

**Meeting opened: 10:36am**

**Attendance:** Wes Garrett (Branch Secretary) Chair, Glenn Laurie (Victoria), Mick McDonald (ACT), Chris Jones (WA), Chris Putnam (NSW), Daniel Thompson (SA).

**Apologies:** Rory McCabe (President), Trevor Rogers (Southern Queensland), Zac Van Leonhout (NT), Matthew West (Tas).

**Acknowledgement to Country** – Wes Garrett

*We acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to land, waters and culture.*

*We pay our respects to their Elders past, present and emerging.*

**Minutes of Previous meetings**

Moved: Wes Garrett

*That the Minutes of the BCOM meeting held on 12<sup>th</sup> November 2021 be received and adopted.*

Seconded: Christopher Putnam

CARRIED

**Business Arising out of the Minutes****TRA ASA UFUA Consultation**

The Secretary reported that all assessments had taken place. It doesn't reflect a true measure of staff as far as UFUA is concerned as numbers will be higher than seen below due to equipment used to mitigate pinch points this equipment requires staff. [REDACTED]

[REDACTED] An example of the risk ratings/staffing requirements are:

Melbourne (Cat 9 2+8 Extreme, 1+2+8 Medium, 1+2+9 Medium, 1+2+10 Low), Adelaide (Cat 8 2+6 Extreme, 1+2+6 Medium, 1+2+7 Medium, 1+2+8 Low) and Brisbane (Cat 9 2+8 Extreme, 1+2+8 Medium/High, 1+2+10 Medium/Low).

**UFUA BEX / CFO Meeting**

The next meeting is on 6<sup>th</sup> December 2021. They are scheduled every three weeks ongoing and on request and are open to receive agenda items for discussion.

The Agenda items so far are:

1. ASA Covid Mandate
2. UFUA EOI Survey Results
3. Corporate Plan Clarification
4. Inclusive principles building work program

At the Secretary's meeting with the Chief Fire Officer, the Covid topic is getting hotter regarding the mandate. It was the primary discussion point at yesterday's delegates meeting.

In regard to the inclusive principles works program, 3 locations have draft floor plans and ASA are keen to progress. This Union wants to have a National H&S Committee to talk about organisation wide WHS issues.

Airservices proposal has male and females in one shared locker room, with private change rooms, shower and toilet facilities. The general feedback from females is there are better options out there they would like to entertain. The UFUA is advocating for gender neutral principles which provides equal privacy to all members regardless of gender.

The Broderick report is being used as the catalyst for this program, it specifies that employees should feel safe and comfortable in the workplace. Our female members sentiment is that the current design/floor plan reduces privacy/safety.

Mick McDonald (ACT) joined the meeting at 10:44am.

#### Hamilton Island Remote Locality

[REDACTED]

#### Female Members Forum

The Secretary reported that we are in the process of identifying an activist member to Chair meetings. Industrial Officer will facilitate the meetings. The Chair will attend BCOM meetings quarterly as a guest.

#### Advanced Diploma Decision

The Secretary advised that there was a Fairwork hearing on Thursday 17<sup>th</sup> November and we are awaiting a decision on the matter.

#### COVID Health Orders WA/NT-WA

The Secretary discussed Covid Health Orders. WA requiring Covid injection #1 by 1st December and injection #2 administered by 1st January 2022 in order to comply. The Northern Territory Direction activated on 13th November, injection #2 must be by 25th December.

It was pointed out that Airservices have moved to place non-compliant members on immediate leave without pay from the implementation date of the health order. UFUA will take dispute to Fairwork if members are not paid personal leave when they have a valid certificate regardless of their vaccination status.

#### Transferring between Crews to Avoid OT

Dispute resolution process underway, likely to become a Fairwork dispute. Since members have taken the RIS, limited leave relief in many locations.

The UFUA does not encourage members to take TOIL. If you can't take time when you want to then you should be able to cash it out. It should also be at time and half not basic time.

#### EA Negotiations

The Secretary advised there will be a face to face meeting with Airservices in December. The zoom meetings with WA, Tas and Brisbane have been conducted [REDACTED] [REDACTED] Adelaide CBR and NT are next. The BCOM to encourage members to attend.

#### EOI Survey

The Secretary reported that a Survey was completed by members on how members sentiment re the EOI online interview process by Airservices. The results are published on the website. This will be placed as an Agenda item on an upcoming meeting with the Chief Fire Officer.

**Correspondence**

The Secretary provided a summary of the correspondence and it was ratified by BCOM.

The correspondence included Members petition, UFUA Letter Vax Mandate, Rapid Antigen Testing and Protocols, Letter to Unions re requirement for Covid Vac, and letter from Secretary to Exec Team at Airservices re Covid Mandate.

**Accounts for Payment**

Moved: Wes Garrett

Seconded: Mick McDonald

*"that the accounts as presented be passed for payment"*

CARRIED

**General Business****Covid Vaccine Mandates – ASA Consultation Meeting**

The Secretary reported that a meeting was held with Mick and Chris. RAT is a good workplace control, vaccinated or unvaccinated. A petition is going around suggesting this as an alternative to the mandate and alternate duties for members unvaccinated.

At the meeting between the Union and Airservices, the Union advised that Airservices consultation with employees has been poor, consultation should have taken place prior to releasing the mandate document to all staff.

Airservices advised that vaccination will be a condition of employment. UFUA's strongest argument is over consultation. RAT testing is a valid control. They haven't made contingencies for maintaining operation capability due to people that are forced out of a job due to concerns over vaccination.

President Rory McCabe joined the meeting at 11:20am.

Rory McCabe left the meeting at 11:27am.

**ADF Firefighter Scheme**

The Secretary would like this to be kept on the Agenda to be looked into when resources permit.

**Retirements**

Mark Reeves, Coolangatta 37

Stephen Stedman, Sydney 37

Paul Miller, Avalon

Michael Symczyk, Melbourne 31

MOVED: Wes Garrett

*"That the Retired Division membership applications received by Mark Reeves, Stephen Stedman, Paul Miller and Michael Symczyk be received and that the appropriate recognition based on tenure be issued."*

SECONDED: Justin Harpley

CARRIED

The meeting was declared closed at 11:45am

The next meeting will be on Friday 10<sup>th</sup> December 2021.



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RORY MCCABE

BRANCH PRESIDENT