

**Meeting opened: 10:32am ACST**

Attendance: Wes Garrett (Secretary), Rory Thomas McCabe (President), Glenn Laurie (Vic), Jesse Page (SA), Chris Putnam (NSW), Patrick Shanahan (South QLD), Chris Jones (WA), Dan Thompson (WHS Coordinator), Mick McDonald (ACT), Zack Van Loenhout (NT) left meeting at 10:47.

Apologies: 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 16/8/2024 were presented and confirmed by BCOM.

Motion: That the minutes be confirmed.

Moved: Secretary

Seconded: BCOM NT

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: Secretary

Seconded: BCOM ACT

Carried: Unanimous

2027 EA countdown timer 904 days

Cairns ARFFS Facilities and Amenities:

- Concerns raised about building 11 not covering vehicles, leaving them exposed to the heat.
- Potential solutions include meal allowances or Uber Eats.

- Airservices (Glen Lang) acknowledges multiple shortcomings after a site inspection accompanied by the President.
- The root cause appears to be the local AALL's a lack of understanding regarding work health and safety duties, he believed that it was Cairns international airport who held the duty.
- President continuing to meet with local staff and Glen Lang with a view to resolve issues in a timely manner.

Gladstone Roster Psychosocial Results:

- Roster issues are the major concern, 1 of the proposed rosters does not fully comply with the rostering principles.
- Recruitment and transfer options are being explored to address staffing shortages.
- The possibility running a dispute under the EA rostering principles was discussed and will be further discussed with legal team.
- Psychosocial results don't appear to have identified any major issues.

Norfolk Island EA & PFAS Contamination:

- Bargaining team met with counsel on 27/8/24. Agreed to 3 months backpay from sign on + removing unpaid meal break, EDTO flight coverage remains problematic.
- IO meeting with members today to try and flesh out the operational requirements of providing EDTO coverage via on-call (doesn't appear to be possible).

16.4% Paramedic Firefighter Super Contributions Campaign:

- The campaign aims to increase wages, cross-bench support has been secured.
- The likelihood of success is uncertain but efforts are underway to gain political support.

CFMEU and Government Intervention:

- Concerns were raised about government intervention in union administration, setting a concerning precedent for Government intervention in democratically elected Unions.
- UFUA secretaries agree that representations should be made to government expressing the UFUA's concerns.
- The UFUA National Secretary has issued correspondence to the office of Murray Watt outlining these concerns.

ARFFS Next Generation Project:

- Anecdotal evidence suggests that the board has approved everything presented, more detailed work can now proceed.

UFUA Merchandise/Online store:

- Has been increased activity due 50-year anniversary inventory.

Brisbane Airport PFAS Monitoring:

- Airservices has been transparent in sharing PFAS monitoring results.
- The Aviation White Paper acknowledges staffing shortages and the need for remediation funding.

Fair Work Commission Updates:

- Less than desirable outcomes in 2 recent cases involving Hobart high duties cash out of accrued leave and FIFO travel expenses.

Code of Conduct/Legal/Comcare:

- 69 matters currently listed.
- Nil new matters.

Overtime Meal Allowances:

- The Secretary discussed the interpretation of overtime meal allowances in the Enterprise Agreement and provided BCOM with an overview of what was discussed and agreed during negotiations.
- The UFUA's position is that Airservices very clearly articulated the intent of the revised wording at cl. 38 during negotiations.
- Airservices' documentation and past discussions support the union's position.
- A meeting with the legal team, will be scheduled to discuss the matter further.

Sunshine Coast Staffing 2+4:

- Inconsistency in applying the additional officer (2+4) at Sunshine Coast Airport.
- The union will engage with Rod Evans to ensure consistent implementation across all stations.

Recruitment/Non-Financial Members:

- RC#100 – 14/23 Membership 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

Membership Resignation:

- Membership resignation of Darren Johnson ARFFS Townsville (retired from Airservices).

Eligibility to receive \$6000 sign-on bonus:

- Non-member Kerry Langdon (SYD ARFFS) has made enquiries regarding eligibility to the \$6000 sign-on bonus.
- Airservices has rejected payment being made to a member who was on parental leave without pay leave. The UFUA made successful representation on this particular case resulting in Airservices reversing their initial decision.
- BCOM will consider any specific cases brought to our attention, there may be unique circumstances worth pursuing.

- The intent of negotiations concerning the bonus is a very important factor if a dispute was to be initiated. The intent and size of the bonus was discussed during bargaining as a form of backpay, that is increases to wages that had not been paid during the period beginning from the nominal expiry date of the previous agreement and the commencement date of the new agreement. If members were not earning a wage during this period i.e. they were on LWOP a dispute based on their eligibility to the bonus is futile.
- Airservices have refused payment of the bonus to those who were on LWOP.
- Airservices have paid a pro rata payment to those who were on job share arrangements i.e. 50% job share = 50% of the payment.

Calculation of Fortnightly Annual Salary:

- Secretary provided BCOM with a detailed outline of industry standards (and specifically the APS) for calculating fortnightly wages.
- Ultimately the calculation method is not in dispute here, if anything it is the method that we have agreed to apply (or that has been applied for a very long period of time). With that said, because this method has been used infinitum the increases that have been applied over the decades are accurate and consistent.

Meeting adjourned at: 12:11 ACST



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Rory T McCabe
PRESIDENT

