



WORD BACK

No.10/2019

5 April 2019

A B C D Day Retained

PFAS REPORT

As reported last week, we have scheduled a meeting for interested members to get together to talk about PFAS. This will be held on:

Wednesday, 10 April 2019
09:30 – 11:30 hours
UFU Office, 148 South Road Torrensville

Please RSVP on 8352 7211 or by emailing info@ufusa.com.au if you'd like to participate.

I'm pleased to advise you that the MFS/UFU PFAS Consultative Committee is back on track with a meeting convened for Monday, 8 April 2019. State Councillors Greg Chivers, Shaun Goad and I are on the Consultative Committee and we are interested in the latest results of testing which we understand are due back shortly.

Arrangements are also currently being negotiated in relation to the relocation of our Largs North Station members and UFU State Councillor Greg Chivers has been conducting meetings with members currently operating out of Fort Largs about what their needs and operational requirements are. This issue will be further discussed at the meeting scheduled for 1600 hours at Pt Adelaide Station on Monday 8 April 2019.

Thank you to all those of you who have participated in the UFU PFAS Survey following the receipt of your blood test results. As you know, as the number of survey participants grows our statistical results will highlight any further "clusters" of individuals with high level results and will provide a database of information for those of you who participate, should follow up action be required in the future.

If you have received your blood test results but not yet participated in the UFU Survey, please consider doing so. You can click on the link on the front page of the email that brought you this, or the last few, Word Backs. And it's not too late to participate in the blood testing program.

You can still get the referral documents for the PFAS blood test from the MFS through Clara Cipriani 0436 406 905 or by email Clara.Cipriani@sa.gov.au or Steve Pavlich on 0419 806 295 or by email steve.pavlich@sa.gov.au

SOIL (SHIFT OFF IN LIEU)

The dispute between the UFU and the MFS over the implementation of the provision in clause 27.2 Training Time, of the Enterprise Agreement is disappointingly ongoing.

The MFS committed in the negotiations for the Agreement (reflected in clause 27.2.3) "*Where the SAMFS offers training either internally or externally, which an employee applies to attend for career progression, such training will be undertaken in the employer's time.*"

The Chief Officer at the time was rightly emphatic that the principle of training in the employer's time is one held dear by the MFS (and of course by the union) and that every effort would be made for such training to be undertaken in the *employer's time*.

The current dispute relates to interpretation of the conditions which apply under clause 27.2.3 when there is *good reason* why this can't happen. The conditions read as follows:

a. *Where the SAMFS is unable to facilitate the training during the employer's time, the employee will be entitled to a shift off in lieu.*

b. *A period of between four (4) and 10 hours will equate to a shift.*

c. *For other activities, where the attendance at the activity is less than 4 hours, 2 attendances will equate to a shift.*

d. *The day off in lieu will be granted at a mutually convenient time and have the same status as public holiday leave.*

The UFU has received no information from the MFS at all about the ability or otherwise for the employer to coordinate this training in paid time currently. The union does not know what efforts have been made by the employer to make appropriate arrangements. It is noted that it is within the employer's control, not the employees', when such training occurs and for how long.

Members affected by this issue have pointed out the difficulty if not the impossibility for members to take a 4 hour period in lieu while on shift.

And despite having the same status as PHLs, MFS want SOIL restricted only to a day shift off for such leave, as they point to the word "day" above, as meaning only day shifts were intended to be granted as SOIL. This is simply incorrect and was never the intention.

It is also concerning that there has been alleged bullying in relation to preventing members attempting to apply for the SOIL they have already accumulated, and this matter is of course being taken up with MFS management currently.

Meanwhile, many members are expressing frustration that they have attended, and others are now attending the year two senior program in your own time and are therefore accruing even more SOIL but without any ability to take it. Travel allowances for attendance now also appears to have raised its head as a problem (I am currently unsure the reason for this).

The UFU is at a loss to understand why the whole system appears to have ground to a halt and we are calling on the MFS to honour its original undertaking to schedule such training in "*the employer's time*".

A further meeting is being held today with the MFS Chief Officer in an attempt to seek a resolution however meanwhile members are advised that if you are volunteering your time in this way, SOIL will be recorded but there is no guarantee of actually being able to take it.

We will keep you updated.

RETAINED FIREFIGHTERS' TRAINING NIGHTS

As reported in Word Back No 9 of 28 March 2019, the MFS training nights for Retained Firefighters are being returned to 3 hours with the additional .5 hour banked for special training. We understand that the MFS Regional Memo 1/2019 is now being distributed to that effect. Any members having difficulties in relation to this matter should contact the UFU office on 8352 7211.

