

Meeting record

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

Meeting details and participants			
Date	Friday, 2 May 2025		Time 1.30pm 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 Damian Sloan		Fair Work Commission
Attendees	Ashlea Cameron*	ACCI	Senior Policy Advisor, Workplace Relations
	Kristie Walker	Amazon	Senior Manager, Employee Relations
	Erin Hawthorne	Amazon	Partner, Seyfarth Shaw
	Erika Newman*	Aramex Australia	Country Manager
	Christina Zaarour*	Aramex Australia	Legal Director
	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
	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 Australian Business Industrial (ABI)	CEO + Director, Australian Business Lawyers & Advisors
	Julian Arndt	Business NSW and ABI	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
	Andrew Eastick*	FedEx Express Australasia	Managing Director – Regional Operations
	Michael Brennan	FedEx Express Australasia	General Counsel

Meeting details and participants			
	Glyn Castanelli*	National Road Freighters Assoc	President
	Warren Clark	National Road Transport Assoc	Chief Executive Officer
	Matt Zadow	Team Global Express	Executive General Manager, Workplace Relations, Governance and Insights
	Dean Langridge	Team Global Express	General Manager, Industrial and Employee Relations Employment Counsel
	Daniel McGee*	Team Global Express	Senior Manager, Industrial and Employee Relations
	Lorraine Biviano	TWU	Legal Officer
	Pia Brunner	Uber	Director of Public Policy and Government Affairs, Australia and New Zealand
	Cameron Loughlin	Uber	Legal Director – Australia and New Zealand
Apologies	Zoe Adams-He	Amazon	Senior Corporate Counsel, Labour and Employment – Australia
	Brent Ferguson	Ai Group	Head – National Workplace Relations Policy
	Emma Dowsett	DoorDash	Head of Policy and Government Relations, Australia and New Zealand
	Gavin Webb	TWU	Chief Legal Officer – Transport Workers' Union of Australia, NSW/QLD/VIC/TAS (Interim Governance) Branch
Secretariat	Abhirami Panicker	Fair Work Commission	

Topic		Lead
Welcome and apologies	The Chair opened the meeting and welcomed participants. The Chair confirmed meeting participants attending in person and online.	Chair
Confirmation of record of previous meeting	Participants confirmed the meeting record of 4 April 2025. Moved: Nigel Ward Seconded: Matt Zadow	Chair
ABLA Draft	Lorraine Biviano reported that the TWU and Australian Business Lawyers & Advisors (ABLA) had met to discuss the draft minimum standards order (MSO) which ABLA had previously circulated. Further conversations are to take place. The TWU will circulate a written response to the draft MSO two weeks before the next meeting. Nigel Ward reported that he had spoken to the TWU and Amazon. He confirmed that the draft MSO that ABLA had circulated was designed for regulated road transport contractors (owner-drivers), and that he was looking for others to make the changes necessary to create a draft for employee-like workers (platform workers). He confirmed	Sloan C

Topic		Lead
	<p>that the further draft he had circulated that morning reflected feedback ABLA had received.</p> <p>Mr Ward stated that a further draft of the MSO would be circulated to the members of the subcommittee on a private and confidential, without prejudice basis by 19 May 2025.</p>	
Amazon Proposal	<p>Kristie Walker tabled a document setting out the principles that Amazon proposed would apply to develop an MSO for employee-like workers and an outline of the terms it would contain. Erin Hawthorne spoke to the document.</p> <p>Amazon will circulate a draft MSO to the members of the subcommittee on a private and confidential, without prejudice basis by 19 May 2025.</p>	
Next Meeting	<p>26 May 2025 at 9.00am</p> <p>Sloan C noted that at this stage only Conference Room 14AB was available. Given the poor AV facilities in that room, he invited members of the subcommittee to offer alternative venues if available.</p>	Sloan C

Meeting schedule

Monday, 26 May 2025	9 am - 4.30pm	TBA
Friday 4 July 2025	1.30pm – 4.30pm	Conference Room 16
Friday, 25 July 2025	1.30pm – 4.30pm	Conference Room 16
Friday, 15 August 2025	1.30pm – 4.30pm	Conference Room 16