

Meeting record

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

Meeting agenda			
Date	Wednesday, 11 June 2025	Time	9 am 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
	Natalie Dowsett	Amazon	
	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
	Nigel Ward	Business NSW Australian Business Industrial (ABI)	CEO + Director, Australian Business Lawyers & Advisors
	Georgina Warren*	DoorDash	Lander & Rogers
	Andrew Eastick*	FedEx Express Australasia	Managing Director – Regional Operations
	Michael Brennan	FedEx Express Australasia	General Counsel
	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
	Gavin Webb	TWU	Chief Legal Officer – Transport Workers' Union of Australia, NSW/QLD/VIC/TAS (Interim Governance) Branch

Meeting agenda			
	Bailey Ryan	TWU	Legal Officer
Apologies	Erika Newman	Aramex Australia	Country Manager
	Christina Zaarour	Aramex Australia	Legal Director
	Vikki Sultana	DoorDash	Senior Counsel Industrial Relations
	Bryan Sim	DoorDash	Senior Manager Policy Development ANZ
	Will Spargo	DoorDash	Lander & Rogers
	Glyn Castanelli	National Road Freighters Assoc	President
	Pia Brunner	Uber	Director of Public Policy and Government Affairs, Australia and New Zealand
	Cameron Loughlin	Uber	Legal Director – Australia and New Zealand
Secretariat	Abhirami Panicker	Fair Work Commission	

Topic		Lead
Welcome and apologies	The Chair opened the meeting and welcomed participants.	Chair
Confirmation of record of previous meeting	The Chair noted that, as this meeting IS confined to discussing MS2024/2, confirmation of the record of the meeting on 26 May 2025 would be deferred until the full subcommittee meeting on 1 July 2025	Chair
ABLA Proposal	N Ward advised that he had continued discussions with the TWU, but had not had a chance to circulate a revised version of Australian Business Lawyers and Advisors' (ABLA) proposed minimum standards order (MSO). He said he would do so as soon as possible. B Ferguson put Ai Group's response to ABLA's proposal (in its current terms). G Webb put the TWU's position on the matters raised by Ai Group. N Ward confirmed that he would have regard to Ai Group's feedback when preparing the next draft of ABLA's proposal.	Sloan C
TWU Rates Proposal	G Webb circulated, on a without prejudice basis and for the purposes of consultation, a document containing the rates that the TWU proposes be included in any MSO.	Sloan C
Request for advice from Asbury VP	Sloan C said that he would prepare and circulate a first and "working" draft of an advice in response to the request from the RTAG Chair, Vice President Asbury, of 28 March 2025 (provided to subcommittee members on 4 April 2025)	Sloan C
Next meeting	The next meeting – confined again to MS2024/2 - is on Tuesday, 24 June 2025 at 2.00 pm	Chair