



**105th ANNUAL GENERAL MEETING
& OCTOBER 2015 SPECIAL GENERAL MEETING
MINUTES**

The President, Comrade Sullivan occupied the Chair at 1-7 Belmore Street Surry Hills and declared the Union's 105th Annual General Meeting open at 1010 hours on Wednesday 28 October 2015.

Adoption of Minutes

It was then

Moved: Com. Casey

Seconded: Com. Drury

“That the draft minutes of the combined 104th Annual General Meeting and Special General Meeting held on Wednesday 29 October 2014 as tabled at this meeting be received and adopted as a true and correct record of that meeting.”

The question was put and the vote of the meeting declared as 88 for, 0 against and 2 abstentions.

It was then

Moved: Com. Casey

Seconded: Com. Drury

“That the draft minutes of the Special General Meeting held on Wednesday 4 March 2015 as tabled at this meeting be received and adopted as a true and correct record of that meeting.”

The question was put and the vote of the meeting declared as 88 for, 0 against and 2 abstentions.

State Secretary's Annual Report

The State Secretary, Comrade Casey, then reported briefly on the activities of and the issues before the Union over the preceding 12 months, in particular the challenge of MFR and the successful conclusion of the Union's two year campaign to defeat permanent TOLing.

Notices of Motion

1. Endorsement of 2016 Retained Award claim

It was then

Moved: Com. Casey

Seconded: Com. Gardner

“That the draft 2016 Retained Firefighting Staff Award that was posted to the Union's website on 2 October 2015 be received and endorsed, and that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms.”

An amendment was then

Moved: Com. Casey

Seconded: Com. Gardner

“That the motion be amended to replace the date ‘2 October’ with ‘16 October’, so that the motion then reads:

‘That the draft 2016 Retained Firefighting Staff Award that was posted to the Union’s website on 16 October 2015 be received and endorsed, and that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms.’”

Carried

Debate ensued on the amended motion

“That the draft 2016 Retained Firefighting Staff Award that was posted to the Union’s website on 16 October 2015 be received and endorsed, and that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms.”

at the conclusion of which the question was put and the vote of the meeting declared as 19 for, 0 against and 88 abstentions.

2. Endorsement of 2016 Permanent Award claim

It was then

Moved: Com. Casey

Seconded: Com. Henry

“That the draft 2016 Permanent Firefighting Staff Award that was posted to the Union’s website on 2 October 2015 be received and endorsed, and subject to the members’ determination of AGM motion number 3 re: subclause 28.3.5 and motion number 4 re: Interstate and International Deployments, that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms.”

An amendment was then

Moved: Com. Casey

Seconded: Com. Henry

“That the motion be amended to replace the date ‘2 October’ with ‘16 October’ and to insert an addendum that reads “, with any further changes to be restricted to minor drafting issues such as clause re-numbering and typographical corrections” so that the motion then reads:

‘That the draft 2016 Permanent Firefighting Staff Award that was posted to the Union’s website on 16 October 2015 be received and endorsed, and subject to the members’ determination of AGM motion number 3 re: subclause 28.3.5 and motion number 4 re: Interstate and International Deployments, that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms, with any further changes to be restricted to minor drafting issues such as clause re-numbering and typographical corrections.’”

Carried

Debate ensued on the amended motion

“That the draft 2016 Permanent Firefighting Staff Award that was posted to the Union’s website on 16 October 2015 be received and endorsed, and subject to the members’ determination of AGM motion number 3 re: subclause 28.3.5 and motion number 4 re: Interstate and International Deployments, that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms, with any further changes to be restricted to minor drafting issues such as clause re-numbering and typographical corrections.”

at the conclusion of which the question was put and the vote of the meeting declared as 51 for, 29 against and 10 abstentions.

3. Amendment of Permanent Award subclause 28.3.5

It was then

Moved: Com. Casey

Seconded: Com. Drury

“That the draft Permanent Firefighting Staff Award subclause 28.3.5 that was posted to the Union’s website on 2 October 2015 and that (a) guarantees the release of members to take up a transfer and (b) removes the current ‘three-strikes’ provision, be received and endorsed.”

