



EA UPDATE 001/2021

28/10/2021

FOR THE INFORMATION OF MEMBERS:

Yesterday the Union and Airservices commenced the bargaining process by entering discussions to negotiate the next enterprise agreement.

The Union presented an overview and then shared a detailed log of claims.

Airservices has requested further detail to consider, and the Union has provided this.

Negotiations are currently scheduled Wednesday mornings for the foreseeable future.

Airservices did not present the Union with claims from the Employer, their position is that they are looking for:

- Quick turnaround;
- No changes;
- Cost containment;

Airservices proposal is to simply “roll” the existing agreement over.

Below is some key information about your workplace rights, the current workplace relations environment, and the future direction the Union will take on behalf of its members.

Your rights under the *Fair Work Act* to bargain for an enterprise agreement

- An enterprise agreement covers your terms and conditions of employment
- As a union member you are entitled to be represented by the Union to collectively bargain with your Employer (AirServices)
- A series of claims can be made by the Union on behalf of its all members (called a log of claims)
- These can include for terms for more money ... such as better rates of pay and allowances ... or for improving working conditions such as better consultation, work health and safety, rostering, equity and diversity provisions
- The Union seeks to negotiate these with your Employer

- Both must bargain in good faith – this means your Employer respects your right to bargain collectively – by genuinely considering the Union’s offers or proposals presented on behalf of the members
- Whilst it is hoped that the parties can be cooperative in the discussions, without the need for assistance from the Fair Work Commission, if good faith bargaining does not occur the Union can make an Application to the Commission to intervene
- The above can be considered just some of your workplace rights for which your Employer is prohibited from taking adverse action against you when you exercise those rights

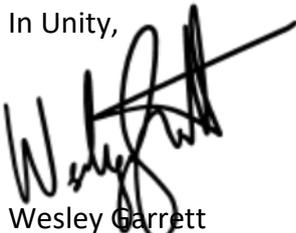
The Australian Government’s Public Sector Workplace Relations Policy

- Your Employer has confirmed that negotiations will occur within these mandatory requirements, you can read the entire policy [here](#)
- Maximum pay increases would be capped to the Wage Price Index for the Private Sector (an annual figure determined by the Australian Bureau of Statistics)
- This figure would fluctuate from year to year
- Right now, year one would be 1.9%, with 6-month deferral, effectively being 0.95%
- With year two unknown and year three unknown, it would vary in line with the ABS figure, when published
- There is no sign on bonus
- There is no back pay
- There is a blanket rule not allowing any enhancements

Strength In Unity

- The Union and its members have had a long held industrial pursuit to establish and maintain the working conditions enjoyed today
- Safety is the paramount consideration for workers and the community in the essential provision of Aviation Fire and Rescue Services
- Your right to freedom of association is to be respected
- The log of claims presented by your Union seeks to improve your working conditions
- The Union intends to bargain in good faith to achieve outcomes for you, our members

In Unity,



Wesley Garrett
Secretary

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