



UFUA Aviation Branch
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EA UPDATE

02/04/2024

PROTECTED INDUSTRIAL ACTION UPDATE 005/2024

FOR THE INFORMATION OF MEMBERS

PIA Ballot Action Item 3

An unlimited number of stoppages of work for 4 hours duration

From 20:00 UTC on Sunday, 14 April 2024 to 00:00 UTC on Monday, 15 April 2024, a 4-hour work stoppage will commence across all stations. During the 4-hour work stoppage, all ARFFS stations will be nil aviation rescue fire services.

This will be protected industrial action authorised under the *Fair Work Act 2009*.

All UFUA members rostered to work during these hours must not attend work during these hours, with the exception of Fire Control Centre Operators (FCCO) (see below).

During the Work Stoppage

Please carefully observe the local time zones for the period of the stoppage:

Time	Date	State/Territory
06:00 to 10:00 AEST	15 April 2024	ACT/NSW/TAS/QLD/VIC
05:30 to 09:30 ACST	15 April 2024	NT/SA
04:00 to 8:00 AWST	15 April 2024	WA

Fire Control Centre Operators

Members who are performing duties as a Fire Control Centre Operator during the period of any stoppage will remain in the Fire Control Centre to transfer any incoming emergency calls to local emergency response agencies. This is an essential element of the safety undertaking the UFUA has provided to the Fair Work Commission and must be observed.

Fire Commanders

Fire Commanders must issue a 'Notice to Airmen' (NOTAM) on **Tuesday 2 April**, providing seven clear working days' notice that ARFFS category (level of service) will not be available during the 4-hour period of the stoppage. When issuing a NOTAM, Fire Commanders must indicate ARFFS coverage will be withdrawn due to UFUA members taking protected industrial action. Fire Commanders can use the following message to airlines when issuing the NOTAM:

"The withdrawal of ARFFS coverage is authorised by protected industrial action under the Fair Work Act 2009. Aviation Rescue Fire Fighters at Airservices are currently taking protected industrial action



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because Airservices refuses to respect us, to value our dedication and service to keeping the air travelling public safe”.

Having been advised of the NOTAM, airlines can cancel or reschedule flights accordingly, without compromise to public safety.

During the Notice Period

Stay closely tuned to your Workplace Delegates, Health and Safety Representatives and Branch Committee of Management for updates as they arise.

If you have any concerns about the nature or detail of the actions that you wish to raise, email your Workplace Delegates, Health and Safety Representatives and Branch Committee of Management.

Health and Safety

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

Taking protected industrial action is your right

Remember, this will be protected industrial action, 100% authorised by the ballot we ran under the *Fair Work Act 2009*. There are large penalties for anyone who tries to interfere with your right to take protected industrial action.

We have been forced to take this action by Airservices’ refusal to respect and recognise us in negotiations for the new EA. We need to demonstrate our strength to them by carrying out this action in a determined and united manner.

Stay informed

Updates on additional PIA actions will follow in due course. To date and including this update, 21 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



EA UPDATE

Item Number	PIA Action	Ban or limitation to begin	Duration
3	An unlimited number of stoppages of work for 4 hours duration	15/04/2024	20:00 UTC on 14/04/2024 to 00:00 UTC on 15/04/2024
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