Debate ensued, at the conclusion of which the question was put and the vote of the meeting declared as 45 for, 9 against and 26 abstentions.

4. Interstate and International Deployments

It was then

Moved: Com. Casey

Seconded: Com. Henry

“That the draft ‘Interstate and International Deployments’ clause that was posted to the Union’s website on 2 October 2015 be received and endorsed in principle as a new clause within the Permanent Firefighting Staff Award.”

Debate ensued, at the conclusion of which the question was put and the vote of the meeting declared as 85 for, 0 against and 7 abstentions.

5. Report of the Union’s MFR Sub-Committee

It was then

Moved: Com. Casey

Seconded: Com. Henry

“That the report of the Union’s MFR Sub-Committee that was posted to the Union’s website on 25 September 2015 be received and noted and that the recommendations contained therein be adopted with the exception of:

- *Recommendation 3, which is rejected in favour of the continued use of ‘MFR’; and*
- *Recommendation 11, which is rejected on the grounds that incorporating a ‘user pays’ mechanism into MFR is not only politically regressive (it disproportionately impacts upon the disadvantaged), but also creates a financial incentive for increasing MFR response; and further, that the Sub-Committee’s members be thanked and congratulated for their work.”*

Debate ensued, at the conclusion of which the question was put and the vote of the meeting declared as 90 for, 0 against and 7 abstentions.

6. Review of LF and LSO selection processes

It was then

Moved: Com. Casey

Seconded: Com. Drury

“That the 24 recommendations arising from the State Committee’s review of the recent LF and LSO selection processes that was posted to Union’s website on 25 September 2015 be received, noted and endorsed.”

Debate ensued, at the conclusion of which the question was put and the vote of the meeting declared as 61 for, 2 against and 34 abstentions.

7. Amendment of policy on UFUA funding

It was then

Moved: Com. Casey

Seconded: Com. Henry

“That the April 2010 Special General Meeting decision to cease UFUA funding that currently reads:

‘That effective on and from 1 July 2010, the Union is to cease forwarding any funds to the United Firefighters Union of Australia and/or its NSW Branch until authorised otherwise by a further General Meeting of members.’

be amended to now read as follows:

‘That effective on and from 1 July 2010, the Union is to cease forwarding any funds to the United Firefighters Union of Australia and/or its NSW Branch unless and until:

- 1) the NSW Branch is unable to meet a debt that is ordered by a court of competent jurisdiction to be paid, in which case the FBEU shall forward such amount to the NSW Branch as is necessary for the NSW Branch to comply with that order; or*
- 2) the Fair Work Commission certifies amendments to the UFUA’s Rule 29 (Moneys Allocated to National Fund) and Rule 34 (National Levies) that:*
 - a) limit quarterly payments to the National Fund under Rule 29 to 10% of one financial unit for each full time member, and to 2% of one financial unit for each part time member; and*
 - b) fix a “financial unit” at 5% of the weekly rate of pay of an FRNSW Senior Firefighter, rounded up to the nearest whole dollar; and*
 - c) prevent the future imposition of national levies under Rule 35 without the approval of every Branch; and*
 - d) prevent the future amendment, alteration or rescission of Rules 29 and 35 without the approval of every Branch. ’ ”*

Debate ensued, at the conclusion of which the question was put and the vote of the meeting declared as 78 for, 0 against and 11 abstentions.

8. Appointment of Returning Officer

It was then

Moved: Com. Casey

Seconded: Com. Drury

“That in accordance with Rule 22(1), this meeting appoints Comrade Travis Broadhurst as Returning Officer for the ensuing three years through until the Union’s 2018 Annual General Meeting.”

Debate ensued, at the conclusion of which the question was put and the vote of the meeting declared as 78 for, 0 against and 11 abstentions.

