

## Meeting record

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

Meeting details and participants			
<b>Date</b>	Friday, 14 March 2025		<b>Time</b> 1.30pm AEDT
<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>	Richard Olsen		RTAG Member
<b>Facilitator</b>	Commissioner Damian Sloan		Fair Work Commission
<b>Attendees</b>	Ashlea Cameron*	ACCI	Senior Policy Advisor, Workplace Relations
	Zoe Adams--He	Amazon	Senior Corporate Counsel, Labour and Employment – Australia
	Erika Newman*	Aramex Australia	Country Manager
	Christina Zaarour*	Aramex Australia	Regional Legal Director
	Jason Bovis*	Aramex Australia	General Manager Sydney
	Brent Ferguson	Ai Group	Head - National Workplace Relations Policy
	Shaun Kelleher	Ai Group	Workplace Relations Practice Lead
	Peter Willink	Ai Group	Senior Advisor – Workplace Relations Policy
	Nicolas Saunders	Australia Post	General Manager, Industrial Relations and Reform
	Gary Mahon*	ARTIO	Vice President
	Nigel Ward	Business NSW Australian Business Industrial (ABI)	CEO + Director, Australian Business Lawyers & Advisors
	Julian Arndt	Business NSW and ABI	Director, Australian Business Lawyers & Advisors
	Vikki Sultana*	DoorDash	Senior Counsel Industrial Relations
	Emma Dowsett	DoorDash	Head of Policy and Government Relations, Australia and New Zealand
	Andrew Eastick*	FedEx Express Australasia	Managing Director – Regional Operations
	Michael Brennan	FedEx Express Australasia	General Counsel
	Glyn Castanelli*	National Road Freighters Assoc	President

Meeting details and participants			
	Warren Clark	National Road Transport Assoc	Chief Executive Officer
	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 & 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
	Cameron Loughlin	Uber	Legal Director – Australia and New Zealand
<b>Apologies</b>	Peter Anderson	RTAG Member	Meeting co-chair
	Lauren Constantopoulos	Australia Post	Head of Industrial Relations
	Janine Zammit	Couriers Please	Chief Operating Officer
	Kristie Walker	Amazon	Senior Manager, Employee Relations
<b>Secretariat</b>	Abhirami Panicker	Fair Work Commission	

Topic		Lead
<b>Welcome and apologies</b>	The Chair opened the meeting and welcomed participants. The Chair noted apologies.	Chair
<b>Confirmation of record of previous meeting</b>	The meeting confirmed the meeting record of 28 February 2025. Moved: Nigel Ward                      Seconded: Brent Ferguson	Chair
<b>TWU response and follow up to matters raised at last meeting</b>	Mr Webb provided the TWU’s preliminary responses to the matters that had been canvassed at the meeting on 28 March 2025. These were the matter of some discussion, largely directed to clarifying the TWU’s position.	Gavin Webb
<b>Discussion of proposal from Australian Business Lawyers &amp; Advisors circulated on 13 March 2025</b>	Mr Ward provided an overview of the proposal circulated by ABLA on 13 March 2025, including the reasoning/rationale behind the proposed terms. Participants raised preliminary comments and concerns.	Nigel Ward

Topic		Lead
<b>Next steps</b>	Participants were invited to provide any feedback on the ABLA proposal. They were asked to do so within 2 weeks so as to enable any feedback to be considered prior to the next meeting. ABLA to confer with other participants regarding its proposal.	Sloan C

**Next meeting:**

**Date:** 4 April 2025    **Time:** 1.30pm AEDT    **Location:** Conference Room 16  
Level 16, Terrace Towers  
Fair Work Commission  
80 William Street  
EAST SYDNEY 2011

Online by MS Teams