



Meeting opened: 10:37am ACST

Attendance: Rory Thomas McCabe (President), Glenn Laurie (Vic), Jesse Page (SA), Chris Putnam (NSW), Patrick Shanahan (South QLD), Chris Jones (WA), Zack Van Loenhout (NT), Dan Thompson (WHS Coordinator).

Apologies: Wes Garrett (Secretary), Mick McDonald (ACT), Ben Chugg (TAS)

Acknowledgement to Country:

"We acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to land, waters, and culture".

Minutes of Previous Meeting

Minutes from meetings held on 2/8/2024 were presented and confirmed by BCOM.

Motion: That the minutes be confirmed.

Moved: President

Seconded: BCOM VIC

Carried: Unanimous

Correspondence

Correspondence was provided in the branch google drive.

Accounts for Payment

Motion: That the accounts as presented be passed for payment.

Moved: President

Seconded: BCOM NT

Carried: Unanimous

2027 EA countdown timer 918 days

1. Norfolk Island EA and PFAS potable water contamination:

- President and senior industrial officer were scheduled to visit Norfolk islands inside the next couple of weeks this will not be possible due to the president's current scheduled commitments in attending the conference in Canberra and attending the Cairns fire station to resolve the facilities and amenities issues. As an alternative the trip might take

place on either the week beginning Monday the 26th of August or Monday the 2nd of September.

2. CASA Advanced Diploma Instrument No EX23/24:

- CASA has provided a 3-year exemption. CASA has stated that they want to see a line leader at all locations. UFUA to continue to pressure CASA on this issue in addition to regulatory compliance at Cairns and Gladstone.

3. Brisbane Asbestos:

- Asbestos identified during PFAS monitoring activities. Boreholes dug 70m from station West. Air monitoring stations set up all levels (if any at all) below exposure standards. Airservices have been transparent and have freely shared information and testing results. Local Delegate reports that matter is being handled well, local troops are happy with management of issue. VIC Branch to assist with confirming results.

4. UFUA National Campaign for Increase in Employer Super Contributions:

- Aviation Branch to support online campaign via "Megaphone" to increase contributions to 16.4%.
- Political support has been secured.
- 16.4% aligns with current defense force contributions.

5. Gladstone Rostering:

- Meeting with Naomi Arthur was cancelled due to illness.
- President and BCOM SQ to meet with Naomi on Monday 19/8/24
- BCOM SQ also stated that Naomi will be providing an update re: ongoing Gladstone COC.
- WHS Dep Coord Justin Carroll developing psychosocial survey to be put to members next week.

6. WHS / ARFFS HSC Update:

- Next ARFFS Workplace HSC Meeting scheduled for 19th Sept.
- Current agenda items:
 - i. Additional screening for Presumptive Cancers with appropriate frequency and consistency.
 - ii. Heart health, we want to incorporate into health and wellbeing program. We want this to sit outside of (in addition to) the 3 yearly medical. Must be holistic and voluntary.
 - iii. DPM source capture national roll out. Jason Adams (Dep WHS Coord) has been doing great work on this. Has been liaising with relevant senior managers
 - iv. WHS Coord + BCOM ACT has been invited to participate in an ARFFS facilities and amenities workshop next Thursday to establish a baseline Cat 8 Fire Station design. Gender neutral dorms a priority (individual rooms/lockers with ensuite). This design reduces station footprint due to no longer requiring separate locker rooms, showers, study areas etc.
 - v. Reinforcing Hot (dirty) / Cold (clean) station design principles.
 - vi. BCOM SQ reports that all temporary dorm facilities (demountable) have been cancelled. WHS Coord to request status report.
 - vii. Adelaide temporary dorm facilities have been finalised, local members have ensured the facilities are adequate, this design can be used as a template for other locations.
 - viii. Cancellation of Mental Health First Aid Courses, explanation requested.

- ix. Airservices psychosocial experts have accepted nomination of Dep WHS Coord Justin Carroll to participate in working group .
- x. National Training Facilities, appropriate for visiting staff. Western Sydney continues to look as though it will not be properly arranged to accommodate visiting staff.
- xi. Uniform and PPE end user representation.
- xii. Comcare premiums, enquiry submitted. Anecdotally premiums continue to skyrocket, this is helpful to demonstrate the cost benefits of good WHS practices.
- xiii. Training for HSC members.
- xiv. Positive pressure ventilation fans (DRV).

