

Meeting record

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

Meeting agenda			
Date	Thursday, 17 July 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 Memberzado
Facilitator	Commissioner Damian Sloan		Fair Work Commission
Attendees	Ashlea Cameron*	ACCI	Senior Policy Advisor, Workplace Relations
	Kristie Walker	Amazon	Senior Manager, Employee Relations
	Margarita Varigos	Amazon	Proxy for Natali Dowsett
	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
	Vikki Sultana*	DoorDash	Senior Counsel Industrial Relations
	Andrew Eastick*	FedEx Express Australasia	Managing Director – Regional Operations
	Michael Brennan	FedEx Express Australasia	General Counsel
	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
	Pia Brunner*	Uber	Director of Public Policy and Government Affairs, Australia and New Zealand
	Ethan Aitchison*	Uber	Seyfarth Shaw Australia

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Apologies	Natali Dowsett	Amazon	Senior Manager, Employee Relations
	Lauren Constantopoulos	Australia Post	Head of Industrial Relations and Reform
	Bryan Sim	DoorDash	Senior Manager Policy Development ANZ
	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, welcomed participants and noted apologies.	Chair
Confirmation of records of previous meeting	The Chair noted that, as this meeting is confined to discussing MS2024/2, confirmation of the record of the meeting on 1 July 2025 will be deferred until the full subcommittee meeting on 25 July 2025	Chair
ABLA Proposed MSO in MS2024/2	Nigel Ward spoke to the changes made to the draft minimum standards order (MSO) since the last meeting. Gavin Webb provided the TWU's response to the draft MSO. There was a "page turn" of the document, allowing participants to ask questions, raise concerns or seek clarification on the amended terms.	Sloan C
Next steps	Australian Business Lawyers & Advisors will prepare and circulate a further draft of the MSO reflecting what will be its best position in this forum.	Sloan C
Next meeting	25 July 2025	Chair

Meeting schedule

Date	Location	Applications considered
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