



UFUA Aviation Branch

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EA UPDATE

9/8/2022

GENERAL PIA UPDATE/August 2022

FOR THE INFORMATION OF ALL MEMBERS

Background

Since the Branch Committee and Workplace Delegates are fielding increasing queries it's time to bring you this summary about PIA.

From 17 May 2022, there have been *limitations* on certain portfolios by banning SACK, BA and WRS maintenance, 1st Aid and EVI training.

These portfolios were targeted for a BAN to demonstrate and highlight the financial impact of our members withdrawing their labour. Members receive \$24.24 per fortnight for performing these portfolio duties, which is chicken feed when compared to the true commercial costs of providing these services.

Especially at this point in the negotiations, with Airservices rigidly held position, if it's about something that costs them money, they have heaps of excuses as to why they will not offer workers more! Including their refusal in bargaining to increase existing allowances or to add new ones!

As a result of our member portfolio holders withdrawing their labour, Airservices can either have these services fulfilled by external providers or, agree to pay the relevant portfolio holders the same/true commercial rate for providing the services.

Airservices should put their money where their mouth is:

Know Me = to consider the true extent of labour expended, in-house, at no extra cost to them, for all these accreditations, to keep their profit-making operational capabilities (ie providing an ARFFS service) running;

Focus Me = where is their thanks for all your hard work for the measly sum of \$12.12 a week?!

Value Me = provide fair remuneration for the important, highly skilled, high-risk work that you provide the aviation industry and the flying public!

In the meantime, Airservices can pay full commercial rates for EVI accreditation and first aid training etc.

We remind members that the above portfolio bans are still in place.

From 10 May 2022, there has been a *ban* on additional hours of work (save for late aircraft in non-24 locations).

Fire Commanders should **ONLY** be offering full shift emergency duty to fulfill extra hours of work.



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As OIC of their crew they hold the power!

We remind members that a ban on additional hours is still in place.

For each of our Fair Work approved PIA's, our members are protected when they participate. Any obligation for ensuring regulatory or WHS compliance remains squarely with Airservices. In the case of the OT PIA, we have not compromised Airservices ability to backfill against unplanned leave or staff shortages as this may impact operational capability. We have simply introduced limitations on the durations of the OT shifts to be offered. This is a protected action.

Doing Airservices bidding to save money or to "help" the AALL/LOM is against worker's self-interests

Protected Industrial Action

Each and every item that passes a majority vote in the (UNION) members-protected ballot affords (UNION) members protection, at work, by banning or limiting the work they do.

For each and every notice given and PIA to be carried out, it has also passed a unanimous vote of the (UNION) Branch Committee of Management.

Every (UNION) member is afforded protection under the *Fair Work Act* to participate.

Kindly note that people who are NOT members of the UNION are not given such protection.

U ARE THE "U" IN UNION!

We are stronger together!

Did you know?

Since the advent of "Masters" and "Servants", it has been a struggle throughout history for "workers" against the power of the "bosses". In fact, our system of industrial relations, at least at common law, is built on the model of "Servants" working for their "Masters".

The Old Scots coined the term *ca'canny* meaning 'to go slow at work'. It was a direct response from the workers to the paltry working conditions the rich capitalist bosses offered. That the workers would slow down and only labour or provide work output to the same monetary value they were being paid for their labour.

It is from this history that we get what is now known as "strikes". It's in our nature to rescue people and fight fires, we are not all going to en masse walk-off the station and create a "picket line" at the gate, as much as some of us would just love the chance for such excitement! We are an essential service and safety is at the heart of all that we do. But it's against UNION values to relieve Airservices of the pressure they are under from PIA.



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It's the bidding of the "bosses" to save money, to expect ARFFS to deliver more with less, to make cuts, have job losses, and give more money to the bosses.

Let's not forget a portfolio holder gets \$12.12 a week, on the open market what would \$630.24 per annum get you? You do the maths! As should Airservices because the service YOU provide has more value than that and YOU are worth more than that!!

Next steps

We hope this clarification/update clears up any confusion.

If you haven't already voted on the second ballot, get your votes in ASAP.

We hope that you are excited by all the creative and fun options we can have at our disposal for more PIA.

Should you have ANY questions about PIA don't forget to get the zoom link from your Workplace Delegate, Branch Committee Member or on the Members' Facebook page for our next Q&A session by zoom.

Stayed tuned for a UNION-wide survey on PIA and once we meet again with Airservices for more EA updates.

'If workers call a strike, and one of their co-workers crosses that line and goes to work anyway, they've harmed their union's ability to negotiate with the employer, thereby weakening the group's own collective power. Withholding labour is the final card in a union worker's playbook and isn't a decision that's taken lightly'

- Kim Kelly

For interest, you can read the complete article at:

[STRIKES AND PICKET LINES EXPLAINED](#)

(NB this article and the quote above has been selected for its use of "appropriate" language for this especially passionate, and sometimes very divisive, subject)

The workers, united, will never be defeated, solidarity forever! -

In Unity,

Wesley Garrett,
Secretary
UFUA Aviation Branch