



20 May 2026

Cr George Moore  
Western Downs Regional Council  
30 Marble Street  
Dalby QLD 4405

By email: [george.moore@wdrc.qld.gov.au](mailto:george.moore@wdrc.qld.gov.au)

Dear Cr Moore,

**RE: Breaking the deadlock in Western Downs Regional Council Bargaining**

The Services Union (TSU), the Australian Workers' Union (AWU), the Transport Workers' Union (TWU) and CFMEU represent a large number of workers across Western Downs Regional Council who are currently engaged in bargaining for replacement agreements for the *Western Downs Regional Council Non-Operational Staff Certified Agreement 2023* and the *Western Downs Regional Council Operational Staff Certified Agreement 2023*.

We are writing to you in your capacity as a Western Downs Councillor to implore you to cut through the current deadlock in bargaining and deliver a fair wage outcome for your workers.

Members of our unions know that a highly skilled, qualified, professional, and sustainable workforce is essential to delivering high quality services to support our communities. Members know that leadership, culture, work design and work environment shape these outcomes.

Enterprise bargaining provides our members with the opportunity to set new wages and conditions at Council. Our members have been bargaining at Western Downs Regional Council since September 2025. After multiple below-inflation pay offers, your Council executive applied to the Queensland Industrial Relations Commission (QIRC) for assistance with bargaining.

The first QIRC Conference occurred on 20 March 2026, with a subsequent conference on 30 April 2026.

Our unions have participated in this process in good faith. To date, no agreement has been reached. This is due to your workers overwhelmingly rejecting a series of substandard offers from Council.

At the QIRC conference of 30 April 2026, Western Downs Regional Council CEO Jodie Taylor advised that she did not have the authority to make an increased offer, as elected officials of the Council had not provided authorisation for an increased offer.

At the QIRC conference on 18 May 2026, the unions were advised that the feedback from Ms Taylor and Council representatives is that the elected officials at the Council are 'resolute' that your current offer is your final offer.

This is incredibly disappointing to our members and your workforce more broadly.

To be clear, our rejection of your Council's offers has been informed by near-unanimous feedback from our extensive membership that they do not address cost-of-living pressures or reflect your Council's considerable budgetary position.

**This position has not changed with your refusal on Monday to contemplate a better offer.**

As you are aware, our members have participated in protected industrial action to demand a fair and equitable wage increase. This is the first significant industrial action at your Council in decades.

**Our members have taken, and will continue to take, this action because:**

1. Employee wages at Western Downs are significantly lower than other Councils around the state, including neighbouring Councils and Councils of a similar rate payer base.
2. In October 2025, the Council put a submission to the Local Government Remuneration Commission to be upgraded to a higher category which would increase the wages of elected officials (yourself included) between 16% and 25%. This pay increase for Councillors is **more than double** the wage offer on the table for your staff.
3. Executive wages at Western Downs are the highest of similar Councils around the state.
4. Brisbane inflation is 4.7% and predicted to rise to 5.8% next month.
5. Exceedingly high expenditure on contractors by the Council when compared to your staff wage expenditure and similar Councils.

We want to be clear that our members do not want to take industrial action. No one does. They love their community, but something has got to give.

**We are writing to you to request an urgent meeting between yourself and union representatives to discuss bargaining.**

We believe that you and your colleagues have the ability to cut through the deadlock, end the industrial action and deliver a fair, sustainable pay offer that encourages the retention and attraction of your hard-working Council staff.

Our members are preparing to begin the next stage of our campaign for a fair and sustainable wage increase.

This campaign will build on the significant support from the community to your worker's campaign for a fair pay offer.

It's not unreasonable for our members to want a fair wage increase, as all staff are feeling cost-of-living pressures. Thank you for taking the time to understand the concerns of our members.

We look forward to hearing from you.

Yours sincerely,



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**Joey Kaiser**  
South Western District Secretary  
The Australian Workers' Union of  
Employees, Queensland



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**John Denny**  
Organiser  
The Services Union



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**Peter D'Arcy**  
South Western Organiser  
CFMEU



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**Andrew Kucks**  
Organiser  
The Transport Workers' Union