



Meeting opened: 10:39am ACST

Committee Members in Attendance: Wes Garrett (Secretary), Rory Thomas McCabe (President) 11:20, Ben Chugg (TAS), Jesse Page (SA), Chris Putnam (NSW), Patrick Shanahan (South QLD) 10:48, Dan Thompson (WHS Coordinator), Mick McDonald (ACT), Zack Van Loenhout (NT).

Apologies: Glenn Laurie (Vic), Chris Jones (WA)

Acknowledgement to Country:

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

Confirmation of Minutes

Minutes from meetings held on 13/9/2024 were presented and confirmed by BCOM.

Motion: That the minutes be confirmed.

Moved: Secretary

Seconded: BCOM NSW

Carried: Unanimous

2027 EA/Deed staffing countdown timer 890 days

ARFFS Workplace Health and Safety Committee Update:

- Dan Thompson provided a summary of the latest meeting held the previous Friday.
- Airservices restructure will impact on employer representative roles.
- CFO Rod Evans elected into interim Chair role.

ARFFS Next Generation Project:

- BEX met with Alison Scobie (responsible manager) 16/9/24.
- Discussions included
 - future station openings
 - fleet replacement
 - development of training facilities
- Several large projects will unfold over the next 10 years. 3 phases to the overall project
- The Secretary emphasized the importance of effective consultation and the importance of BCOM identifying specific projects that require employee/end user representation. There will be many.

ARFFS Operational Model Restructure:

- BEX attended meeting with Michelle Peterson 18/9/24.
- Airservices is restructuring its Chief of Aerodrome Operations (CAO) to "improve service delivery and people engagement".
- The intent is not to move anyone out of the business, but to find the best fit for employees within the new structure.
- Currently 4 ATC (DAO equivalent) and 5 ARFFS DAO's, 7 new positions to be advertised.
- DAO's have been informed of the changes and one-on-one conversations will be held with them next week.
- Recruitment for the new head roles will begin around September 30th, with the goal of having everyone in place by the end of November.
- The timeline is designed to provide certainty and clarity to employees and avoid prolonged uncertainty.
- Unions have been informed of the changes and communication will be ongoing.
- Michelle offered direct line of contact to UFUA.
- UFUA has questions concerning ARFFS Commend Structure. Meeting will be scheduled with CFO to discuss these concerns.

Recruitment and Membership Applications:

- **Recruit Course 100:** 18 out of 23 recruits have become financial members.
 - Some recruits, Mitchel Whitton-Proserpine and Jasmine Wood-MLB yet to complete DD forms.
 - Efforts are being made to follow up on the outstanding forms.
- **Recruit Course 101:** One recruit from Sydney has already signed up for membership.
- BCOM were asked to assist in continuing the follow-up process for new recruits.

Cairns Facilities and Amenities:

- President has been liaising with Glen Lang, Andrew Firman and Local officer group.
- Members will move into Building 11 shortly.

Gladstone Rostering:

A range of rostering options have been developed for consultation with local members. BCOM SQLD will schedule meeting with members on station to run through options.

Cat 6 1+4 (currently 13 ish FTE)

- 2/4 3 crew rotation = 32 avge hrs/week
- Hybrid line roster 1 = 2 on 3/4/5off avge 33.5hrs/week
- Hybrid line roster 2 = 2 on 3/4off avge 35 hrs/week

Overtime Meal Allowance Dispute:

Barrister to interview President and BCOM ACT (Bargaining Team).

TRA/Deed Staffing Implementation

Meeting with CFO and Sam Woodman has been requested. Details TBC.

Correspondence

Relevant correspondence was provided in the branch google drive.

Accounts for Payment

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

- Davies Lawyers **\$2,910.60 (MA for OT)**
- ELS - David Thurtell **\$495**
- Gilshenan & Luton – Barrie Jenkins **\$2,750**
- Lynchpin Logistics **\$733.90**
- ELS – Leslie Milhinch **\$495**

Moved: BCOM SQ

Seconded: BCOM TAS

Carried: UNANIMOUS

- Secretary provided BCOM an update on ongoing audit for the financial year 2023-2024.

