



# SIGNAL SEVEN

May 2, 2019

## Protected Industrial Action: Additional Bans to Commence from 3 May 2019.

Notice has been served on the employer that additional Protected Industrial Action will commence on 3 May 2019.

The action to be taken, the dates and times on which it will commence, and the initial duration of that action, is set out below.

### Bans to Commence on 3 May:

Action	Start Date	Start time	until
1. Stoppages, except responding to fire calls, which shall include emergency incidents, for up to two hours to communicate and display union badging and industrial campaign material in work locations and to the public and to wear industrial campaign t-shirts, badges and stickers in association with that activity;	3/05/2019	0900	1100
5. A ban on wearing uniform shirts, uniform jumpers or uniform jackets;	3/05/2019	0800	Ongoing
11. Responding to emails via the employers email system with the caps lock function turned on (including reports and attached documents);	3/05/2019	0800	Ongoing
14. A ban on saluting, including standing when a senior officer enters the room;	3/05/2019	0800	Ongoing
21. A ban on any restriction of the approval for leave if the restriction is not in accordance with the Enterprise Agreement.	3/05/2019	0800	Ongoing

### Bans to Commence on 4 May

Action	Start Date	Start time	until
2. Stoppages, except responding to fire calls, which shall include emergency incidents, for up to one hour for the purpose of making public and media statements in relation to the employer's bargaining position or employees' experiences as firefighters employed by the employer;	4/05/2019	1230	1330
4. Only engaging on behalf of the employer in communications with the media for the immediate purpose of public health or safety;	4/05/2019	1230	1330

### Bans to Commence on 5 May

Action	Start Date	Start time	until
7. Refusing to report or record the code or type of false alarms triggered at protected premises other than reporting via the radio where faults require maintenance;	5/05/2019	1500	1530
9. A ban on conducting any process relating to employee misconduct or discipline	5/05/2019	0900	0930
19. Employees start and finish work in accordance with the rostered hours as set out in the Enterprise Agreement, except in the case of emergency fire calls, which shall include emergency incidents;	5/05/2019	1730	1800

### Bans to Commence on 9 May

Action	Start Date	Start time	until
12. A refusal to comply with a direction to transfer between work locations until and unless notified within fourteen (14) days of the proposed transfer;	9/05/2019	1230	1330

## Bans already in place

Action	Start Date	Start time	until
3. A ban on complying with a direction to remove union badging or industrial material displayed on, in or around work locations, appliances or UFU members;	already in place	already in place	Ongoing
6. Only attending meetings at which any of the ESA Commissioner, Chief Officer, Executive Officer, or ESA Directors, attend if the purpose of the meeting is notified in advance as about operational incidents, operational de-briefing, training, securing public health or occupational health and safety, or enterprise agreement bargaining;	already in place	already in place	Ongoing
8. A ban on creating a record of any employee's participation in protected industrial action;	already in place	already in place	Ongoing
10. A ban on assisting in the preparation of ministerial reports;	already in place	already in place	Ongoing

## Exemptions

The Bans committee discussed exemptions in relation to Ban 5, and agreed that the following are exempt from the ban:

1. Performance of a regulatory function in fire safety / community safety
2. St Florian's day – based on request from war memorial

**If you have any questions, please contact the Bans Committee in the first instance.**

**Authorised by Greg McConville, Secretary, UFU, A.C.T. Branch.**

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