



WORD BACK

No.28/2018
18 October 2018

A B C D Day Retained

SHOP STEWARDS' MEETING

A meeting of full-time firefighter Shop Stewards is being held at the UFU Office on Tuesday 23 October 2018. The agenda is quite extensive and includes matters such as an update on EA Implementation, *Change the Rules* Campaign, Leave issues, SFF Level 2, Recalls and Overtime Working Party Report, proposed UFUSA Rule Changes, Part Time Work and Job Sharing, Behaviour Management, Mt Barker Station, PFAS, a proposal for an enhanced MFS Work Health and Safety consultative framework and much more.

Please let your Shop Steward know if there is any issue you'd like to have addressed at the meeting.

FORMAL FAREWELL TO CHIEF OFFICER MR GREG CROSSMAN



It was an honour to be invited to the formal farewell of former MFS CO Greg Crossman on Monday 15 October 2018 at MFS HQ. We all know he doesn't enjoy a fuss but we're glad he agreed to give us all an opportunity to show how much he meant to so many. Accompanied by his family including wife Cindy and Mum Barb, he was looking in fine health, and that new hip appears to have put a little skip in his step.



Other members present appeared to enjoy the occasion too, though maybe with a little less skip?

And one very charming little lady present showed she agrees with Mr Crossman's view of ceremony!



BUILDING A CENTRE OF EXCELLENCE – NOT OUTSOURCING

Members at the MFS Engineering Department were confronted late Friday with a move to outsource some of their work to Babcock without any effective consultation. This was despite firm commitments provided by both Babcock and MFS management that work would not be outsourced and that Babcock would NOT take the work performed by our Engineering Department personnel.

Engineering Department members are commended for standing resolute and united and they were backed strongly by our UFU State Council. Negotiations with MFS management ultimately resolved the issues to members' satisfaction on Monday morning. It is agreed there will be regular consultation on the business plan with Engineering staff fully involved in developing the MFS Workshop into a Centre of Excellence. The fact of the matter is that there is under resourcing in this area of the MFS, just as there is in so many other areas of work in the Service. Familiar anyone? Let's address the real problem.

OVERTIME PRINCIPLES

Fulltime MFS Firefighters sometimes also work as Retained Firefighters and despite wild stories apparently spread to the contrary among our regional members, the union has no desire to interfere in those arrangements provided they meet legal requirements.

The Award and EA contain work standards which provide a legal minimum under which our work is performed. UFU Members have fought hard over the years to achieve, maintain and improve the pay and working conditions which we currently enjoy. That includes specifying the rate payable for overtime and mandating when it must be paid to an employee.

A recent proposal by the MFS sought 'flexible use of full-time staff' whereby it was suggested that fulltime firefighters would be issued a second pay number in their employment as Retained Firefighters, in the misguided view that this would somehow eliminate the need for overtime rates to be paid after rostered hours are worked.

This is known colloquially as a thin end of the wedge and the Union makes no apology for our vigorous defence of our current overtime provisions and the legal minimum which is provided by the industrial instruments governing our employment conditions.

The MFS has now withdrawn the proposal.

Fulltime MFS Firefighters can still continue to work for the MFS as Retained Firefighters.

And be paid at the correct rates.

UFU of SA supports Prostate Cancer Research *Trailblazer by the Sea*

Don't forget, time's running out to join us and register for "Trailblazer by the Sea"!

Our union is supporting the Prostate Cancer Foundation by urging members to join our UFU team, help raise money and show our commitment to the cause.

The event is happening on Sunday 28 October 2018 and is a walk or run along the seafront finishing at Henley Surf Club. Choose from – 8 km, 14 km, 28 km or 36 km options.

Thank you to all those who have already signed up; you can pick up your running singlet from the union office from Wednesday 24 October.



Customer: United Fire Fighters Union of Australia
Garment: VPR012
Fabric: Aerolight 140 gsm
Sales Rep: Dennis
Date: 09/20/18 - Franco

PMS 289 C	PMS 289 C 50%
PMS 155 C	PMS XXX C
PMS XXX C	PMS XXX C
PMS XXX C	PMS XXX C

VS#

Or you could ask your Shop Steward if they are coming to the Shop Stewards' Meeting on Tuesday 23/10 (and many are) and ask them nicely if they'll collect it for you. Worst case scenario, the singlets will be available at Henley Surf Life Saving Club from 0830 on the day.

And if you haven't yet signed up, here's how you, your family and friends can participate:

- Follow this link <https://www.trailblazerbythesea.com.au/index.php>
- Click on the "Register" button.
- Choose your distance . . .
- Select Beneficiary "PCFA"
- Select team "United Firefighters Union of SA"
- Send an email to info@ufusa.com.au with your singlet size – S, M,L,XL

In solidarity

Max Adlam
UFU Secretary