single step of the way—from the time he accepted a trip on the app to the time when he would race into the restaurant, making do with traffic rules — was monitored and noted against his profile and recorded. This pressure led him to sustain a serious injury, where he received very little support and subsequently moved to the rideshare space.

He is optimistic that upcoming reforms would make a meaningful difference to both his own life and that of other gig workers dealing with the same pay and safety pressures.



UTSAV BHATTARAI

FOOD DELIVERY DRIVER

Utsav has been a food delivery rider for two years in Canberra, and works between 40-60—and sometimes even 80—hours a week just to make a living. Sometimes despite being logged on for hours, he doesn't receive any orders, and therefore doesn't make any money.

He started the job as a student because of the promise of flexibility, but has found that the only flexibility is the ability to log in and out of the app. He has received warnings that his account will be deactivated if he is taking too long on an order, putting him under pressure to take risks on the road to avoid losing his job.

The work is also physically exhausting—he has had to take a 60kg grocery order up to the fifth floor of a building—as well as isolating, and says he is worried about other delivery drivers who are even more stressed and burnt out than he is.

TONY MATTHEWS

OWNER DRIVER

Tony Matthews is a father of three from Sydney who has been a member of the Transport Workers' Union for almost 40 years. He is contracted to drive trucks for FedEx for 50 hours per week - and formerly for TNT, providing reliable service and ensuring owner drivers have safe, fair conditions.

Tony is concerned that inaction on gig workers has let his industry down. FedEx is seeking to introduce a piece-rate model it says is to compete with the likes of AmazonFlex. Tony fears that this expansion may displace existing workers who enjoy secure jobs, replacing them with insecure workers on lower wages and substandard conditions that would put dangerous pressures on those drivers. He is deeply concerned about how gig employment erodes quality jobs, and puts downward pressure on drivers to work excessive hours or skip vehicle maintenance.

HELEN YOU, TWU

FOOD DELIVERY RIDER

Helen You is an active member of the Australian community, proudly considering this country home, and has been a gig worker in Melbourne for over five years.

She has seen firsthand that lack of regulation in the gig economy leads to issues such as unpredictable income, limited job security, lack of access to minimum wage and paid leave, and no protection against unfair dismissal, perpetuating a climate of inequality and exploitation in the gig economy.

Helen is passionate about seeing better rights for gig workers, including fair remuneration, access to workers' compensation, improved working conditions and dispute resolution.



JOANNE ROCHE, RIDESHARE DRIVER

Joanne has been a rideshare driver for six years, after being a taxi driver for 11 years. The low wages in the industry means that she has to work long hours just to cover her taxes, business expenses and personal expenses. She doesn't make enough money to take leave or put money into her superannuation.

She's experienced abuse from intoxicated or violent passengers on the job and often feels unsafe, which has put stress on her family.

She's also experienced deactivation without being able to get in contact with the company to appeal.

Joanne is strongly in support of reform to make sure gig workers have minimum standards and restore balance in the industry.

ROSALINA PIROZZI, RIDESHARE DRIVER

Rosalina has been a gig worker and small business owner in passenger transport for 7 years. She has witnessed the destruction and decline of the taxi industry, the limousine industry, and now the thousands of drivers working below minimum wage in the rideshare industry.

She knows of countless drivers working 60+ hours a week just to make ends meet.

After working with Uber for six years, she couldn't afford to pay for her own super, or even pay her GST, being forced to take the money from elsewhere.

She doesn't want to continue seeing news headlines like the bashing of driver Jason King & the murder of Queensland driver Scott Cabrie, and the overworked driver she found dead behind the wheel of his vehicle with his engine still running. Every transport worker in Australia deserves safe & fair working conditions.



JOHN ROWE, EMPLOYEE DRIVER

John Rowe has been a transport worker for over 35 years. He currently works at Team Global Express after it split from Toll, and is the President of the TWU Vic/Tas branch.

In 2018 John joined an International Transport Workers' Federation delegation to Singapore to meet with the Toll Group, where the company signed a unique agreement to abide by international labour standards and to improve working, safety and industry standards for its 44,000 road transport, distribution, logistics, supply chain and warehousing workers across its 1200 sites in 50 countries.

John is a powerful advocate for lifesaving transport reform and recently joined convoys with 1000 other transport workers and industry representatives calling for change.