9. Life Membership – Comrade Matthew Murray (Rule 52)

It was then

Moved: Com. Casey

Seconded: Com. Ross

“That in recognition of the significant contribution made by Comrade Matthew Murray as both an FBEU representative (Sydney South West Sub-Branch Secretary from February 2002 to June 2009, Organiser from February 2002 to December 2003, Death and Disability Superannuation Fund Director from 2010 to 2013 and Junior Vice President from June 2009 to April 2015) and as a tireless fighter for working people and union rights in a 37 year career across three fire services, this meeting resolves to admit Comrade Murray as a Life Member of the Union in accordance with Rule 52 (1).”

Debate ensued, at the conclusion of which the question was put and the vote of the meeting declared to the acclamation of the meeting as 84 for, 0 against and 11 abstentions.

There being no further business on the agenda, the Chair, Comrade Sullivan declared the AGM adjourned at 1200 hours and the SGM open.

1. Amendment of MFR Policy

It was then

Moved: Com. Casey

Seconded: Com. Henry

“That the MFR Policy adopted by the SGM held 21 June 2013 be amended by replacing 'O'Farrell Government' with 'NSW Government' and adding the words 'including, if and when considered appropriate by the State Committee of Management, by:

*i) banning all 'assist ambulance' calls; and/or
ii) banning members' participation in training delivered by Ambulance Service employees.'
so that the Policy then reads:*

That this meeting recognises:

- a) the intention of the NSW Government and FRNSW management to pursue a Medical First Responder (MFR) role for permanent firefighters, without any extra pay;
- b) that MFR work may be introduced even if a serious and sustained industrial campaign is undertaken to resist it;
- c) that remaining uncommitted as to whether or not we should perform this work is no longer an option;

and therefore confirms the Union's in-principle support for the performance of this work by permanent firefighters subject to two conditions, being:

- 1) the NSW Government's agreement to a 12.5% wage increase for all members who agree to perform MFR duties; and
- 2) the endorsement of any proposed MFR model for FRNSW by a subsequent General Meeting of members;

and further resolves to actively and stridently resist any attempt by FRNSW management to implement MFR unless and until conditions 1 and 2 above have been met including, if and when considered appropriate by the State Committee of Management, by:

- i) banning all 'assist ambulance' calls; and/or
- ii) banning members' participation in training delivered by Ambulance Service employees.”

Debate ensued, at the conclusion of which the question was put and the vote of the meeting declared as 69 for, 4 against and 12 abstentions.

2. Amendment of SCOM Remuneration Policy

It was then

Moved: Com. Casey

Seconded: Com. Drury

“That sub-paragraph (c) of the SCOM Remuneration Policy that was adopted by the AGM held 25 November 2009 be amended to increase the annual organising allowance payable to the Country Sub-Branch and Retained Sub-Branch Secretaries (only) by introducing a new and third 'Regional' organising allowance, so that sub-paragraph (c) then reads:

- c) an annual organising allowance (~~two~~ three rates) to allow for and facilitate the visitation by officials of members' workplaces within their respective areas of responsibility, as follows:

- i) ~~The President and the Country and Retained Sub-Branch officials will each be paid the ‘state’ organising allowance of \$3,572 (representing 10,000kms x the Award’s specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar); and~~
- ii) The Country and Retained Sub-Branch officials will both be paid the ‘regional’ organising allowance of \$7,144 (representing 20,000kms x the Award’s specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar); and
- iii) ~~The Senior Vice President, Junior Vice President and Central Coast, Illawarra, Newcastle, Sydney Central, Sydney Central West, Sydney Inner West, Sydney Outer West, Sydney North, Sydney South, Sydney South West and Senior Officers’ Sub-Branch officials will each be paid the ‘local’ organising allowance of \$1,786 (representing 5,000 kms x the Award’s specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar);~~

and further, in order to provide for the payment of another official who temporarily acts in lieu of a State Secretary on leave, that a new sub-paragraph (i) be inserted to read:

