



**NO RESPONSE
FROM
CLEANAWAY!**

From: Mem Suleyman <MSuleyman@twu.asn.au>

Date: Friday, 30 October 2020 at 1:19 pm

To: Johanna Birgersson <Johanna.Birgersson@cleanaway.com.au>

Subject: RE: Correspondence from TWU

Dear Joanna

The TWU acknowledges your letter dated 23/10/2020 and further application to the Fair Work Commission dated 29/10/2020, matter number B2020/672. As a point of reference, the TWU notes Cleanaway has formed two separate positions. I ask that this be clarified as a matter of urgency.

Nevertheless, the TWU is willing to schedule meetings to recommence negotiations pending the approval of Delegates who were subjected to the behaviour on the said days from the business. For our part, we have been willing participants in enterprise agreement discussions for some time, we have clearly articulated this to your representatives.

Your team should correspond with me directly to schedule appropriate times for the meetings for the [REDACTED] negotiations. Please note, I am on personal leave from the week commencing 02/11/2020 until the week commencing 16/11/2020. However, subject to no mitigating personal circumstances, you can nominate a time during my leave period for these discussions should Cleanaway feel the urgency to hold the discussions through this period. As for all other enterprise agreements that have been paused, TWU Organiser, Anthony Goddard can now be contacted as the main point of reference.

Moving forward and before proposed meetings commence, we request a short meeting with yourself to discuss agreed rules around the negotiations such as report back meetings to workers. We note numerous requests have been made for joint report back sessions with the business, to date, the requests have been ignored and Mr Goddard has subsequently experienced difficulty accessing workers to give report-backs at the site. Should negotiations recommence, we would need commitments on basic protocols like those listed in your letter.

In addition, we note the aggressive action towards [REDACTED] by yet another manager at the [REDACTED] is a respected workplace leader, long term employee and was lawfully distributing union material when he was condemned by a manager. These types of behaviours towards workers only reaffirms the observations and evidence of the culture at the site. We seek the immediate return of [REDACTED] to work without further stress.

We further draw your attention to a vote of no confidence pertaining to the Cleanaway managers that behave in an intimidating way towards workers at the [REDACTED] site. We assert our position and it's our view that the ongoing behaviour towards workers is of an intimidating and bullying nature, and specifically, the alleged actions of [REDACTED]. The TWU and workers have already provided information to the business and it's disappointing the no action has been taken. We note an ongoing investigation into the conduct on the said day of the action towards myself and the negotiating committee. For your records, our petition has been signed from the majority of the workers across the [REDACTED] [REDACTED] contracts and is expected to attract several more endorsements. The current endorsement of the petition is a clear motion of no confidence pertaining to the managers whose ongoing behaviour, in the Union's opinion towards workers and their representatives is of a threatening nature.

Regards,

Mem Suleyman

Chief of Staff

TWUSuper Liaison Officer

Transport Workers Union (Victorian/Tasmanian Branch)

(Due to privacy reasons, names and locations have been blacked out.)