BROADSPECTRUM ENTERPRISE AGREEMENT NEGOTIATIONS

Members employed at Broadspectrum at Edinburgh and Woomera will be pleased to hear that real progress is being made in negotiations for the next Enterprise Agreement with a further meeting scheduled for Tuesday, 9 April 2019.

UFU bargaining representatives Steve Mitchell, Chris Johnson, Dave Palmer, David Pollitt, Matt Gulin, and Daniel Tinker have worked hard to bring negotiations to the current point where we are somewhat hopeful of bringing a draft new agreement and wage offer back to members for consideration in the near future.

CHANGE THE RULES

Show your support for the *CHANGE THE RULES* campaign by joining us at the rally on Wednesday, 10 April 2019, at 1230 hours, at the northern end of Victoria Square.

The Campaign being conducted by unions nationally seeks to restore balance to workplace negotiations; create secure jobs that people can count on, achieve a fairer tax system and make sure there is more investment in schools & hospitals

We're concerned that ABS figures have revealed that GDP growth is not generating wage increases for working people. Despite the fact that GDP, productivity, and profits continue to grow, wage growth is negative for most workers.

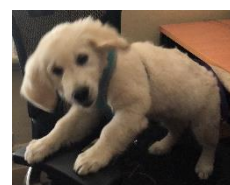
We need to change the rules so that working people can fight for and generate the wage increases that Australia needs. Wage growth which doesn't keep pace with the average cost of living, let alone energy prices, the cost of housing, or transport is unacceptable. Working people can't afford to wait any longer, we need to *change the rules* so workers can win fair wage increases. Look for the UFU flags at the rally and join us to show your support to *change the rules*.

ENTERPRISE AGREEMENT LOG OF CLAIMS

Speaking of wage campaigns, members are reminded that all UFU shop stewards are currently compiling a list of issues to be included in the log of claims to be lodged ready for negotiation later this year. Please have a discussion amongst your workmates about the issues you believe need to be addressed and let us know, either through your Shop Steward, State Councillor or to info@ufusa.com.au

UNION OFFICE WORKING BEE

Warmest thanks to all those who gave up their day on Thursday 4th of April 2019 to work on the upgrade to the UFU office. We really appreciate your support and assistance in bringing stage I to conclusion. Our UFU staff worked hard too to look after everyone and we were cheered by the presence of Indi, the mascot who came in for a visit and cuddles.



We'll keep you informed of further works as we progress.

A protest poster with a black background and blue and white text. At the top, it says 'Change the Government' in white on a blue background, and 'Change THE RULES' in white on a blue arrow pointing right. Below that, 'PROTEST' is written in large white letters, and 'APRIL 10' is in large blue letters. The location and time are 'ADELAIDE 12:30PM VICTORIA SQUARE' in blue. Logos for 'Australian Unions' and 'SA UNIONS' are at the bottom. A blue banner at the bottom says 'AUSTRALIA NEEDS A PAY RISE' and 'FOR MORE DETAILS GO TO: Change THE RULES .org.au'. At the very bottom, in small white text, it says 'Authorised by S. McManus, ACTU Secretary, 365 Queen St, Melbourne 3000. ACTU M No. 46/2019'.

MOTHER'S DAY CLASSIC

Sunday 12th May

Run or Walk, 4.5km or 7.4km from Peace Park (adjacent Adelaide Oval) or new this year 2.1km walk! Pre/Post run/walk enjoy the fresh fruit or BBQ breakfast with your family - look for the UFU shade tents.

To register:

1. Log onto the Mother's Day Classic website: www.mothersdayclassic.com.au
2. Select Event Location then Adelaide
3. Select Register
4. Register to Walk, Run or as a Family
5. Continue as instructed
- 6. IMPORTANT - Click on 'join a team' and then type in SAMFS and at that stage ' SAMFS United Firefighters Union' pops up - click on that, then click on continue.**
7. Follow the remaining instructions to complete your registration(s) to our team
8. Email your t-shirt or singlet size to info@ufusa.com.au or use the link in the email section of the Wordback.

Your team captains this year are S/O Jo-Anna Kenney and S/O Carly White. They are happy to provide further information as you need it. Jo-Anna Kenney can be contacted on 0413 401 815.

In solidarity

Max Adlam

UFU Secretary