- i) the State Committee of Management may resolve to authorise another official to exercise some or all of the State Secretary’s powers and duties under Rule 19 for a defined period while the State Secretary is on leave, in which case that official shall be entitled to an additional pro-rata payment equivalent to the difference between that official’s combined remuneration under this policy and the income received from their primary employer over that defined period (ie, their combined ordinary income) and the State Secretary’s salary.

so that the amended Policy then reads as follows:

That State Committee of Management officials who are not otherwise employed by the Union (eg, the State Secretary) shall be entitled to and paid the following annual allowances:

- a) a base allowance (flat) of \$4,813 per annum in recognition of the time that State Committee officials are expected to dedicate to attending to their duties as Union officers including State Committee of Management meetings, meetings with the Department, organising for the Union and attending to member issues, etc., and in recompense for any and all expenses incurred by those officials in attending to same; and
- b) an annual meeting allowance (dependant upon each official’s place of residence) in recognition of and recompense for the cost of travel to and from the duties referred to at point (a). This will be an arbitrary rather than actual figure based on 18 return journeys between the official’s residence and the Union’s Sydney Office, which will be calculated by multiplying that return distance by 18 and then multiplying that figure by the Award’s specified journey rate (currently set at 35.72¢ per km) and rounding the result up to the next nearest whole dollar. To avoid doubt, the most direct route by car, as calculated by the website maps.google.com.au will be used to determine the return distance; and
- c) an annual organising allowance (two rates) to allow for and facilitate the visitation by officials of members’ workplaces within their respective areas of responsibility, as follows:
 - i) ~~The Country and Retained Sub-Branch officials will each be paid the ‘regional’ organising allowance of \$7,144 (representing 20,000kms x the Award’s specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar); and~~
 - ii) ~~The President shall be paid the ‘state’ organising allowance of \$3,572 (representing 10,000kms x the Award’s specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar); and~~
 - iii) ~~The Senior Vice President, Junior Vice President and Central Coast, Illawarra, Newcastle, Sydney Central, Sydney Central West, Sydney Inner West, Sydney Outer West, Sydney North, Sydney South, Sydney South West and Senior Officers’ Sub-Branch officials will each be paid the ‘local’ organising allowance of \$1,786 (representing 5,000 kms x the Award’s specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar);~~

- d) payment of the three annual allowances set out at points (a), (b) and (c) above will be combined and then divided by 12 to arrive at a monthly allowance which will be paid to each official on the last Friday of each month;
- e) the base allowance at point (a) will be increased in line with increases in Union membership dues, rounded up to the next nearest whole dollar;
- f) this policy rescinds and replaces all previous decisions concerning State Committee officials' allowances and entitlements and subject to points (g), (h) and (i), is intended to meet all of the costs and expenses that State Committee officials are expected and/or required to incur in the performance of their duties, save for any wages which may be lost due to an official's need to take leave without pay from their primary employer in order to attend a meeting of the State Committee of Management;
- g) it is expressly provided in the interests of financial and political probity that, subject to points (h) and (i), neither the State Secretary nor the State Committee of Management may approve any payment for or on behalf of any official outside of this policy and that any official who considers him/her self to be out of pocket as a result of this policy will be both entitled and encouraged to make a submission setting out the amount of that shortfall, and the reasons for same, to that year's Annual General Meeting, which will in turn decide to:
 - i) reimburse the official for the full amount of the claimed shortfall; or
 - ii) reimburse the official, but for a reduced amount; or
 - iii) decline the official's claim.
- h) officials who attend meetings of the State Executive Committee and/or State Committee of Management may be provided meals and refreshments of the same standard as that provided to members who attend Union training courses or similar events;
- i) the State Committee of Management may resolve to authorise another official to exercise some or all of the State Secretary's powers and duties under Rule 19 for a defined period while the State Secretary is on leave, in which case that official will be paid an additional pro-rata allowance equivalent to the difference between that official's combined remuneration under this policy and the income received from their primary employer (ie, their combined ordinary income) and the salary payable to the State Secretary over that defined period."

