

**Subcommittee for consultation about an application for  
minimum standards orders – Last mile delivery  
– MS2024/1 and MS2024/2**

| Meeting agenda     |                                                                   |                                                         |                                                                                      |
|--------------------|-------------------------------------------------------------------|---------------------------------------------------------|--------------------------------------------------------------------------------------|
| <b>Date</b>        | Monday, 26 May 2025                                               |                                                         | <b>Time</b> 9 am – 4.30 pm AEST                                                      |
| <b>Location</b>    | Fair Work Commission<br>80 William Street<br>EAST SYDNEY NSW 2011 |                                                         | Conference Room 16<br>Level 16, Terrace Towers<br>* indicates attendance by MS Teams |
| <b>Chair</b>       | Peter Anderson<br>Richard Olsen                                   |                                                         | RTAG Member<br>RTAG Member                                                           |
| <b>Facilitator</b> | Commissioner Damian Sloan                                         |                                                         | Fair Work Commission                                                                 |
| <b>Attendees</b>   | Ashlea Cameron*                                                   | ACCI                                                    | Senior Policy Advisor, Workplace Relations                                           |
|                    | Shaun Schmitke*                                                   | ACCI                                                    | Director of Workplace Relations                                                      |
|                    | Kristie Walker                                                    | Amazon                                                  | Senior Manager, Employee Relations                                                   |
|                    | Erin Hawthorne                                                    | Amazon                                                  | Seyfarth Shaw                                                                        |
|                    | Erika Newman                                                      | Aramex Australia                                        | Country Manager                                                                      |
|                    | Jason Bovis                                                       | Aramex Australia                                        | General Manager Sydney                                                               |
|                    | Nicola Lumaris                                                    | Aramex Australia                                        | Regional Human Resources Director                                                    |
|                    | Nicolas Saunders                                                  | Australia Post                                          | General Manager, Industrial Relations and Reform                                     |
|                    | Lauren Constantopoulos                                            | Australia Post                                          | Head of Industrial Relations and Reform                                              |
|                    | Brent Ferguson                                                    | Ai Group                                                | Head - National Workplace Relations Policy                                           |
|                    | Shaun Kelleher                                                    | Ai Group                                                | Workplace Relations Practice Lead                                                    |
|                    | Peter Willink                                                     | Ai Group                                                | Senior Advisor – Workplace Relations Policy                                          |
|                    | Gary Mahon                                                        | ARTIO                                                   | Vice President                                                                       |
|                    | Nigel Ward                                                        | Business NSW<br>Australian Business<br>Industrial (ABI) | CEO + Director, Australian Business Lawyers & Advisors                               |
|                    | Janine Zammit                                                     | Couriers Please                                         | Chief Operating Officer                                                              |
|                    | Ruby Wolff                                                        | DAI Post                                                | General Manager Operations (ANZ)                                                     |
|                    | Vikki Sultana                                                     | DoorDash                                                | Senior Counsel Industrial Relations                                                  |
|                    | Bryan Sim                                                         | DoorDash                                                | Senior Manager Policy Development ANZ                                                |
|                    | Will Spargo                                                       | DoorDash                                                | Lander & Rogers                                                                      |
|                    | Andrew Eastick                                                    | FedEx Express<br>Australasia                            | Managing Director – Regional Operations                                              |

| Meeting agenda     |                   |                                   |                                                                                                                |
|--------------------|-------------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------|
|                    | Michael Brennan   | FedEx Express<br>Australasia      | General Counsel                                                                                                |
|                    | Glyn Castanelli   | National Road<br>Freighters Assoc | President                                                                                                      |
|                    | Warren Clark      | National Road<br>Transport Assoc  | Chief Executive Officer                                                                                        |
|                    | Matt Zadow        | Team Global<br>Express            | Executive General Manager, Workplace<br>Relations, Governance and Insights                                     |
|                    | Daniel McGee      | Team Global<br>Express            | Senior Manager, Industrial and Employee<br>Relations                                                           |
|                    | Gavin Webb        | TWU                               | Chief Legal Officer – Transport Workers’<br>Union of Australia, NSW/QLD/VIC/TAS<br>(Interim Governance) Branch |
|                    | Bailey Ryan       | TWU                               | Legal Officer                                                                                                  |
|                    | Pia Brunner       | Uber                              | Director of Public Policy and Government<br>Affairs, Australia and New Zealand                                 |
|                    | Cameron Loughlin  | Uber                              | Legal Director – Australia and New Zealand                                                                     |
| <b>Apologies</b>   | Zoe Adams--He     | Amazon                            | Senior Corporate Counsel, Labour and<br>Employment – Australia                                                 |
|                    | Christina Zaarour | Aramex Australia                  | Legal Director                                                                                                 |
|                    | Dean Langridge    | Team Global<br>Express            | General Manager, Industrial and Employee<br>Relations<br>Employment Counsel                                    |
|                    | Julian Arndt      | Business NSW and<br>ABI           | Director, Australian Business Lawyers &<br>Advisors                                                            |
| <b>Secretariat</b> | Abhirami Panicker | Fair Work Commission              |                                                                                                                |

|    | Subject                                                                                                                           | Lead    |
|----|-----------------------------------------------------------------------------------------------------------------------------------|---------|
| 1. | Welcome and apologies                                                                                                             | Chair   |
| 2. | Confirmation of record of previous meeting                                                                                        | Chair   |
| 3. | Discussion – draft MSO proposed by Australian Business Lawyers and Advisors                                                       | Sloan C |
| 4. | Discussion – draft MSO proposed by Amazon                                                                                         | Sloan C |
| 5. | Response to request for advice from Vice President Asbury of 28 March 2025<br>(provided to sub-committee members on 4 April 2025) | Sloan C |
| 6. | Other business                                                                                                                    | Chair   |

### Meeting schedule

**Time:** 1.30pm – 4.30pm

**Location:** Conference Room 16

**Dates:** Friday 4 July 2025  
Friday, 25 July 2025  
Friday, 15 August 2025