



UFUA Aviation Branch

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EA UPDATE

15/03/2022

014/2022

FOR THE INFORMATION OF MEMBERS

The Union bargaining team has been extremely busy from:

- An all-day in-person meeting with the Airservices bargaining team (and guests) on 9 March 2022;
- Record turnout via zoom with Workplace Delegates on 10 March 2022;
- An extraordinary meeting of the Branch Committee on 11 March 2022;

All culminating before the long weekend in ACT, VIC, TAS and SA.

We should pause to thank the Unionists who came before us, winning the struggle to secure 'eight hours to work, eight hours to play, eight hours to sleep. Eight bob a day, a fair day's work, for a fair day's pay'. A fight that spanned the years 1856 to 1916!

Summary of Union position

From the beginning, when negotiations first started in October 2021, the Union has sought to improve the working conditions of its members by interest-based bargaining. You can learn more about this approach by visiting: <https://www.fwc.gov.au/issues-we-help/cooperative-workplaces-program/interest-based-bargaining>

The key items in our log of claims advance core Union values of equality and work health and safety. We acknowledge the hard-fought-for and won conditions of negotiations prior to the existing EA, that this strong foundation was to be built upon in this EA.

We have asked for a fair share for ARFFS when we consider ONE Airservices and compare our members to ATS.

Many items in our log of claims we have said - so long as existing provisions remain the same; we wish to focus our energies on things that are "big ticket" items: better consultation, measures for equity and diversity, work health safety, pay that keeps up with the pressures of the increasing cost of living and a safety net of super contributions that provide comfortable living conditions in retirement.



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Summary of Airservices position

Anyone with access to a computer on the station can see their emphasis: quick turnaround, minimum disruption, no major change, cost control.

This is despite, from the Executive down, Airservices conceding that they need to improve working conditions for diversity and inclusion to achieve their own corporate goal for the 'the organisation (to) be recognised as one of the leading places to work in Australia'.

After last week's all-day meeting, the Airservices bargaining team have said "pens down" on any drafting from their end.

What is outstanding?

The Union has presented its final position to Airservices on:

- 24-hour rosters for 24-hour locations;
- Increased super contributions;
- Pay increases to keep up with cost-of-living pressures;
- Recruitment and Selection to offer opportunities to existing staff first and then to recruits (much like the EA provisions for ATS);
- Minimum staffing.

Your Union bargaining team will also be working with our Comrades at Civil Air, Community and Public Sector Union, Electrical Trades Union, and Professionals Australia to advance equity and diversity conditions of employment for all workers at Airservices.

Whilst we have been promised by Airservices that they will "work on this" we leave nothing to chance nor to the glacial pace that organisation change takes.

Next steps

Airservices has cancelled any upcoming reoccurring scheduled bargaining meetings.

The Union is awaiting Airservices response to our final position.

Airservices need to have a discussion with the business and then get back to the Union with a response.



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Strength In Unity

Delegates and Branch Committee Members will continue to meet to discuss the status of EA bargaining.

Your colleagues and fellow Union members at CPSU, ETU and Professionals are waiting with bated breath for their EA bargaining to start, and to also hear about improved organisation-wide working conditions.

Many may remember that old catch cry: THE WORKERS UNITED WILL NEVER BE DEFEATED!

In Unity,

Wesley Garrett,
Secretary
UFUA Aviation Branch