

THE BUMPER MONITOR



VOLUME 1 ISSUE NUMBER 1

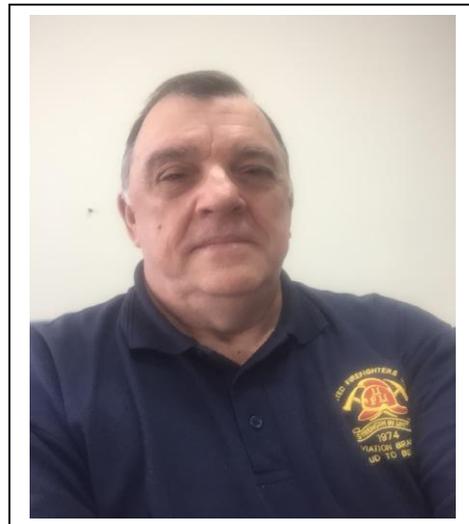
THE UFUA AVIATION BRANCH NEWSLETTER

BRANCH SECRETARY HENRY LAWRENCE

Secretary's Message:

Welcome to your Union's new format newsletter. Communication is vital to you knowing and understanding how your Union is working for you. I urge all members to take the time to read our new newsletter and stay informed on what is happening on your behalf.

Our newsletter will see the welcome return of some old contributors so watch out for their witty and informative articles. We would also welcome contributions from you, our members. If you have photos and a story that you think other members would be interested in then please, send them in. We would love to have contributions from our Retired Members too.



Can I also remind you that we have a new website, www.ufuav.asn.au , where all newsletters and other information about your Union and its services are available to you? Your Union also has a facebook page. To access our facebook group contact your BCOM Delegate or Organiser and ask them to add you to the group. When you are approved by the Administrator you will have full access.

SAFE SKIES IN AUSTRALIA UNDER THREAT

ARE YOU CONCERNED ABOUT YOUR FUTURE WITH ARFF? YOU SHOULD BE.

There is no doubt from recent events such as the DIRD consultation paper about the ARFFS Regulatory Policy Review and the briefings being conducted at Brisbane and Perth and information coming to your Union that the months ahead are going to be challenging for ALL members and not just some.

Your Union knows about management's ACCELERATE program which indicates a definite intention to set ARFF up for privatization or outsourcing. The first move, which management believes to be the easiest, is to reduce Category coverage at Perth and Brisbane. Apparently there are also plans to reduce Category at Sydney and Adelaide during curfew hours and plans to review DRS operations at our larger Units. We have also been made aware of approaches by ARFF to SACL at least, about third party provision of first aid services. It is evident from the EGMs message on the front page of the latest MONITOR that ALL stations are going to be affected by planned proposals for the restructuring of Airservices Australia and ARFF. It is clear that all line rosters at non 24 hour stations will be reviewed with a view to change. No one can afford to be complacent and sit back relying on the propaganda from management. Your Union maintains that current staffing levels do not provide a safe system

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of work according to WHS legislation and in which operations can be carried out in compliance with ARFF policy and procedures.

Be in no doubt, the whole of ARFF is going to be affected. We must stand united in the face of what is being proposed by management and coming your way. Through your Unit Organiser and BCOM Delegate insist that management sit down and begin genuine, honest consultation with your Union on what is being proposed for your future. Management are saying that at present no specific proposals have been determined and when they are they will start consulting with your Union. We don't believe that and neither should you because there is just too much information circulating showing they are much further down the track with their plans than they will admit to.

Make sure you stay in touch and ready to lend your support by reading all newsletters, watching our website and joining our facebook group.

The success of our struggle to maintain your jobs and your future depends on your participation and involvement in your Union.

Henry

Strength In Unity

BRANCH PRESIDENT

JON VAUGHAN

President's Message

We have listened to what you're telling us, so welcome to our new format newsletter. We hope you will find it informative, with reliable and factual

information. The Aviation Branch can suffer the tyranny of distance so we hope you will regularly contribute items of interest that can be shared with other members nation-wide.