7. **Cairns ARFFS Interim Facilities and Amenities (post flood):**

- President scheduled to visit next week (Wednesday & Thursday).
- Airservices WHS manager will also be attending (Glen Lang). At this point he is engaged in the issue.
- Will conduct hazard assessment of current facilities as well as proposed building 11.
- Yet to reach an understanding of why they have not considered refurbishing the fire station.

8. **Code of Conduct/Legal/Comcare:**

- President provided an update on several ongoing matters.
- 69 matters currently listed.
- Nil new matters.
- 1xELS referral ratified unanimously by BCOM.

9. **Membership Resignations:**

- Stuart Robbins – ARFFS Hobart

10. **Membership Applications:**

- Jasmin Wood – Melb ARFFS
- Dylan Lunn - Melb ARFFS
- Brett Equid - Melb ARFFS
- RC#100 – 14/23 Memberships applications received

OUTSTANDING		
	Name	Location
1	Akai Baravi	Hamilton Island
2	Matthew Surha	Mackay A Crew
3	Ryan Thurston	Mackay B Crew
4	Rowan Gamiero	Mackay C Crew
5	Matthew Burton	Whitsunday Coast B Crew
6	Bradley Donnelly	Rockhampton A crew
7	Farren Leatham O'Brien	Townsville B Crew
8	Bayden Brown	Townsville A Crew
9	Tobias Juriss-Lewis	Townsville C Crew

Motion: That the BCOM accept the membership applications of Jasmin Wood, Brett Equid and Dylan Lunn.

Moved: President

Seconded: BCOM VIC

Carried: Unanimous

11. BCOM IT Allowance:

- Currently \$1200 for Laptop. Propose setting additional parameters i.e. availability frequency, mobile phones etc.

Motion: That the BCOM determines the following in relation to the existing \$1200 laptop allowance. The \$1200 allowance will be renamed to IT Allowance and will be available to BCOM members once every term (3 years) for the purchase of IT devices such as mobile phones, laptops or any other IT devices determined by BCOM to assist members to fulfill their duties.

Moved: BCOM NT

Seconded: BCOM NSW

Carried: Unanimous

12. Acting Secretary Honorarium:

- BCOM proposes that for every day the president is required to act in the Secretary's absence due to illness or personal leave. We have an ad-hoc ratification of this payment in the minutes of 19/8/2022 as a measure that will be formalised in future. The amount at that time was set at \$170/day, with a 17.5% increase over the life of the current EA that amount would be adjusted to \$199.75.

Motion: That the BCOM agrees to pay the President an honorarium of \$200 per day, for every day the President acts in the role of Secretary for the duration of any recreation leave.

Moved: BCOM NSW

Seconded: BCOM SA

Carried: Unanimous

13. Calculation of Fortnightly Annual Salary:

- BCOM NSW expressed concerns with how Airservices calculates/breaks down hourly rates of pay.
- Recommends investigating to determine if Airservices current methodology is correct.

14. Post EA Clarification of Meal Allowance for OT:

- Some locations paying others are not.
- Airservices intention that the allowance be paid for all OT was communicated by them to not only the bargaining team but also in their pre ballot comms to employees.
- Again, interpretation has no consistency across the country.
- BCOM NSW conducted UFUA/Airservices pre ballot EA Q&A sessions, at those forums Matt Norrey clearly stated to all present ALL OT attracts the meal allowances. All pre ballot correspondence also acknowledges this.
- Suspect Airservices IR manager has realised that he sold something that he didn't fully comprehend.

BCOM to actively dispute any revised position that Airservices may adopt. The UFUA's position remains consistent with Airservices bargaining teams detailed position during the course of bargaining, pre ballot correspondence and Airservices / BCOM EA meeting to discuss new clauses and interpretation. Which is that "**1. ED to include 1 hour travel each way, MVA, multiple meal allowance, 2. OT to include multiple meal allowances**".

15. CASA / Core Nexus SAW Training Program (Drug Addiction):

- BCOM SQ briefed BCOM on the benefits of this internationally recognised program.
- Non punitive medically weighted addiction support program.

16. FIFO Category Issues Newman, Karratha, Port Hedland:

- BCOM WA reports that several FIFO stations are having trouble meeting category requirements due to insufficient staffing.
- Learning Academy experiencing the same problems attracting people.
- 7 on / 7 off, increased pay, Airservices needs to make these positions more attractive.
- Investigate Industrial, regulatory, political and WHS remedies.

Meeting adjourned at: 11:48 ACST



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Rory T McCabe
PRESIDENT

