

## Meeting record

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

Meeting details and participants				
<b>Date</b>	28 February 2025		<b>Time</b>	1.30pm AEDT
<b>Location</b>	Fair Work Commission 80 William Street EAST SYDNEY NSW 2011		Conference Room 16 Level 16, Terrace Towers * indicates attendance by MS Teams	
<b>Chair</b>	Richard Olsen Also in attendance: Peter Anderson		RTAG Member RTAG Member	
<b>Facilitator</b>	Commissioner Damian Sloan		Fair Work Commission	
<b>Attendees</b>	Jack Morrish*	ACCI	Senior Policy Advisor, Workplace Relations	
	Jessica Tinsley*	ACCI	Consultant	
	Zoe Adams--He	Amazon	Senior Corporate Counsel, Labour and Employment – Australia	
	Kristie Walker	Amazon	Senior Manager, Employee Relations	
	Erika Newman*	Aramex Australia	Country Manager	
	Christina Zaarour*	Aramex Australia	Legal Director	
	Jason Bovis*	Aramex Australia	General Manager Sydney	
	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	
	Nigel Ward	Business NSW Australian Business Industrial (ABI)	CEO + Director, Australian Business Lawyers & Advisors	
	Julian Arndt	Business NSW and ABI	Director, Australian Business Lawyers & Advisors	
	Vikki Sultana	DoorDash	Senior Counsel Industrial Relations	
	Andrew Eastick*	FedEx Express Australasia	Managing Director – Regional Operations	
	Glyn Castanelli*	National Road Freighters Assoc	President	
Matt Zadow	Team Global Express	Executive General Manager, Workplace Relations, Governance and Insights		
Daniel McGee*	Team Global Express	Senior Manager, Industrial and Employee Relations		

Meeting details and participants			
	Gavin Webb	TWU	Chief Legal Officer – Transport Workers’ Union of Australia, NSW/QLD/VIC/TAS (Interim Governance) Branch
	Bailey Ryan	TWU	
	Pia Brunner*	Uber	Director of Public Policy and Government Affairs, Australia and New Zealand
	Cameron Loughlin*	Uber	Legal Director – Australia and New Zealand
<b>Apologies</b>	Gary Mahon	ARTIO	Vice President
	Emma Dowsett	DoorDash	Head of Policy and Government Relations, Australia and New Zealand
	Dean Langridge	Team Global Express	General Manager, Industrial and Employee Relations Employment Counsel
	Warren Clark	National Road Transport Assoc	Chief Executive Officer
<b>Secretariat and meeting support</b>	Ailsa Carruthers*	Fair Work Commission	

Topic		Lead
<b>Welcome and introductions</b>	The Chair opened the meeting and welcomed participants. The Chair noted apologies and confirmed meeting participants attending in person and online.	Chair
<b>Guiding Principles for Subcommittees</b>	The meeting adopted the Guiding Principles for Subcommittees set out at Attachment A to the Road Transport Advisory Group (RTAG) Terms of Reference. The Chair noted that Commissioner Sloan from the Consultation Expert Panel would facilitate the subcommittee meeting, as provided in the draft Guiding Principles for Subcommittees.	Chair
<b>Application overview by TWU and response by other participants</b>	Mr Webb provided an overview of the TWU applications for an employee-like minimum standards order and a road transport minimum standards order (cases numbers MS2024/1 and MS2024/2 respectively), including providing background information, rationale and intended scope and coverage of the orders being sought. Participants discussed the applications and provided their perspectives on issues raised or covered by the proposed terms of the orders being sought by the TWU.	Gavin Webb, TWU
<b>Other subcommittee participants</b>	The facilitator asked participants to consider whether any additional people or organisations may wish to participate in the subcommittee or could add value to its discussions. The RTAG is seeking to consult broadly with interested parties.	Sloan C

Topic		Lead
<b>Next steps</b>	In preparation for the next subcommittee meeting: <ul style="list-style-type: none"> <li>• The TWU will prepare information in response to various questions raised in the meeting.</li> <li>• All participants will consider any additional people or organisations the RTAG should invite to future subcommittee meetings.</li> </ul>	Sloan C

**Next meeting:**

**Date:** 14 March 2025

**Time:** 1.30pm AEDT

**Location:** Conference Room 16  
 Level 16, Terrace Towers  
 Fair Work Commission  
 80 William Street  
 EAST SYDNEY 2011

Online by MS Teams