

Meeting record

**Subcommittee for consultation about an application for an
employee-like minimum standards order
Food and beverage delivery – MS2024/3**

Meeting details and participants			
Date	Friday, 2 May 2025	Time	10.00am AEST
Location	Fair Work Commission 80 William Street EAST SYDNEY NSW 2011	Conference Room 16 Level 16, Terrace Towers * indicates attendance by MS Teams	
Chair	Richard Olsen	RTAG Member	
Facilitator	Commissioner Oanh Thi Tran	Fair Work Commission	
Attendees	Ashlea Cameron*	ACCI	Senior Policy Advisor, Workplace Relations
	Erin Hawthorne*	Amazon	Seyfarth Shaw
	Kristie Walker	Amazon	Senior Manager Employee Relations
	Peter Willink	Ai Group	Senior Advisor – Workplace Relations Policy
	Nigel Ward	Business NSW Australian Business Industrial (ABI)	CEO + Director, Australian Business Lawyers & Advisors
	Julian Arndt	Business NSW ABI	Director, Australian Business Lawyers & Advisors
	Vikki Sultana	DoorDash	Senior Counsel Industrial Relations
	Bryan Sim	DoorDash	Senior Manager Policy Development ANZ
	Paul McElroy*	Menulog	Legal Counsel
	Lorraine Biviano	TWU	Legal Officer
	Davis Clayton	TWU	Delivery worker
	Utsav Bhattarai*	Food delivery worker	
	Pia Brunner	Uber	Director of Public Policy and Government Affairs, Australia and New Zealand
	Cameron Loughlin	Uber	Legal Director - Australia and New Zealand
	Dr Michael Rawling	University of Technology, Sydney	Associate Professor, Faculty of Law
Apologies	Zoe Adams-He	Amazon	Senior Corporate Counsel, Labour & Employment
	Brent Ferguson	Ai Group	Head of National Workplace Relations Policy
	Michelle Harwood	ARTIO	Vice President

Meeting details and participants			
	Emma Dowsett	DoorDash	Head of Policy and Government Relations, Australia and New Zealand
	Katie Sweatman	Menulog	Kingston Reid
	Ben Nowlan	Sherpa/Drive Yello	
	Jack Boutros	TWU	National Campaign Lead
	Ama Somaratna	TWU	National Legal Officer
Secretariat	Daniel Yacoub*	Fair Work Commission	
	Indigo Crosweller	Fair Work Commission	

Topic		Lead
Welcome and apologies	The Chair opened the meeting and welcomed participants. The Chair noted apologies and confirmed meeting participants attending in person and online.	Chair
Confirmation of record of previous meeting	The meeting confirmed the meeting record of 4 April 2025, subject to the following changes: <ul style="list-style-type: none"> • Insertion of information about a request from Uber for confirmation that the RTAG Chair's letter of 28 March 2025 had not been shared with anyone else prior to circulation to the subcommittee on 3 April 2025, and • Insertion of 'alleged' in the first paragraph on page 2, so that the record refers to 'the urgency of alleged safety concerns'. Moved: Cameron Loughlin Seconded: Nigel Ward	Chair
Discussion of deadline and Confirmation of future meetings	The Facilitator confirmed that the next meeting is to be held on Friday, 13 June and will be an all-day meeting. After that meeting there will be two more, scheduled for 4 July 2025 and 25 July 2025. The subcommittee has been tasked with providing advice to RTAG by 7 August 2025. The meeting then discussed how to best narrow the agenda and plan for the remaining meetings so that it may achieve the above deadline.	Tran C
Pay rates and 'Safety Net' provisions	Participants discussed inclusion of terms relating to pay rates and safety net	Tran C
Draft coverage clause	Participants discussed proposed changes to draft coverage clause, circulated prior to the meeting by DoorDash. Discussed the intent of changes was to simplify and to reflect earlier discussions about the intent of the coverage.	
Sharing information between the subcommittees	Participants discussed whether sharing information and drafts between the subcommittees could be useful. No agreement at this stage for any particular draft to be shared.	

Topic		Lead
Next meeting	<p>Participants agreed to the following schedule for circulation of materials to assist in making the June meeting productive:</p> <ol style="list-style-type: none"> 1. The TWU and any other parties are to circulate questions regarding the scope & coverage clause by Friday, 9 May 2025. 2. Answers to the questions (above) should be given by Friday, 23 May 2025. 3. Any questions or materials to be considered at the 13 June 2025 meeting are to be circulated to all parties by Friday, 6 June 2025. 	

Meeting schedule

Time: 10am – 1pm

Location: Conference Room 16

Dates: Friday, 13 June 2025 (all day meeting)

Friday 4 July 2025

Friday, 25 July 2025

Friday, 15 August 2025