FRANK BLACK, OWNER DRIVER

Residing in Adelaide, Frank Black has been a long-distance owner driver for over 30 years, regularly travelling interstate.

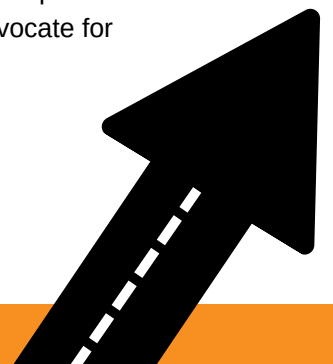
For years he has been a relentless advocate for a safer industry, playing a key role in Senator Glenn Sterle's inquiry into the trucking industry and speaking first hand about the dangers and lethal pressures in the industry.

Frank is a fierce believer that all workers - whether owner-drivers, employee drivers, gig workers or from any other sector - deserve pay that allows them to do their jobs safely and professionally, while still being able to make a decent living.

DAVIS CLAYTON, FOOD DELIVERY DRIVER

Davis has been working in the food delivery sector since the apps arrived in 2017. When he started out, he had no safety equipment, no weather protective clothing and was left to work the rest out for himself. The prospect of market growth, and all that this was supposed to bring, has kept workers like Davis on the hook, in the hope that, as contractors, their 'business' may benefit from this, but it has been a hollow promise.

Davis says little has improved. His earnings have stagnated, supply and demand are wildly unpredictable and he is still exposed to as many hazards on the road as he was in 2017. Davis is a strong advocate for regulation in the sector and the benefits it will bring to workers like himself.



MARGARET HARVEY, TEAM GLOBAL EXPRESS WORKER

Margaret is a delegate at Global Express and has been a proud TWU member and transport worker for over 30 years.

In 2021 Margaret was one of thousands of workers at major companies who were forced to take industrial action. Feeling the squeeze from the gig economy, some of Australia's largest transport operators began attacking their own operations to keep costs low, meaning workers were up against significant threats to their job security.

DAVID WOJCIK, OWNER DRIVER

David has been in the transport industry for 16 years, an owner driver for 14, providing transport services to Sydney metropolitan and regional supermarkets.

David, along with many other operators, has experienced significant increases in costs such as fuel, wages, insurance, repairs and maintenance, tyres, use of toll roads in Sydney and capital expenditure, without an increase in rates.

All of this has made operating a truck on significantly lower margins extremely difficult and stressful. He's observed how these circumstances have driven other drivers and operators to make compromises on safety, and a decrease in compliance—people he works with and who are sharing the roads with his loved ones.

He's concerned that in instances where drivers and operators do cause harm on the roads or are responsible for serious incidents, there is a lack of accountability and true understanding about the reasons for these incidents occurring in the first place.



INDUSTRY VOICES

GLYN CASTANELLI NATIONAL ROAD FREIGHTERS ASSOCIATION

Glyn Castanelli, the current National Vice President of the National Road Freighters Association, has been in the trucking industry since 1989, with his first truck driving job delivering beds for Forty Winks, with Shane Warne as his truck jockey.

He's since worked for many companies, mostly doing Melbourne, Sydney, Brisbane and Adelaide with one stint working two-up Melbourne to Perth return in a B triple.

In 2014, he and his wife Lexy purchased their first truck, and worked as tow operators.

After having driven four million interstate kilometres without an accident, in 2020 his truck had to be written off after a motorist drifted into his lane and ploughed head-first into him. Though there were no serious injuries from the crash, it seriously impacted him and he has remained a passionate advocate for a safer and fairer trucking industry.

JULIE DOWNEY NATIONAL ROAD FREIGHTERS ASSOCIATION

Veteran 23-year MC driver, Julie Downey serves on three Transport and Road Safety boards bringing a diverse perspective to the Boardroom, delivering thoughtful insights that help drive informed decision making. Well known in industry and political circles for her work in heavy vehicle road safety, Julie has addressed Members and Senators in Canberra providing insight into a number of critical heavy vehicle driver safety issues.

Julie's Safer Seatbelts Campaign and advocacy for the introduction of biofidelic female crash testing to reduce the physical and economic costs of road trauma injuries to women led to Julie's inclusion in the National Road Safety Strategy 2021-2030 Roundtable Consultation Sessions, contributing to conversations to develop policy with the goal of getting every road user home safely every day.