Debate ensued, at the conclusion of which the question was put and the vote of the meeting declared as 68 for, 0 against and 8 abstentions.

There being no further business on the agenda, the Chair, Comrade Sullivan declared the SGM adjourned at 1225 hours and thanked the members present for their attendance.

Meeting adjourned

The President, Comrade Sullivan re-occupied the Chair at 97 Station, Huntingwood and declared the meeting re-convened at 1810 hours on Wednesday 4 November 2015.

Adoption of Minutes

"That the draft minutes of the combined 104th Annual General Meeting and Special General Meeting held on Wednesday 29 October 2014 as tabled at this meeting be received and adopted as a true and correct record of that meeting."

The question was put and the vote of that meeting declared as 31 for, 0 against and 1 abstention and then added to the opening meeting's vote and declared

Carried

“That the draft minutes of the Special General Meeting held on Wednesday 4 March 2015 as tabled at this meeting be received and adopted as a true and correct record of that meeting.”

The question was put and the vote of that meeting declared as 31 for, 0 against and 1 abstention and then added to the opening meeting's vote and declared

Carried

Notices of Motion

1. Endorsement of 2016 Retained Award claim

“That the draft 2016 Retained Firefighting Staff Award that was posted to the Union’s website on 16 October 2015 be received and endorsed, and that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms.”

Debate proceeded and concluded, with the vote of that meeting declared as 2 for, 0 against and 30 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	19	0	88
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morriset, Nambucca Heads and Woolgoolga)	98	36	37
Sydney South West (Liverpool)	0	0	34
Sydney South (Kogarah)	18	0	2
Illawarra (Albion Park)	8	0	14
Central Coast (Gosford)	40	0	1
Newcastle (Newcastle)	6	0	43
Sydney North (Crows Nest)	0	2	14
AGM/SGM and Sydney Outer West (Huntingwood)	2	0	30
Totals	191	38	263

Carried

2. Endorsement of 2016 Permanent Award claim

“That the draft 2016 Permanent Firefighting Staff Award that was posted to the Union’s website on 16 October 2015 be received and endorsed, and subject to the members’ determination of AGM motion number 3 re: subclause 28.3.5 and motion number 4 re: Interstate and International Deployments, that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms, with any further changes to be restricted to minor drafting issues such as clause re-numbering and typographical corrections.”

Debate proceeded and concluded, with the vote of that meeting declared as 30 for, 0 against and 3 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	51	29	10
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morrisset, Nambucca Heads and Woolgoolga)	78	21	72
Sydney South West (Liverpool)	32	1	1
Sydney South (Kogarah)	16	1	1
Illawarra (Albion Park)	25	2	0
Central Coast (Gosford)	40	0	1
Newcastle (Newcastle)	31	14	4
Sydney North (Crows Nest)	3	9	4
AGM/SGM and Sydney Outer West (Huntingwood)	30	0	3
Totals	306	77	96

Carried

3. Amendment of Permanent Award subclause 28.3.5

“That the draft Permanent Firefighting Staff Award subclause 28.3.5 that was posted to the Union’s website on 2 October 2015 and that (a) guarantees the release of members to take up a transfer and (b) removes the current ‘three-strikes’ provision, be received and endorsed.”

Debate proceeded and concluded, with the vote of that meeting declared as 12 for, 12 against and 6 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	45	9	26
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morrisset, Nambucca Heads and Woolgoolga)	77	18	76
Sydney South West (Liverpool)	12	13	9
Sydney South (Kogarah)	12	2	1
Illawarra (Albion Park)	9	17	0
Central Coast (Gosford)	0	40	1
Newcastle (Newcastle)	39	5	1
Sydney North (Crows Nest)	7	2	7
AGM/SGM and Sydney Outer West (Huntingwood)	12	12	6
Totals	213	118	127

Carried

4. Interstate and International Deployments

“That the draft ‘Interstate and International Deployments’ clause that was posted to the Union’s website on 2 October 2015 be received and endorsed in principle as a new clause within the Permanent Firefighting Staff Award.”

