

## Meeting record

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

Meeting agenda			
<b>Date</b>	Tuesday, 1 July 2025	<b>Time</b>	10 am – 4 pm
<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>	Peter Anderson Richard Olsen	RTAG Member RTAG Member	
<b>Facilitator</b>	Commissioner Damian Sloan	Fair Work Commission	
<b>Attendees</b>	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
	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
	Bryan Sim	DoorDash	Senior Manager Policy Development ANZ
	Will Spargo	DoorDash	Lander & Rogers
	Andrew Eastick*	FedEx Express Australasia	Managing Director – Regional Operations
	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
	Gavin Webb	TWU	Chief Legal Officer – Transport Workers’ Union of Australia, NSW/QLD/VIC/TAS (Interim Governance) Branch
	Bailey Ryan	TWU	Legal Officer
	Cameron Loughlin	Uber	Legal Director – Australia and New Zealand
	Ethan Aitchison*	Uber	Seyfarth Shaw

Meeting agenda			
<b>Apologies</b>	Nicola Lumaris	Aramex Australia	Regional Human Resources Director
	Christina Zaarour	Aramex Australia	Legal Director
	Vikki Sultana	DoorDash	Senior Counsel Industrial Relations
	Michael Brennan	FedEx Express Australasia	General Counsel
	Daniel McGee	Team Global Express	Senior Manager, Industrial and Employee Relations
<b>Secretariat</b>	Abhirami Panicker	Fair Work Commission	

Topic		Lead
<b>Welcome and apologies</b>	The Chair opened the meeting, welcomed participants and noted apologies.	Chair
<b>Confirmation of records of previous meeting</b>	Participants confirmed the following meeting records: <ul style="list-style-type: none"> <li>• 26 May 2025</li> <li>• 11 June 2025 (MS2024/2 only)</li> <li>• 24 June 2025 (MS2024/2 only)</li> </ul>	Chair
<b>Amazon Proposed MSO in MS2024/1</b>	N Dowsett and K Walker spoke to the revised draft of the minimum standards order (MSO) proposed by Amazon as circulated to the subcommittee members on 30 June 2025.  There was a discussion of the terms. Matters of particular significance that arose included: <ul style="list-style-type: none"> <li>• The coverage of any MSO</li> <li>• What will constitute time for which an employee-like worker will be paid?</li> <li>• Whether the terms of any MSO in MS2024/2 should be more aligned with those proposed in MS2024/2 or in MS2024/3.</li> </ul>	Sloan C
<b>ABLA Proposed MSO in MS2024/2</b>	N Ward advised that discussions regarding the draft MSO had continued since the meeting on 24 June 2025. He hoped to circulate a further draft MSO by Friday, 4 July 2025.	Sloan C
<b>Request for advice from Vice President Asbury</b>	Sloan C reported that it remains his intention to prepare a draft of the advice that the subcommittee will provide to the Vice President. It will have a similar look and feel to that prepared by Connolly C in respect of the subcommittee dealing with MS2024/4. He has been delaying circulating a draft, as the parties' positions are still crystallising. He confirmed that participants will have any opportunity to provide feedback on the draft, albeit that the subcommittee may be working to a reasonably tight timeframe in finalising the advice.  Participants were requested to come to the meeting on 25 July 2025 with a position on prioritisation.	Sloan C

Topic		Lead
<b>Next steps</b>	<p>In relation to MS2024/1:</p> <ul style="list-style-type: none"> <li>Any participant wishing to provide further feedback to Amazon was requested to do so by 8 July 2025</li> <li>If Amazon elects to circulate a further draft MSO, it will aim to do so by 15 July 2025</li> <li>If the TWU elects to circulate an alternative draft MSO, it will aim to do so by 15 July 2025</li> </ul> <p>In relation to MS2024/2:</p> <ul style="list-style-type: none"> <li>ABLA will circulate a revised draft MSO hopefully by 4 July 2025</li> </ul>	Sloan C
<b>Next meeting</b>	<p>There will be a meeting to discuss <b>MS2024/2 only</b> at 2.00pm on Thursday, 17 July 2025</p> <p>There will be another meeting to discuss <b>both applications</b> on Friday, 25 July 2025 at 1.30 pm.</p>	Chair

### Meeting schedule

Date	Location	Applications considered
Thursday, 17 July 2025 from 2 pm – 5 pm	Conference Room 16	MS2024/2
Friday, 25 July 2025 from 1.30 pm – 4.30 pm	Conference Room 16	MS2024/1 and MS2024/2
Friday, 15 August 2025 from 1.30 pm – 4.30 pm	Conference Room 16	TBC