GORDON MACKINLAY, NATIONAL ROAD FREIGHTERS ASSOCIATION

Gordon began his career as a diesel mechanic in 2005, then started driving trucks full time doing interstate work for a local company doing mainly Sydney-Melbourne-Brisbane, before becoming an owner driver in NSW.

Gordon led convoys to Canberra opposing the Road Safety Remuneration Tribunal. Since then, Gordon has seen the industry overlooked and everything become even worse. Gordon experienced firsthand what the lack of standards in transport can do to an owner operator. In 2019, he sold his trucks and went back to being a mechanic, realising the potential to earn a sustainable living was more realistic as a mechanic.

In his role at the NRFA he is committed to the fight to improve the road transport industry for the smaller operators. He is passionate about the transport industry and about good single truck owner operators being supported with good legislation and representation at a higher level. He hopes that going back to being an owner driver will become a viable option again.

CHRIS ROE, OWNER DRIVER & BOARD MEMBER, NRFA

Chris Roe is 68 and has been a member of the NRFA board since 2019. He's spent his whole working life in the road transport industry, approaching 50 years in a family business as an owner operator/driver. He's the second of three generations of his family to spend the majority of their working life in what he calls "this wonderful but challenging industry."

Chris' late father started the family business when he returned home after completing over 1000 days of service in the Australian Army Corps in PNG during WW2. Chris would often come home from school to find his father incarcerated in the local lockup for the heinous crime of failing to submit a road tax return. For this reason when six brave men instigated the Razorback Blockade in 1979 he became involved at a local level and has retained an interest in industry activism and reform ever since.

Chris is passionate about leaving those who follow him, including his son Daniel, with an industry that they can be proud of. That must involve having their skills recognised and rewarded fairly, their opinions and needs considered, and their contribution required when determining their remuneration.



PAUL RYAN

CHAIR, TEACHO

Paul Ryan has spent his life advocating for transport workers and operators. After spending more than 20 years at the Victorian Transport Association, he is currently the Chair of TEACHO, making ongoing contributions to truck driver health and safety through his work there and in Healthy Heads in Trucks and Sheds.

Over the course of his career Paul's work has seen significant milestones in the transport industry, including the introduction of superannuation into the transport industry and the development of enterprise bargaining across the transport industry following the national wage decisions of the late 1980s. Paul has been working for years to ensure the transport industry is viable and sustainable, and therefore safe.

MICHAEL RAWLING, UTS

Michael is an experienced Senior Lecturer in the Faculty of Law, UTS, teaching and researching labour law and corporate law. His main research interests are scope of labour law issues, labour law enforcement issues and social democratic approaches to labour law.

A key focus of Michael's research is on business models such as supply chains and gig economy arrangements which are based on precarious work and used to evade employment law. He also examines innovative regulation designed to address these business models in order to secure compliance with minimum standards. His PhD was on regulating supply chains to protect workers in the TCF industry, road transport industry and beyond.

Michael has been a Chief Investigator on 3 Australian Research Council Grants, an expert witness in the Road Safety Remuneration Tribunal and a consultant to the Sectoral Policies Department, International Labour Office, International Labour Organisation (ILO) regarding best practices in road transport industry safety regulation. He was previously co-convenor of the Business Outsourcing and Restructuring Regulatory Research Network (BORRRN) 2009-2016, and is currently a co-convenor of the Migration and Labour Law Cluster at UTS Law, and a member of the Australian Labour Law Association (ALLA) national executive committee.



EMPLOYERS AND EMPLOYER REPRESENTATIVES

PETER ANDERSON AUSTRALIAN ROAD TRANSPORT INDUSTRIAL ORGANISATION SECRETARY

Peter Anderson is one of Australia's foremost experts in transport and logistics, with a lifelong career working in the business of freight movement for private businesses.

Peter is the Secretary of the Australian Road Transport Industrial Organisation, the peak industrial body representing employers, owners and operators of heavy vehicle businesses across the road transport industry.

He is also the CEO of the Victorian Transport Association, with a focus on enhancing the productivity, safety, workforce development and sustainability of the industry through leadership and advocacy.

