

Meeting record

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

Meeting agenda			
Date	Tuesday, 24 June 2025	Time	2 pm – 5 pm 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
	Natali Dowsett	Amazon	Senior Manager, Employee Relations
	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
	Maddie Doull	Australia Post	ER Partner
	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
	Bailey Ryan	TWU	Legal Officer

Meeting agenda			
	Ethan Aitchison*	Uber	Seyfarth Shaw
Apologies	Christina Zaarour	Aramex Australia	Legal Director
	Lauren Constantopoulos	Australia Post	Head of Industrial Relations and Reform
	Gary Mahon	ARTIO	Vice President
	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
Secretariat	Abhirami Panicker	Fair Work Commission	

Topic		Lead
Welcome and apologies	Due to a late start as a result of technological issues, the Chair determined to eschew formalities on his occasion.	Chair
ABLA Proposal	<p>N Ward advised that he had made a number of changes to the draft minimum standards order (MSO), in large part in an attempt to address concerns that had been raised at the meeting on 11 June 2025. He conducted a “page turn” of the document, identifying the changes that had been made and explaining their rationale.</p> <p>A further page turn was then conducted, allowing participants to make comments or to raise concerns about the draft MSO. This was led in large part by G Webb for the TWU and B Ferguson for Ai Group, with input from Australia Post and FedEx.</p> <p>Participants were requested to come to the next meeting with a position on the current draft – what cannot and will not be agreed; what might be agreed if other changes were made; what is agreed.</p>	Chair
Next meeting	1 July 2025, 10.00am (to deal first with both MS2024/1 and MS2024/2)	Chair

Meeting schedule

Dates: Friday, 25 July 2025 from 1.30 pm – 4.30 pm
Friday, 15 August 2025 from 1.30 pm – 4.30 pm

Location: Conference Room 16
Conference Room 16