

Meeting record

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

Meeting agenda			
Date	Friday, 25 July 2025		Time 1.30 pm – 4.30 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	Peter Anderson Richard Olsen		RTAG Member 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
	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
	Bryan Sim	DoorDash	Senior Manager Policy Development ANZ
	Will Spargo *	DoorDash	Lander & Rogers
	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			
	Pia Brunner	Uber	Director of Public Policy and Government Affairs, Australia and New Zealand
	Cameron Loughlin*	Uber	Legal Director – Australia and New Zealand
	Ethan Aitchison*	Uber	Solicitor – Seyfarth Shaw
Apologies	Lauren Constantopoulos	Australia Post	Head of Industrial Relations and Reform
	Andrew Eastick	FedEx Express Australasia	Managing Director – Regional Operations
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	Participants confirmed the following meeting records: <ul style="list-style-type: none"> 1 July 2025 considering applications in both MS2024/1 and MS2024/2, and 17 July 2025 considering the application in MS2024/2 only. 	Chair
Amazon Proposed MSO in MS2024/1	N Dowsett and K Walker spoke to the further draft MSO circulated by Amazon on 23 July 2025. G Webb put the TWU's response to the proposal. There was little other discussion.	Sloan C
ABLA Proposed MSO in MS2024/2	N Ward spoke to the further draft MSO circulated by ABLA on 24 July 2025. There was limited discussion as to the terms of the document. ABLA will continue to consult with the TWU and others with a view to reaching further agreement on terms. B Ferguson raised a concern that much of the discussion that had taken place between subcommittee members had occurred outside meetings of the subcommittee itself.	Sloan C
Request for advice from Vice President Asbury	Sloan C is to prepare a draft advice and circulate for feedback/input in advance of the next meeting.	Sloan C
Next meeting	1 August 2025: 10.00am for MS2024/2 only 2.00pm for both MS2024/1 and MS2024/2 to discuss advice to VP Asbury	Chair