



EA UPDATE 006/2021

16/12/2021

FOR THE INFORMATION OF MEMBERS:

Yesterday the Union and Airservices met again for the purposes of enterprise agreement bargaining.

To summarise the parties, present at the virtual meeting:

For the Employer were Two Deputy Chiefs, and a member of the Employee Relations Personnel;

On this occasion, they were joined by guests from Program Management and Work Health Safety.

For the Union was the Secretary, President, Senior Vice-President and Industrial Officer.

Consultation

In the Union log of claims, seeking greater consultation on Inclusive Facilities and Work Health Safety are some key and priority items.

In response it was made clear from Airservices that there is to be no:

- Union/Airservices joint infrastructure review; or
- National infrastructure committee; and
- Requirement to seek agreement with the Union on infrastructure.

It was also made clear from Airservices there would be no inclusion in the agreement for a ARFFS specific Work Health Safety Committee.

Union Position

In no uncertain terms, Airservices in the past, and indeed presently, consult with workers very poorly.

Overwhelmingly our members tell us that they need Airservices to genuinely consult with them. That the way things are done at present by Airservices is not good enough!

We know that when issues are widespread, and remain unresolved, these contribute to poor organisational culture.

In every Union meeting held since bargaining began our members tell us they are in no rush towards a new agreement that does not deliver improved working conditions.

Enterprise agreement negotiations present an opportunity to get things right.

Next steps

Whilst the discussions at the “virtual” bargaining table will pause for the Airservices Christmas/New Year’s break, the next meeting will be held in the last week of January 2022. The Chief Fire Officer has made a commitment to attend this meeting.

In the meantime, the Union Branch Committee will meet to discuss where to from here in the bargaining process. So please reach out to your BCOM and Delegates to pass on your feedback.

Strength In Unity

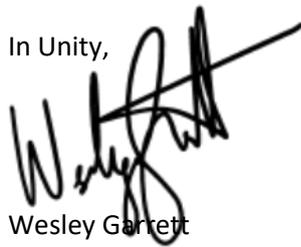
Change takes a long time in Airservices, from online record keeping (which goes back as far as 1997) there were only two women employed by ARFFS in 1998.

Also looking back on where we have come from:

- In 1998 what are now known as the National and Divisional Consultative Councils were established;
- Between 2002 and 2005 all matters affecting Airservices employees required consultation. The agreement during this time period had a stand-alone Health and Safety Clause, and for ARFFS its own WHS Committee which fed into the Consultative Council;
- The next period was a reflection in agreements during the “WorkChoices” era, where massive Union campaigning to “Change the Rules” resulted in a change of government and change of workplace laws;
- In 2013 Airservices introduced into the agreement their commitment to Work Health Safety Legislation in a clause that we know to be the Service Obligation;
- That agreement had an expiry date of 22 May 2017, the current agreement did not commence until 7 December 2018. At that time Industrial Action by the Union and its members was an important part in getting the better outcomes in the bargaining process.

The Union will continue to consult with its members, keep an eye out for invites to attend further zoom meetings and stay tuned for updates from your Delegates and BCOM.

In Unity,



Wesley Garrett
Secretary
UFUA – Aviation Branch
Mob: 0459 945 288