Bendigo Bank Account

July 2023 - \$658,813

26/9/2024 - \$652,307

Membership Snapshot

September 2024

Financial Members: 819 (19 Unfinancial)

TOTAL: 1363

UFUA Database Upgrade:

- The upgrade to the FileMaker database is progressing well, aiming to upgrade outdated and very limited functionality and improve dynamic reporting, streamline member payments and integrate with other Union databases i.e. Mailchimp, FB and Survey Monkey.

Comcare – COC - Legal:

- Secretary provided updates on the status of multiple matters.
- 69 matters currently on the books.
- 1 new matter.

GENERAL BUSINESS:**RC#101 DIABETES**

- DAME cleared his application; ASA became aware of his Type 1 diabetes when he asked to be proved with time to inject prior to an exercise. ASA's position is that the DAME made an error, CASA level 2 medical will historically exclude T1D. IO2 attended a meeting 16/9/24 with █████ as a support person ASA intend to terminate his employment, if you accept that T1D excludes you from being a firefighter, ASA have been pretty good dealing with this. They've agreed to pay a couple of months salary + any out-of-pocket expenses incurred. All Australian professional fire services currently exclude T1D, NFPA 1582 is the most progressive approach the Secretary has been able to identify, it allows for T1D's to gain employment if they are able to comply with a specified medical framework.
- BCOM discussion entailed, where does the UFUA AV sit on this question? Barrister has been engaged to provide opinion. Our current advice to █████ is don't sign anything, pending barristers advice.
- BCOM agree to seek clarity around contemporary management of diabetes and its compatibility with professional firefighting.

Meeting with Rob Sharp (Interim CEO)

- BEX will attend meeting on Mon Oct 10.

NON-24 Fully Operational 15 Minutes Prior To Open and Close / Paid Time

- John Donaghy HBT seeking clarity on rostering (paid time) implications.
- BCOM discussed implications at length.
- 15 minutes is currently paid 30 minutes prior to first movement (to open station). 0 minutes is paid to close station after remaining fully operational for 15 minutes post last movement.
- BCOM determined that a *minimum* of 5 minutes paid time should be reflected in Airservices ASG-001 Sec 3.3 Determining Rostered Hours. Added to 2027 Log of Claims.

Lynchpin Logistics Online Store

- Costing Branch over \$5000 per year.
- Orders have slowed considerably after an uptick with the 50-yr merch.
- BCOM agreed to close the online store as it was not providing value to members.
- In the interim all stock will be sent to the UFUA VIC Branch Offices UFN.
- Orders will need to be processed in house using existing resources (Industrial Officers).

Leave of Absence BCOM NT

- 1 January –1 July 2025.

- o Zack has nominated Shaun Cousins to act as BCOM NT during his absence consistent with UFUA rule 58.

Airservices Proposed Changes to PAT

- o Pres, Sec and WHS Coord to attend information/practical session in MLB next Friday.
- o That afternoon WHS Coord, Dep WHS Coord (Jason Adams assigned DPM) & Sec to meet & greet with Pete Shroder VIC Branch, tour FRV facilities and inspect DPM source capture systems.

Membership Resignations

1) Phil Mills 16/9/2024. WC [REDACTED]

2) Brett Lee 26/9/2024. GLD

good morning,

please cancel my union fee payments as of today.

i would like to take the opportunity to thank the union for their dedication and efforts with the latest ea negotiations.

regards

brett lee -11623

3) David Morris 30/9/2024. GLD RC#99

Good morning,

I would like to cancel my union membership effective 30/09/2024. This is due to resignation from ASA.

Thank you,

David Morris

4) Simon Carroll 23/9/2024 RKY (Joined ARFFS from SAMFS in May 2024)

I've resigned from Airservices and would like the cancellation of my union fee direct debit please.

Membership Applications

1) Noah McCann RC#101 –SYD ARFFS

2) Akeai Baravi RC#100 –Hamilton Island ARFFS

Motion: That the BCOM accept the membership applications of Noah McCann and Akeai Baravi.

Moved: SECRETARY

Seconded: BCOM SA

Carried: UNANIMOUS

Meeting adjourned at: 12:22 ACST



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Rory T McCabe
PRESIDENT

