



SIGNAL SEVEN

25 July 2024

Bargaining Update

The following provides an update to members on the progress of Enterprise Bargaining, as well as information regarding merchandise and an update from the BCOM.

Enterprise Bargaining

Following the membership endorsement of the Log of Claims, your UFUACT Bargaining team has met with the ACT Government, ACTF&R and Self-Appointed Bargaining Representatives (“SBRs”) on 7 occasions since 20 June 2024:

- Meeting 1: 20/06/2024
- Meeting 2: 25/06/2024
- Meeting 3: 02/07/2024
- Meeting 4: 04/07/2024
- Meeting 5: 12/07/2024
- Meeting 6: 16/07/2024
- Meeting 7: 22/07/2024

After a month of bargaining, we are growing concerned as the only party that has formally tabled claims is the UFU. The process has followed the below timeline:

1. At Meeting 1 (20 June), all Bargaining parties were asked when to expect their subsequent claims. The UFU committed to providing our Claims by 24 June, on which date they were sent to all parties.
2. Across Meeting 2 and 3, the UFU outlined all of our claims, and took a number of questions on notice. At the end of Meeting 3, having still not received claims from any SBR’s, all parties agreed to a proposal put by the ACT Government, to have claims submitted *prior* to the meeting scheduled for 16 July 2024 (Meeting 6).
3. Immediately following the negotiations on 2 July, we provided a tracked changes copy of the current ACTF&R agreement which incorporated changed core terms and conditions of employment since the ACTFR agreement was negotiated. We also provided a schedule which showed how we had addressed each of the changes to core conditions (i.e. Agreed, Agreed in principle subject to UFU changes, Not Agreed, and Not relevant)
4. The tracked changes version incorporating core changes was explained in full by the UFU at meetings 4 and 5.
5. As of 16 July, the SBR’s had not provided their Log of Claims.

6. Earlier this week, at Meeting 7 (22 July), parties were asked once again when they were expected to provide their claims. The timelines proposed by SBR's varied from days to weeks, with no SBR, providing certainty as to when their claims would be submitted.

On Tuesday July 23, we received an email from the ACT Government which "proposed" to cancel negotiations scheduled for the following day. The basis of the meeting cancellation was said to be

"Following yesterdays meeting, we note that there is some additional information to be submitted by the UFU on their particular claims and we also note that some bargaining representatives are still in the process of developing their claims and are yet to submit and present them. Given this, we propose that we cancel tomorrows meeting and reconvene on 29 July.

In the meantime, the ACTPS will continue to work through the claims provided to date, noting that responses are best made when we have received and understood all claims."

Three minutes later we received notification that the meeting was cancelled.

In reply that afternoon, the UFU stated:

"...our records show that the only claims that we have foreshadowed but not advanced are as follows:

- *Quantum of pay increases*
- *Details of what we are seeking in relation to "conduct resolution"*

Except for those listed above, the UFU provided all claims on June 24: a month ago tomorrow. We similarly provided a tracked changes draft of the ACTF&R Agreement showing core conditions acceptable to us that were negotiated since 2020. The only pending matters (attributable to the UFU) in relation to the core are removal of the payment cap for on call allowance, and the long service leave clause.

We note that we are yet to receive any response from any other party in relation to any of our proposals.

We are deeply uncomfortable with any suggestion that responsibility for the cancellation of tomorrow's meeting is in any way attributable to us. We are similarly uncomfortable with the proposition that the ACT Government response to our claims is in any way contingent on the provision of claims by others."

Negotiations are scheduled again for Monday 29 July. In the interim, the UFU will continue to draft clauses aimed at giving effect to our claims.

BCOM Update:

We also wish to make members aware that Adam Gresham has taken leave of absence from the position of President. Kate Judd, the BCOM Vice President, has assumed the position of Acting President whilst Adam is on leave. We want to thank and congratulate Kate for stepping into this role.

Members are reminded that BCOM contact details are as follows:

Name	Email	Mobile
A/g President Kate Judd	Kate.Judd@act.gov.au	0402 555 631
Junior Vice President David Bridgford	David.Bridgford@act.gov.au	0467 310 745
Secretary Greg McConville	Secretary@ufuact.asn.au	0488 000 465
Trustee Guy Cassis	Guy.Cassis@act.gov.au	0434 519 717
Trustee Andrew Johnson	Andrewg.Johnson@act.gov.au	0410 526 675
Trustee Jack Bunyan	Jack.Bunyan@act.gov.au	0400 959 160
Trustee Arron Kiewiet	Arron.Kiewiet@act.gov.au	0437 509 992

EMR Backpay

Further to [Signal 7 of 28 June](#), we have written to ACT Government seeking the processing of the EMR Backpay as an administrative arrangement, with the intention of securing payment as soon as possible. We will report to members when we have further information.

Merchandise Update:

Thinking about buying some UFU branded merchandise? The UFU office in Kingston has these items in stock for sale:

- Hoodies - \$65
- Zippered Hoodies - \$65 (limited sizes, please ask)
- Long sleeve tops - \$42
- Beanies - \$30
- Coffee mug - \$16.50



Please get in contact at admin@ufuact.asn.au if you have any questions and/or would like to make a purchase.

 To Update your details, please email admin@ufuact.asn.au
 National Facebook page: <https://www.facebook.com/UFUAnational>
 National Website: <https://www.ufua.asn.au/>
 ACT Branch Website: <http://ufuact.asn.au/>
 ACT Branch Facebook page: <https://www.facebook.com/UFUACT/>

Strength in Unity

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