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SITREP 004/21

AIRSERVICES PROPOSED VACCINATION MANDATE

FOR THE INFORMATION OF MEMBERS:

It may have come as a surprise to everyone at ARFFS when the CEO of Airservices announced on 17 November 2021 that there was to be an employer vaccine mandate.

This came as a shock to your Union because Employee Relations had merely indicated they would start *consultation* about a *proposal* with all the Unions (Civil Air, CPSU, ETU, Professionals, UFUA) on 23 November 2021.

The uproar that ensued was entirely avoidable by Airservices.

As your Union we have said this was not good enough on the part of the CEO or Employee Relations.

ASA's approach to its staff did not constitute genuine negotiation, it merely made people angry, anxious, fearful and stressed. Our concerned members have already petitioned ASA.

Now your Union, along with the other Unions are fighting back against ASA's woeful attempts at consultation to date.

Meeting 23 November 2021

Employee Relations were told in no uncertain terms what has already transpired has created more distrust in an organisation that already lacks the trust of its staff. They have been told it has created unnecessary anxiety where workers have had to take personal leave for the individual impact the stress of the announcement has caused. It left line management with no forewarning of the CEO broadcast to the entire staff and so line managers were unable to adequately support workers.

The Unions asked Employee Relations to do the following

- Supply the risk assessment that needed to take place in accordance with the *Work Health Safety Act 2011* (Cth);
- Facilitate discussions in every workplace to consult with all staff.

Meeting 30 November 2021

By this time none of the requests indicated above had been supplied.

The Unions expressed the collective view that this was dismissive and contemptuous on the part of the employer who has failed to consult with its workers.

Employee Relations had it made clear to them what the sentiment of workers are, and that they can anticipate an originating application from all the Unions, to formally identify the problems to date and focus on solutions to move forward in accordance with the WHS Act.

All the Unions have resolved to push back for more consultation, along with changes to the policy and processes that have been proposed.

Strategy moving forward

Now the Unions are exploring alternative issue resolution under the WHS Act to:

- Consultation;
- Risk Assessments at the job and workplace levels;
- Including transitional arrangements in any proposed policy/procedure;
- Greater exchange of information during the consultation phase;
- Considering workers personal circumstances and where other reasonable control measures provide an alternative to mandatory vaccination.

The UFUA intends to give every support to the collective Union action in solidarity of all workers.

In addition to this we plan to hold zoom meetings with members and the National UFUA Secretary Peter Marshall to discuss the issue further. If any of these topics concern you, please dial in at the invited time TBA.

Stay tuned for more updates and continue to email your feedback DIRECT to your employer coronavirus.responseteam@airservicesaustralia.com and cc in the Union.

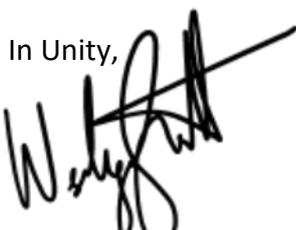
SUPPORT SERVICES AVAILABLE TO UFUA MEMBERS & THEIR FAMILIES

The UFUA acknowledges that this is a difficult and stressful situation for members who hold concerns around Covid-19 vaccination. Accordingly, we encourage members to seek qualified medical support.

The UFUA respectfully reminds members of the following support services:

- UFUA Welfare Officer Les Daly Mob: 0419 321 645
- BEYOND BLUE Covid-19 Vaccination
- MENTAL HEALTH HELPLINES

In Unity,



Wesley Garrett
Secretary

