



**UFUA Aviation Branch**

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## EA UPDATE

14/04/2022

**No. 018/2022**

### FOR THE INFORMATION OF MEMBERS

Yesterday, the well-worn path of EA bargaining between the Union and Airservices was travelled once more. As a result of yesterday's meeting this path will not be travelled as frequently, as negotiations have now stalled.

#### **Union position**

As we have reported previously, Airservices received the Union's final position on April 1<sup>st</sup>.

As essential workers we were hopeful that Airservices would recognise the ongoing commitment and flexibility that our members have afforded to the business throughout the pandemic, as well as the fractured relationship between cost-of-living and wages.

#### Diversity & Inclusion

At the beginning of negotiations Airservices did not wish to include any new provisions, regardless of the findings made in the Broderick Review. Eventually though, after the Union's repeated calls for action before words, Airservices conceded that these provisions should be provided to all Airservices employees, but that this would take some time to finalise. Our proposed clause acknowledging only Airservices 'future intent' was entirely a compromise on the part of the Union.

#### Staffing Ratios

Nationwide there are insufficient staff numbers across ARFFS.

The outcomes of the Task Resource Analysis should be used to establish the minimum number of qualified employees required to deliver a safe and effective ARFFS.

#### Recruitment & Selection

The Union's position, in the interest of fairness, is that existing staff should be offered first preference to fill vacancies (transfer) prior to positions being filled by recruitment.

#### Rosters

This very week the NSW Branch Committee Member and Industrial Officer are on the ground in Sydney visiting staff on all crews to discuss Airservices stance on 24-hour rostering. All of this is happening against the backdrop of a CASA Policy Proposal which is reviewing ARFFS service provision. And may result in changes that impact staffing and hours of operation, amongst others.



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### Pay/Super

Airservices have stated that they are not willing to discuss our claim on wages and superannuation, which is 3% per year or CPI whichever is higher and maintaining our 3% buffer above the superannuation guarantee by increasing super contributions by 1% over the life of the agreement. Our questions on wages and super have gone unanswered for some time now, which is cold comfort to Union members.

### **Airservices position**

Airservices are not willing to continue negotiations based on the Union's position.

### **Where to from here?**

This is exactly why the Fair Work Commission has ordered a ballot to vote for all Union members to decide on Protected Industrial Action (PIA). Now is the time for the voice of the workers to be heard, united, loud, and clear.

A large majority of members have already cast their vote in the PIA ballot which will close on Monday the 18<sup>th</sup> of April at 16:00 ACST. If you've yet to cast your vote, now is the time! Vote YES!

### **Next steps**

The results from the PIA ballot will be known early next week.

Our PIA Bans Committee will then be able to finalise the planning and coordination of the approved actions.

Has your crew got a member who has put their hand up to be a local conduit into the PIA Bans Committee? If not, we need you! This is a vital part of linking up every shift/station at short notice around the nation. Please contact the Union Office to volunteer for your crew today.

As ever, please continue providing feedback to your Delegates and Branch Committee Members.

### **In Unity and Solidarity, is our Strength!**

For those who can take advantage of the Easter long weekend and are able to spend some valuable time off with friends and families, enjoy!

For those that will be on duty protecting Australia's critical aviation infrastructure and the flying public, thank you!



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*“Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor. But their work goes beyond their own jobs, and even beyond our borders. Our unions have fought for aid to education, for better housing, for development of our national resources, and for saving family-sized farms. They have spoken not for narrow self-interest, but for the public interest and for the people”.*

John F. Kennedy

In Unity,

Wesley Garrett,  
Secretary  
UFUA Aviation Branch