Although it may seem on the surface that not much is happening, I can assure you nothing could be further from the truth. I would like to take a moment to share with you just a little of what your Union is pursuing on your behalf. Your Union is aware there may be threats to your future job security which may emanate from an industry based review, titled "ARFFS Regulatory Policy Review Consultation Paper, February 2016". If this review goes unchallenged it has the potential to see several of our current Units close, and with those closures may come forced transfers and/or loss of



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jobs. Your Union has started planning for the fight ahead and has already initiated some actions. Our initial action was to write a response to the DIRD public consultation paper and commission independent research to support our case. I urge you all to read the Union's submission and the report titled "Prioritising Safety in the Allocation of ARFFS" [what we call the COFFEE Report]. Both can be accessed from our webpage. (<http://www.ufuav.asn.au/>)

To ensure the success of your newsletter we need your support. Send us your feedback and contributions, tell your local Organiser/BCOM delegate if we are addressing what you want/need to hear about and offer suggestions for future publications. All contributions will be de-identified to prevent recriminations.

Jon

LATEST BULLETIN/S

- **Melbourne members disadvantaged in residential phases of Cert IV Diploma**

The recent decision by management to class Melbourne members attending residential phases of the Cert IV and Diploma as "locals" severely disadvantages these members compared to members from the rest of the country. The discriminatory treatment of members from Melbourne was done to save a few lousy dollars without any regard to the effect on these members. One member attending from Melbourne has had to travel 250 kilometres each day after drilling all day and had to make up to twice the journeys to and from work than would have occurred under his normal roster. What about fatigue and other WHS issues?

The residential phase of your training courses provide learning opportunities beyond the daily drilling and test outs. Melbourne members are now denied this opportunity.

Efforts to have management recognize and correct the discriminatory treatment and disadvantage they have imposed on Melbourne members have failed to move management but your Union will continue to get fairness and equity for Melbourne members.

So much for Airservices values of Excellence, Inclusion etc.

- **Unfair dismissal**

As you are aware, your Union has filed an application for an unfair dismissal in support of our Perth member who was dismissed recently. The unfair dismissal process starts with a conference of the parties to see if the matter can be settled without going to a formal arbitration. The conference for our member is set for this Friday 18th March.

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If the matter is not settled at conference it will proceed to arbitration on a date to be determined by the Fair Work Commission.

- **Federal Court Proceedings**

The formal hearing of our applications in regard to rest relief [no 8 hour break] and higher duties is sent down for early June. At the moment we are in the final stages of getting statements from Airservices/ARFF are doing the same and the parties will have to exchange these documents in advance of the hearing in June.

- **PPE**

This is one matter where some good consultation occurred due to the expertise your Union was able to bring to the table from our Branch and National Union levels. Management also agreed to our request to have our Branch WHS Coordinator Wes Garrett included on the tender evaluation panel. This is a significant achievement as it means, importantly for you, that your Union will have been involved in the procurement of your new PPE from start to finish.

- **Award Modernisation**

The making of a modern enterprise Airservices Award has been progressing albeit very slowly. Directions issued by the Fair Work Commission recently require the Unions and Airservices to settle as many outstanding issues as possible prior to a report back later this month and before possible arbitration around June this year.

The modern enterprise Award will replace the current Airservices Award and will contain the minimum conditions for all employees of Airservices Australia.

It is already evident from enterprise bargaining negotiations between the Union for Air Traffic Controllers and Airservices that Airservices will be launching an attack on our conditions in the next round of bargaining and attempting to reduce them to the level of the Award. You have already seen evidence of this with disputes between your Union and management over rest relief, payment of allowances to members attending workshops and training at the Learning Academy, attacking rosters to reduce category coverage during curfew hours and more. There is no doubt our next round of bargaining will be torrid and we will be fighting to hang on to the conditions we currently enjoy. From management's point of view, underpinning all of this will be the new modern enterprise Award.

- **Code of Conduct Issues**

Over the last couple of months your Union has supported and assisted members with code of conduct breaches. They have related to breaches of drug and alcohol policy, alleged abuse of sick and carer's leave and sending of inappropriate emails. It is also evident that management are monitoring member's social media pages.

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Members are urged to familiarize/refamiliarise themselves with all AS policies to ensure you comply. In future bulletins we will publish information and articles to help you better understand your rights and obligations in regard to all of these issues.

- **Consultation on restructuring of ARFF and other issues**

Your Union recently wrote to ARFF management seeking consultation on the restructuring of ARFF and future recruitment. We also indicated that there were a number of other issues that required discussion. On 10th March management responded they would fly to Brisbane on 16th March for discussion but the ACCELERATE program which embraces the restructuring of ARFF wasn't on the table for discussion. Given advice that the next National Consultative Committee [NCC] and Divisional Consultative Council [DCC] meetings are scheduled for 21st April the Union has requested a deferral of the meeting on the 16th pending a fuller briefing on all issues at these meetings.

