



UFUA Aviation Branch

PO Box 187

Greenacres, SA 5086

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Web: ufuav.asn.au

ABN: 96 533 521 914

EA UPDATE

02/04/2024

PROTECTED INDUSTRIAL ACTION UPDATE 004/2024

FOR THE INFORMATION OF MEMBERS

PIA Ballot Action Item 7

An unlimited number of indefinite bans or limitations on the working of overtime, emergency duty, time off in lieu.

This action will commence at 12:01 am local time, on Friday 5 April 2024.

There will be a ban on accepting TOIL and an indefinite limitation on the working of overtime as follows:

For members working at 24-hour stations:

Members at 24-hour stations are to start and finish work in accordance with their ordinary hours of work except in the case of emergency incidents.

For members working at non-24-hour stations:

Members at non-24 hour stations are to start and finish work in accordance with their ordinary hours of work, except in the case of emergency incidents, and if required to maintain category to cover late flights.

For all members, only **full shift emergency duty** is to be accepted to cover any additional hours required to maintain category.

Members should give due consideration as to whether any request to work additional hours is reasonable. Clause 22.4 of the current EA states 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.

You have the right to refuse to work overtime.

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

Fire Commanders

All members are protected when 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.



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You may not receive genuine volunteers for short shifts of overtime and 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 are 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.

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

Stay informed

Updates on additional PIA actions will follow in due course. To date and including this update, 20 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.

In Unity,

Wesley Garrett,
Secretary
UFUA Aviation Branch



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Item Number	PIA Action	Ban or limitation to begin	Duration
7	An unlimited number of indefinite bans or limitations on the working of overtime, emergency duty, time off in lieu.	05/04/2024	Indefinite
8	Wearing Union items of clothing while on duty.	27/3/2024 (IN PROGRESS)	Indefinite
9	An unlimited number of indefinite bans or limitations on wearing Airservices uniform at work.	27/3/2024 (IN PROGRESS)	Indefinite
10	Unlimited and indefinite period of displaying Union campaign messaging with materials, slogans, posters, stickers, banners, and flags on station, station surrounds, and vehicles (save for obscuring windows/mirrors/signage/rescue and firefighting equipment)	27/3/2024 (IN PROGRESS)	Indefinite
11	An unlimited and indefinite ban on removing any Union materials in the workplace and surrounds.	27/3/2024 (IN PROGRESS)	Indefinite
12	An unlimited and indefinite period of writing Union campaign messages in liquid chalk on vehicle locker doors.	27/3/2024 (IN PROGRESS)	Indefinite
13	An unlimited and indefinite period of affixing union logos and messages to helmets (save for obscuring reflective stickers, visor, name, and rank).	27/3/2024 (IN PROGRESS)	Indefinite
14	An unlimited and indefinite ban on removing Union logos and messages from helmets.	27/3/2024 (IN PROGRESS)	Indefinite
15	An unlimited and indefinite period of distributing Union campaign information and materials, whilst on duty and interacting with members of the public, visitors, contractors, providers, and other employees on Aerodrome.	27/3/2024 (IN PROGRESS)	Indefinite
16	For an unlimited and indefinite time period whilst on duty (save for when actively working to rescue or firefight in an emergency) making information relating to enterprise bargaining and/or workplace matters (including, but not limited to, worker health and safety, staffing levels, employee workloads and workplace morale) available on traditional media/through such media outlets and through social media, such as but not limited to, What's App, YouTube, LinkedIn, Facebook, Twitter, and Instagram	27/3/2024 (IN PROGRESS)	Indefinite
17	An unlimited and indefinite lodgement of reports in the Corporate Integrated Reporting and Risk Information System (lodging CIRRI Reports) for any understaffing, that is employee numbers on shift, which are lower than ICAO guidelines for the highest category aircraft for the Aerodrome.	27/3/2024 (IN PROGRESS)	Indefinite
18	An unlimited number of indefinite bans or limitations on administrative duties	27/3/2024 (IN PROGRESS)	Indefinite



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19	An unlimited number of indefinite bans or limitations on making telephone calls, responding to voicemails, sending, or responding to email	27/3/2024 (IN PROGRESS)	Indefinite
21	An unlimited number of indefinite bans or limitations on the performance of non-operational duties.	27/3/2024 (IN PROGRESS)	Indefinite
22	An unlimited number of indefinite bans or limitations on performing portfolio duties	27/3/2024 (IN PROGRESS)	Indefinite
23	An unlimited number of indefinite bans or limitations on all performance reviews	27/3/2024 (IN PROGRESS)	Indefinite
24	An unlimited number of indefinite bans or limitations on taking non-emergency calls and on dispatching non-emergency jobs	27/3/2024 (IN PROGRESS)	Indefinite
25	An unlimited and indefinite ban on attending any meetings, including but not limited to team meetings	27/3/2024 (IN PROGRESS)	Indefinite
26	For an unlimited and indefinite time, within written and other communications with external parties to include the following spoken or written words: 'The following message is authorised by protected industrial action under the Fair Work Act 2009. Aviation Rescue Fire Fighters at Airservices are currently taking protected industrial action because Airservices refuses to respect us, to value our dedication and service to keep the air travelling public safe. We ask that you support us by contacting Airservices on 1800 802 584 to encourage Airservices to value and respect their staff'	27/3/2024 (IN PROGRESS)	Indefinite
27	An unlimited number of bans or limitations on temporary transfers of duration(s) shorter than 12 months	27/3/2024 (IN PROGRESS)	Indefinite