

10th December 2015

Volume 3 Number 20

UFU OF A AVIATION BRANCH

Newsletter



AIRSERVICES AND UFU REPRESENTATIVES TO MEET IN CANBERRA FOR FURTHER CONSULTATION ON NEW PPE

UFU and AS/ARFF representatives will meet in Canberra on Monday 14th for further consultation and discussion on the procurement of new PPE. AS/ARFF initially indicated that they might not agree to your Union's "requested" list of attendees but finally accepted that your Union will have who it determines will represent you in meetings with them. Just as they will not accept your Union deciding who their representatives at meetings will be neither will they determine who your representatives will be.

Monday's meeting will be between our Branch Executive and WHS Coordinator, Mark Gribble and Neil Mangelsdorf, our subject matter experts [SMEs] and AS/ARFF representatives. The meeting will include presentation by our SMEs and AS/ARFF more detailed response to your Union's response to AS/ARFF's draft functional requirement specification. AS/ARFF will also provide their summary of the process undertaken so far, the safety and risk work undertaken to date, future work planned and the next steps in the PPE Project and the ongoing consultation process.

We look forward to providing you with an update after Monday's meeting.

YOUR UNION WORKING FOR YOU

Because a lot of what your Union does is done on behalf of individuals it is not always possible to publish the full details of what your Union achieves quietly behind the scenes for members. Two recent wins on behalf of members demonstrate what your Union does in addition to working on protecting and promoting your collective interests in matters such as WHS [new PPE, improved emergency lighting on vehicles, station design, responding to changes in AS/ARFF policy and procedures and many more. Your wages and conditions are important matters that your Union is constantly working on to protect and ensure you receive your legal entitlements according to your Enterprise Agreement.

Your Union has recently secured payment of "no 8 hour break" payments for members who continued to work past their normal shift hours but did not have an 8 hour break [plus reasonable travelling time] before resuming duty on their next normal rostered shift. AS/ARFF initially refused to pay the entitlement when the members pursued it through the proper channels and it was only after direct intervention from your Union that the payments were made.

In a further instance, AS/ARFF required a member to "cash out" some accrued leave but were not prepared to pay for these "additional hours" at his higher duties rate. AS/ARFF insisted that "accrued hours" taken as an additional hours payment would be cashed out the member's substantive rate and not his higher duties rate. The member

had been performing higher duties for more than 2 years and felt this was unjust and tried unsuccessfully for over 6 months to sort the matter out himself with advice from his Union. Again, it was only after direct intervention that AS/ARFF paid our member what he was correctly entitled to.

The correct procedure for resolving these sorts of issues is for members to attempt to sort them out themselves in the first instance. By all means contact your Union [your Station Organiser, BCOM Delegate or Branch Secretary] for advice if you want to. That is your right per your EA. If you can't resolve the issue yourself then ask your Station Organiser for assistance. If the matter remains unresolved seek the assistance of your BCOM Delegate. If required your Branch Secretary can intervene and, if necessary, seek the assistance of the Fair Work Commission or other tribunal. Don't just simply accept the advice of AS/ARFF management. Check with your Union to make sure that the advice is right or whether you need assistance from your Union.

NEXT WAGE INCREASE UNDER EA

Airservices have advised that the next pay increase under your Enterprise Agreement will be paid from 30th November. Your next pay should therefore be a full fortnight's pay based on this new rate. The new rates can be found on your Union's website.

As your subscriptions are calculated at 1% of the LFF rate, a small increase will occur as a result of this latest wage increase. The new subscription rates will be \$16.16 per fortnight for members in their first year of membership and \$32.32 per fortnight for all other members and will take effect from Friday the 18th December.

UNION OFFICE CLOSURE XMAS/NEW YEAR

Please note that the Union office will be closed from COB 24th December and will reopen on Monday 4th January 2016. If you require any assistance during this period, as usual, your Station Organiser and BCOM [Branch Committee of Management] Delegate will still be available to you.