THE DIFFUSER

"Names have been changed to protect the innocent"

Angry Ant from Brisbane writes:

Rumour has it that they had a meeting in Perth recently. We're told the feeling there was that they wanted to relinquish Cat 10 operations...

Stay calm Angry. This is obviously a mischievous rumour circulated to try and put divisions in the ranks. Perth members are united with their Comrades in Brisbane against any moves to reduce Category coverage at Perth and Brisbane. Your Union has made a submission to management pointing the serious WHS issues which arise out of such a proposal. Your Union has also brought this matter to the attention of relevant airlines. In addition your Union will be insisting that all necessary risk and other assessments are done to justify changing current operations at Cat 10 airports.

Worried from Coffs Harbour writes:

We have recently been told that we may be made surplus to requirements and that a business model is being proposed to increase the benchmarks for the establishment/disestablishment criteria for ARFFS to 500,000 and 400,000 PAX. Also, as part of that business model a reduced service could be offered that didn't have the same compliance standards that are currently met...

This is worrying on many levels and your Union has not been consulted. However what was said by management at Coffs Harbour will be taken up on behalf of our Coffs Comrades. It seems a very short sighted idea and this proposal will allow other private services an easy entry into any area that is affected. With a diluted service that is not compliant with national and international regulations and standards you have to ask, "How is the flying public any safer?"

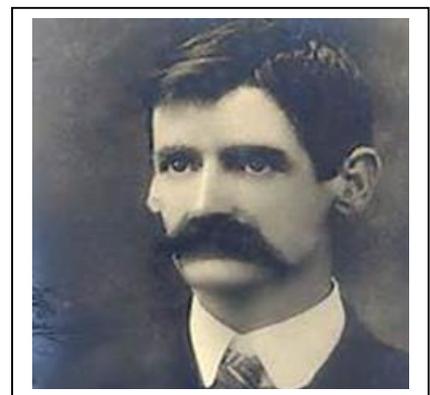
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Henry Lawson returns as:

EDITOR IN CHIEF

Well, well - management are on the road trying to sell the remission factor for Cat 10 operations at Perth and Brisbane and, rumour has it that Sydney may be dropped to Cat 9 and even Cat 7 during curfew hour. Why is management going down this track and why now? You're all well aware how staffing levels impact on incident management. Two and half years of workshops dealing with Cat 10 scenarios has demonstrated that even with current Cat 10 crewing, how difficult management of a Cat 10 incident is. You have to wonder how many safety cases have been done until the desired cheapest option was found?



Savings can be found within the company and you would reckon the corporate area would be a good place to start rather than frontline safety services [Us]. Rumour has it that management is bleeding money on costly projects that by any comparable standard would cost far less. For a start, why have a full time business unit dealing with projects? Industry prefers to engage staff for a specific project and only for the duration of the project. Is this another case of finding employment for bureaucrats from elsewhere in the company? Your EA allows for secondment and there are any number of capable individuals within the Service ranks who could be engaged in project work. There are firefighters who have a background in project work and being firefighters they understand what is needed and what works best.

If the company and management were serious about saving money, they would get real about their workforce. Instead of shedding jobs at the front line and compromising employee and public safety. Why not look at the bloated and unyielding bureaucracy that makes any task so much more difficult, expensive and unnecessarily time consuming? We don't need less firefighters we need a much smaller bureaucracy.

Another disturbing issue is that despite all the publicity and growing evidence about the effects of Perfluoroalkyls on humans, management has refused your Union's very reasonable and well justified request for monitoring levels of these in your system to be included in your triennial medical monitoring. This is a fair and reasonable request given the uncertainty around the long term effects of exposure on humans and in the face of growing evidence of links to certain cancers and disease.

At the very least, by monitoring your levels the company would be able to assure you that the levels in your system are dropping and allow earlier detection of any possible affects that could be attributed to your exposure to this stuff. Everyone gets excited about environmental damage done but what about the possible, as yet mostly unknown affects it could have on you. You would like to think that your health rates as

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highly as that of the fish and tadpoles and other marine life in the creeks, waterways and water tables already known to be affected by the stuff.
Until next time.

QUOTE OF THE MONTH



“Unions have been the only powerful and effective voice working people have ever had in the history of this country”

- Bruce Springsteen

CARTOON OF THE MONTH



FORWARD ALL CONTRIBUTIONS TO: ufuavat1@bigpond.com.au

Authorised by Henry Lawrence Branch Secretary United Firefighters' Union of Australia Aviation Branch