



25 July 2012

## EB NEWSLETTER

9/2012

### In This Issue

**What you are not being told about your conditions of employment.**

**7 days to go!**



### EB UPDATE AS THE STORY UNFOLDS

Members are aware that the UFU and QFRS are in negotiations over Enterprise Bargaining. The QFRS and Government have asked your Union to consider a number of arrangements that would see your conditions of employment substantially altered.

In response to the Commissioner's update dated 24 July 2012, terms such as 'simplification' 'in exchange for' 'complex payments' 'fair wage increase' and 'removal' are not just words. They are critical components of the QFRS enterprise bargaining demands.

These demands by the QFRS are not directly related to the Costello "black hole" in the state budget. The demands are not even all about cost savings and as I have explained, they are about abolition of consultation and the imposition of so called 'managerial prerogative'.

QFRS demands form part of a broader long-term agenda that the union must now address and negotiate through. Similarly, members have issues they want to pursue through bargaining.

Your union has been diligently negotiating with QFRS in relation to all items.

As previously reported your union has conveyed to QFRS that we would be prepared to consider lower up front wage increases and delayed timing of such increases as long as the overall package was fair over the life of the agreement. We have explained that a 1 July 2012 operative date of a wage increase is not a priority for members in the current circumstances.

These negotiations will take time and it is misleading for anyone to suggest that agreement could be reached by 31 July 2012, when such demands are complex and the QFRS were not able to come to the table to negotiate with us until the twelfth hour.



Please remember that when negotiating an EB, we not only look at the so-called 'pay offer', we also consider and protect your existing rights and conditions of employment.

The devil is most certainly in the detail in certified agreement packages.

### **Protected Industrial Action**

The Union and QFRS will appear in the Queensland Industrial Relations Commission (QIRC) this Friday regarding our intended "Fire Calls Only" action due to commence on 1 August 2012. The QFRS are asking the QIRC to declare our protected industrial action notice as invalid. These QIRC proceedings have the potential to affect our intended action. We will need to consider alternative action as well as maintaining our arguments that the "Fire Calls Only" should be implemented from 1 August 2012.

We will keep you posted in relation to this matter.

**7 Days to go!**

**John Oliver**  
**State Secretary**

### **Contact us:**

John Oliver  
State Secretary

Ground Floor  
286 Montague Road  
West End QLD 4101

07 3844 0366

[eb@ufuq.com.au](mailto:eb@ufuq.com.au)

<http://www.ufuq.com.au>



*Authorised by John Oliver State Secretary United Firefighters Union of Australia Union of Employees Queensland*