

Meeting record

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

| Meeting agenda | | | |
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| Date | Friday, 1 August 2025 | | Time 10am - 12 noon 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 |
| | 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 |
| | 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 | | | |
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| | 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 | Seyfarth Shaw |
| Apologies | | | |
| Secretariat | Abhirami Panicker | Fair Work Commission | |

| Topic | | Lead |
|--|---|---------|
| From 10 am AEST – confined to application in MS2024/2 | | |
| Welcome and apologies | The Chair opened the meeting, welcomed participants and noted apologies. | Chair |
| Confirmation of record of previous meeting | Participants confirmed the meeting record for 25 July 2025, subject to the following changes: <ul style="list-style-type: none"> Brent Ferguson requested that the record reflect that he had raised a concern that much of the discussion that had taken place between subcommittee members had occurred outside meetings of the subcommittee itself. | Chair |
| ABLA Proposed MSO in MS2024/2 | Nigel Ward spoke to a further draft MSO proposed by ABLA which was circulated on 31 July 2025. Subject to one change, it represented the final position of ABLA and those with whom it had been working on the draft for the purposes of the RTAG consultative process. | Sloan C |
| AiG Proposed MSO | Brent Ferguson spoke briefly to a draft MSO which was circulated by AiG on 31 July 2025. There was limited discussion on the document. | Sloan C |
| From 11.30am AEST – applications in both MS2024/1 and MS2024/2 (This part of the meeting had originally been intended to commence at 2.00pm. However, given the brevity of the discussion regarding MS2024/2, it was brought forward to 11.30) | | |
| Request for advice from the RTAG Chair, Vice President Asbury | Sloan C spoke to the structure of the draft advice that he had arranged to be circulated on 30 July 2025. There was limited discussion on the document. | Sloan C |
| Next steps | Participants are to provide their comments on the draft advice to Sloan C by Monday, 11 August 2025. Sloan C will circulate a further draft as soon as possible after that date. Whether further meetings of the subcommittee will be required (and if so, whether in person or by MS Teams) will be determined by the nature of the feedback received on the draft advice. | Sloan C |
| Other business | There was no other business. | |