

NEW TRANSPORT LAWS: TWU APPLICATIONS

FOOD AND BEVERAGE DELIVERY WORK

The application calls for standards that will for the first time provide food delivery riders and drivers with:

- Safety net on pay and entitlements to ensure recovery of costs for vehicle expenses, insurances and labour
 - Weekly reconciliation of payments, topping up to minimum safety net if necessary
 - Safety net to be adjusted according to significant cost fluctuations such as fuel
 - Transparency of payment calculations
- Company-funded entitlements including superannuation, personal injury insurance, and safety training
- Notice of termination of a contract, or payment in lieu of notice, in line with the Road Transport and Distribution Award
- Company to provide information on rights to worker representation through a registered organisation, such as the TWU
- Dispute resolution and consultation rights, giving workers their fair say

“LAST MILE” (PARCEL/GOODS) DELIVERY WORK

Two applications will be submitted that complement one another – one for gig/employee-like workers (such as those working for AmazonFlex, DriveYello), and another for road transport owner drivers (such as those working for Aramex, CouriersPlease, ANC). The applications provide for standards including:

- Minimum hourly rates that ensure recovery of costs for vehicle expenses, insurances and labour
 - Minimum cost recovery rates to be adjusted according to significant cost fluctuations such as fuel
 - Transparency of pay through weekly invoices
- Company-funded superannuation, safety training and paid rest breaks
- Notice of termination of a contract, or payment in lieu of notice, in line with the Road Transport and Distribution Award
- Company to provide information on rights to worker representation through a registered organisation such as the TWU
- Dispute resolution and consultation rights, giving workers their fair say

CONTRACT CHAIN ORDER

This application applies to all levels of the contract chain, starting with wealthy clients like retailers, manufacturers and oil companies at the top, who would be required to:

- Pay operators/drivers in full within 30 days
 - Disputes over payment amounts can be heard by the Fair Work Commission
- Remove payment terms that pressure operators or drivers into lowering costs over the duration of a contract