



UFUA Aviation Branch
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EA UPDATE

URGENT UPDATE TO ALL MEMBERS PROTECTED INDUSTRIAL ACTION UPDATE 05/2022

06/05/2022

FOR THE INFORMATION OF MEMBERS

AMENDMENT TO START DATE

PIA Ballot Action Item 3

An unlimited number of indefinite bans or limitations on the working of overtime

THIS ACTION WILL NOW COMMENCE AT 0001 on Tuesday 17 May 2022

Many objections were made by Airservices, if they had their way this action would have been withdrawn altogether.

As a compromise, and to avoid the expense and delay of an injunctive hearing, the Union has agreed only to delay the start date.

From 0001 Tuesday 10 May 2022 there remains a ban on accepting TOIL.

ALL MEMBERS ARE TO START AND FINISH WORK IN ACCORDANCE WITH THEIR ORDINARY HOURS OF WORK:

24 hr stations

Except in the case of emergency incidents.

Non-24 hr stations

Except in the case of emergency incidents, *and* if required to maintain category to cover late flights.

ONLY FULL SHIFT EMERGENCY DUTY IS TO BE USED TO COVER ANY ADDITIONAL HOURS.

Members should give due consideration as to whether any request to work additional hours is reasonable.

Consistent with clause 22.4 of the current EA, members have the right to refuse unreasonable requests to work overtime, including for the following reasons:

- Any risk to health and safety from working excessive hours;
- Your personal circumstances (such as family responsibilities);
- The length of notice you have given about your availability or inability to perform overtime;
- The length of notice you have been given by Airservices; and
- Any other relevant matter.

If members have any concerns, they should raise these with their Fire Commander, Bans Committee Member, Health and Safety Representative, Union Workplace Delegate or Branch Committee Member.



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Fire Commanders

All members are protected by banning or limiting the hours of work they might perform above their ordinary hours.

We note that your role encompasses safety accountabilities to ensure correct category provision is provided at your location.

You may not receive genuine volunteers for short shifts of overtime, you may need to offer full shifts of emergency duty so that willing volunteers come forward to perform additional hours of work.

You may not receive any volunteers for excessive hours of work, this includes where there is insufficient rest relief, or where an excessive number of shifts have been worked in succession or where the total number of hours of work that has been performed is excessive.

If your line leader directs you to offer less than a full shift of emergency duty, the following written statement should be emailed to the line leader: *"My safety accountabilities require me to ensure adequate staffing for category. If I am directed to compromise category, rather than offer a full shift of ED, I will require a written direction to do so"*.

It is a matter for Airservices to address any remaining issues because of insufficient staffing.

Health and Safety

The safety of workers and the safety of the travelling public is paramount.

Firefighters should consider the number of hours and days of work in total they may be asked to perform and consider any risk to work health and safety.

AND

Fire Commanders should be mindful of balancing workers health and safety, and fatigue management.

Any member approached by a leader, prior to 17 May, can simply say "I have the right to choose to participate, I do not feel comfortable with you asking me about this".

Coercion, Misrepresentation of your rights, Undue pressure

Your employer receives adequate notice from the Union that PIA will commence.

It is your right to protect your privacy of Union membership, it is your right to participate in PIA.

If you are the victim of bullying and harassment you should immediately report the details to SafePlace.

Take detailed notes of WHO said what, WHO else was present, WHAT they said or did, WHERE and WHEN it happened.

Report any instances immediately to your Health and Safety Representative, Workplace Delegate, Branch Committee Member or Union Office.



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Stay informed

Updates on additional PIA actions will follow in due course. To date and including this update, 8 PIA Actions have been sanctioned and announced by the Branch Committee of Management.

MEMBERS MUST NOT UNDERTAKE ANY PIA ACTIONS THAT HAVE NOT BEEN SANCTIONED BY THE BRANCH COMMITTEE OF MANAGEMENT. THIS GUARANTEES THAT MEMBERS ARE AT ALL TIMES PROTECTED WHEN EXERCISING THEIR RIGHTS TO PARTICIPATE IN PROTECTED INDUSTRIAL ACTION. IF A SPECIFIC PIA ACTION IS NOT LISTED BELOW, IT HAS NOT BEEN SANCTIONED BY THE BRANCH COMMITTEE OF MANAGEMENT.

PIA Action	Ban or limitation to begin	Duration
1. Wearing Airservices uniform at work. (this can include UFUA T-shirts)	27/4/2022 NOW IN PROGRESS	Indefinite
2. Work communications (email & telephone calls).	29/4/2022 NOW IN PROGRESS	Indefinite
3. Wearing Union items of clothing while on duty.	29/4/2022 NOW IN PROGRESS	Indefinite
4. Taking non-emergency calls in the FCC (delayed to 4/5/22 for NT and QLD)	3/5/2022 NOW IN PROGRESS	Indefinite
5. Ban on TOIL AMENDMENT TO START DATE - BAN ON OT	10/5/2022 17/5/22	Indefinite
6. Ban on performance reviews (WPAs)	5/5/22 NOW IN PROGRESS	Indefinite
7. Limitation on higher duties by ban on COC	13/5/22	Indefinite
8. Limitation on non-operational duties (ban on PAT & PSS project, ASA surveys and washing locker doors)	11/5/22	Indefinite

In Unity

Wesley Garrett,
Secretary
UFUA Aviation Branch