Coming from a transport family, Peter has lived and breathed freight and logistics his whole life. He has held management positions since 1983, becoming only the second Chief Executive Officer at The Scott Group of Companies, where he drove major cultural change and business improvements.

WARREN CLARK, NATROAD CEO

Warren Clark has been CEO of the National Road Transport Association since November 2015. Since then he has successfully grown and managed the organisation through a period of unprecedented challenges, including COVID-19, successfully negotiating changes for the benefit of NatRoad and the broader road transport industry.

Warren has more than 20 years of experience in leading and developing businesses for emerging companies, specialising in the not-for-profit sector. A certified Chartered Accountant, he holds a Bachelor of Financial Management from the University of New England. Prior to joining NatRoad he headed a peak industry council-driven, rural biosecurity operation in a highly regulated sector, and led the offshore arm of a sustainable livestock export business.

Warren possesses a strong business and leadership record and a deep understanding of the road transport industry in Australia. The National Road Transport Association is Australia's largest national representative road freight transport operators' association with a membership ranging from owner-drivers to large fleet operators.



CAMERON DUNN MANAGING DIRECTOR, FBT TRANSWEST

Cameron Dunn, Managing Director of Victorian bulk transport business FBT Transwest and formerly VTA President, has had an almost 40-year career in the transport industry.

Cameron's simple business philosophy for FBT Transwest is that safe businesses are good businesses, and good businesses are sustainable businesses.

In his business, every truck he buys and every contract he signs is with safety in mind, with zero harm the ultimate focus. But without reform, his and other good transport companies are under threat because clients will award work to companies that are cheaper but cut corners on safety. He has a strong belief in the importance of holding everyone in the supply chain accountable.

GARY MAHON CEO, QUEENSLAND TRUCKING ASSOCIATION

Gary Mahon, who has been the CEO of the Queensland Trucking Association since 2016, has throughout his career led reform of the Queensland Disaster Management Act, the Australian Road Laws, the introduction of High Productivity Multi-Combination vehicles and the introduction of the 50km per hour speed limit in residential areas.

He holds that minimum standards in transport are essential so that every participant who exercises economic power in the supply chain can be held accountable, with the big end of town continually trying to lower the ceiling and the gig economy obliterating the floor.



MICHELLE HARWOOD

EXECUTIVE DIRECTOR, TASMANIAN TRANSPORT ASSOCIATION

Michelle Harwood is the Executive Director of the Tasmanian Transport Association - the recognised peak member-based employer association working for a safe, productive, and sustainable transport industry in Tasmania.

Michelle represents the Tasmanian freight transport industry as a Member of the Tasmanian Road Safety Advisory Council, the Tasmanian Black Spot Committee, and of the recently established National Heavy Vehicle Rest Area Committee.

Michelle is also the Secretary/Treasurer of the Australian Road Transport Industrial Organization - Tasmania Branch. Michelle is a Director of TWUSUPER, a profit-to-members industry super fund dedicated to providing superannuation services to enable members to enjoy the best possible life and choices in retirement.

ARTHUR TZANEROS

CEO, ACFS PORT LOGISTICS

Arthur Tzaneros founded ACFS Port Logistics in 2005, with the vision to create one of Australia's premier transport, rail, warehousing and freight logistics companies. It now employs over 1600 people.

He has been a strong advocate for industry reform, believing that the transport industry needs to be saved from itself, with lower rates, poor conditions, and insecurity around employment, especially in the gig economy, an existential threat to the transport sector.

Having joined other industry representatives in calls for transport reform, and backing recent convoys attended by over a thousand, ACFS is pushing for the transport industry to be an industry of choice, rather than an industry of death or last resort.



LAURIE D'APICE

LINFOX PRESIDENT INDUSTRIAL RELATIONS

Laurie is President Industrial Relations for the Linfox Group of companies across the Asia Pacific region. He directs and leads the strategic industrial relations framework across the Linfox Group, and has extensive experience in human resources and operations, bringing in-depth knowledge of employee and industrial relations and the development of Enterprise Bargaining Agreements.

His career spans more than 40 years and includes work at some of Australia's leading blue chip enterprises including Qantas, Hawker De Havilland and Mayne Nickless.

Previously Linfox Logistics President Human Resources, he has worked across the organisation for more than 20 years in various roles.

