



**UFUA Aviation Branch**

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# EA UPDATE

19/08/2022

**EA UPDATE No. 25/2022**

**FOR THE INFORMATION OF ALL MEMBERS**

## **CURRENT STATUS**

The Union's Bargaining Team again met with Airservices Bargaining Team on 18 August 2022.

## **WAGES**

Airservices will not enter more discussions on monetary claims until they receive the new Australian Public Service Commission's Bargaining Policy. Airservices intends to now comply with whatever the new policy says. The Union suspects they will be waiting a while ...

In the meantime, our UFUA National Secretary will be attending the National Jobs Summit in Canberra in early September to highlight the role of Aviation Rescue Fire Fighting in the rebuilding of our aviation industry out of covid AND that ARFFS employees together with our unique plant and equipment like WRS boats and MK8 trucks play a vital role in an all-agencies, all-hazards response to increasingly frequent and growing severity climate disasters of cyclones, fires, and floods etc. We anticipate being featured in the "employment and jobs of the future" whitepaper that will follow for secure and well-paying jobs!

## **STAFFING**

Members will note we are currently in proceedings before the Fair Work Commission alleging Airservices has not complied with good faith bargaining by failing to disclose their final Task Resource Analysis Reports or any details besides their scant advertisements on the future of automation in ARFFS. The Union Bargaining Team simply cannot resolve the claim for a clause on minimum safe staffing levels until all information is considered. Stay tuned for more updates as they arise in the Commission.

## **TRANSFERS**

The Union has included in its log of claims the inclusion of a transparent and fair process for transfers for existing staff. Airservices want to leave this topic as a matter of policy. We have reached another impasse.

## **PROBLEM-SOLVING**

A few models have been considered for Airservices and the Union to work through issues that arise in the workplace, for which there are not currently specific or stand-alone clauses in the EA:

### Consensus Decision Making

The Union figures if it's good enough for NATO to prevent all-out WWII

(see: [https://www.nato.int/cps/en/natohq/topics\\_49178.htm](https://www.nato.int/cps/en/natohq/topics_49178.htm))

Then it should be good enough for Airservices?

NO

Airservices do not want anyone else to have a say in their decisions, especially not the Union!



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### Cooperative/Interest-Based Problem Solving

This model balances the competing interests of the bosses and the workers.

It is the version favoured by our independent industrial umpire (see: <https://www.fwc.gov.au/issues-we-help/cooperative-workplaces-program/interest-based-problem-solving>)

The UFUAV figures if it's good enough for Patrick v MUA - the stevedoring company and Trade Union involved in some of the most bloodied, violent, and protracted industrial disputations in living memory our nation has ever seen, it should be good enough for Airservices!

MAYBE

Airservices will consider this model and get back to the Union at the next bargaining meeting.

### Plain Old Consultation

Airservices thinks leaving things in policy/procedure and only consulting on what the EA currently says is good enough.

UFUAV says this approach is hardly working given the long line of matters that are before the Fair Work Commission because Airservices does not genuinely consult!

Our comrades at Civil Air have been given large sums of money by the Federal Court for the penalties paid by Airservices in their failure to consult.

SO IF IT'S BROKE, LET'S FIX IT

Again, Airservices is at great pains to say that only Airservices gets to make decisions!

### NEXT STEPS

The Union Branch Committee are continuing to meet to discuss the progress of bargaining.

In Unity

Wesley Garrett,  
Secretary  
UFUA Aviation Branch

