



ARFFS EA Negotiations 2021

UNION LOG OF CLAIMS

Items for inclusion in the EA from existing deed:

Deed dated 23 July 2018

For inclusion into EA

Clause 2 (Hamilton Island)

For inclusion into EA

Clause 4 (Temporary Transfer Allowance – Food and Drink)

PART A – AGREEMENT ADMINISTRATION

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
2 For insertion	Definitions Domestic Violence: means domestic violence as defined in the Crimes (<i>Domestic and Personal Violence</i>) Act 2007 (NSW)	Pending
2(i)	Definitions Overtime: achieve consistency in all AirServices to be equal to Air Traffic Control EA	Pending
For insertion: 3.3 Period of operation	Period of Operation Negotiations for a new agreement will commence no later than nine (9) months prior to the expiry of this agreement. See for example Fire Rescue Victoria EA	Pending
4.1 For insertion	Parties bound Include - United Fire Fighters Union of Australia Aviation Branch	Pending
8 For insertion	Service obligation WHS Clause Fire Rescue Victoria EA has some of the most advanced and model employer with respect to PPE	Pending
11(d)	Categories of Employment Casuals Inclusion of current Annexure A wording	Pending
15	Consultation on Change Work Health Safety Again, FRV EA has some of the most advanced detail Minimum staffing Rostering	Pending
16	Rights of Employee Representatives Paid leave to attend union training Paid time to complete employee representative duties Paid travel to attend employee representative duties ACT Fire & Rescue EA	Pending
For insertion: New Clause	Infrastructure National Joint Review of Facilities Again, refer to FRV EA	Pending

PART B – HOURS OF WORK

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
Existing Clause 21	Principles of Rostering Definitions Rostering Principles To include in definitions 24-hour (Sydney) Roster Other roster requirements Make 24-hour (Sydney) Roster available for employee majority vote and then accordingly endorsement by LOM/AALL	Pending
Existing Clause 22	Overtime Time x Base Salary 1.5 x First 3 Hours 2x Excess of 3 Hours 2x Sundays 2.5 x Public Holidays Consistency throughout AirServices i.e. Air Traffic Control EA	
Existing Clause 24	TOIL 24.2 Remove words “within 12 months of it accruing” 24.3 Remove	Pending

PART C – ALLOWANCES AND REIMBURSEMENTS¹

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
Existing Clause 30 For insertion	Transferability of employees Transfer on recruitment or on an employee's request Per Air Traffic Control EA	Pending
For insertion Clause 30.17(f)	Temporary Transfer When an employee was entitled to a remote locality allowance at the previous location, the employee will continue to be paid the applicable remote locality allowance in accordance with clause 35.	
Existing Clause 34	Portfolio Allowance For inclusion: Accredited Trainer	Pending
Existing Clause 35.1	Locality Remote Location Inclusion of further locations (Live and work in Whitsundays region) Hamilton Island (plus all travel time and expenses per deed) Proserpine	Pending
Existing Clause 41	To be renamed Complexity Allowance	Pending

¹ There should be an increase, of all current monetary rates specified, in accordance with any in-principal agreement reached on percentage pay increase(s).

PART D - LEAVE

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
Existing Clause 21 For insertion	Types of Leave and Continuous Service (Paid Leave) to appear in the Fair Work Commission (Unpaid Leave) to take up office as a full-time Employee Representative ACT Fire & Rescue Service EA (Unpaid Leave) taken as Parental Leave (Paid Leave) taken as Family and Domestic Leave Not losing any time towards service	Pending
Existing Clause 60	Parental Leave ²	Pending
Existing Clause 63	Supporting Partner Leave 3 weeks paid leave Again, see footnote comments	Pending
For insertion	Paid Family & Domestic Violence Leave Key item for model/best employer Refer FRV EA	Pending

² There is an opportunity for AirServices to encourage all employees to become primary carers, upon the birth or adoption of a child, that an employee is to take a period of leave to attend to being the primary carer. This will lead to a more equal sharing of the burden of caring responsibilities in families. It will also play a part in achieving greater equality in our society for Same Gendered Parents and Male Parents to be able to take on more child rearing roles.

PART E – PERFORMANCE, CONDUCT, FITNESS AND TERMINATION

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
Existing Clause 69	Merit and Selection In accordance with Air Traffic Control EA	Pending
Existing Clause 74 Insert New Clause	Physical Fitness For equal inclusion as part of health: Mental Health and Wellbeing Air Services to meet the costs of General Practitioner Mental Health Care Plan and Treatment Sessions with Psychologist	Pending
Existing Clause 75	3year medical examinations Best practice testing Making improvements	Pending

PART F – CLASSIFICATIONS AND PAY

Clause	Proposed Amendment	Agreed/ Pending /Not Agreed
Existing Clause 82	Progression For inclusion: Training School Instructor Local Operation Manager	Pending
Existing Clause 84	Superannuation Increase to contributions to accumulation fund	Pending
Existing Clause 87	Salary Classification Table to include: Training School Instructor LOM/AALL Pay rises With incremental economic recovery Increased revenue anticipated for AirServices Overall consistency with AirServices Employees i.e. ATC EA for total 6% over 3 years 2021 – given no pay increase, EA adoption not likely until Q1 2022 (or later), should be no 6month deferral on first pay increase	Pending