Debate proceeded and concluded, with the vote of that meeting declared as 30 for, 0 against and 3 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	85	0	7
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morriset, Nambucca Heads and Woolgoolga)	83	12	76
Sydney South West (Liverpool)	20	4	10
Sydney South (Kogarah)	14	0	1
Illawarra (Albion Park)	25	0	1
Central Coast (Gosford)	40	0	1
Newcastle (Newcastle)	44	0	1
Sydney North (Crows Nest)	13	1	2
AGM/SGM and Sydney Outer West (Huntingwood)	30	0	3
Totals	354	17	102

Carried

5. Report of the Union's MFR Sub-Committee

“That the report of the Union's MFR Sub-Committee that was posted to the Union's website on 25 September 2015 be received and noted and that the recommendations contained therein be adopted with the exception of:

- *Recommendation 3, which is rejected in favour of the continued use of 'MFR'; and*
- *Recommendation 11, which is rejected on the grounds that incorporating a 'user pays' mechanism into MFR is not only politically regressive (it disproportionately impacts upon the disadvantaged), but also creates a financial incentive for increasing MFR response; and further, that the Sub-Committee's members be thanked and congratulated for their work.”*

Debate proceeded and concluded, with the vote of that meeting declared as 28 for, 0 against and 5 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	90	0	7
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morriset, Nambucca Heads and Woolgoolga)	118	4	50
Sydney South West (Liverpool)	32	0	2
Sydney South (Kogarah)	14	0	1
Illawarra (Albion Park)	22	2	1
Central Coast (Gosford)	40	0	1
Newcastle (Newcastle)	35	1	1
Sydney North (Crows Nest)	11	0	5
AGM/SGM and Sydney Outer West (Huntingwood)	28	0	5
Totals	390	7	73

Carried

6. Review of LF and LSO selection processes

“That the 24 recommendations arising from the State Committee's review of the recent LF and LSO selection processes that was posted to Union's website on 25 September 2015 be received, noted and endorsed.”

Debate proceeded and concluded, with the vote of that meeting declared as 21 for, 6 against and 6 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	61	2	34
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morriset, Nambucca Heads and Woolgoolga)	81	5	86
Sydney South West (Liverpool)	8	1	23
Sydney South (Kogarah)	17	0	2
Illawarra (Albion Park)	20	4	2
Central Coast (Gosford)	38	2	1
Newcastle (Newcastle)	39	2	1
Sydney North (Crows Nest)	4	4	8
AGM/SGM and Sydney Outer West (Huntingwood)	21	6	6
Totals	289	26	163

Carried

7. Amendment of policy on UFUA funding

“That the April 2010 Special General Meeting decision to cease UFUA funding that currently reads:

‘That effective on and from 1 July 2010, the Union is to cease forwarding any funds to the United Firefighters Union of Australia and/or its NSW Branch until authorised otherwise by a further General Meeting of members.’

be amended to now read as follows:

‘That effective on and from 1 July 2010, the Union is to cease forwarding any funds to the United Firefighters Union of Australia and/or its NSW Branch unless and until:

- 1) the NSW Branch is unable to meet a debt that is ordered by a court of competent jurisdiction to be paid, in which case the FBEU shall forward such amount to the NSW Branch as is necessary for the NSW Branch to comply with that order; or
- 2) the Fair Work Commission certifies amendments to the UFUA’s Rule 29 (Moneys Allocated to National Fund) and Rule 34 (National Levies) that:
 - a) limit quarterly payments to the National Fund under Rule 29 to 10% of one financial unit for each full time member, and to 2% of one financial unit for each part time member; and
 - b) fix a “financial unit” at 5% of the weekly rate of pay of an FRNSW Senior Firefighter, rounded up to the nearest whole dollar; and
 - c) prevent the future imposition of national levies under Rule 35 without the approval of every Branch; and
 - d) prevent the future amendment, alteration or rescission of Rules 29 and 35 without the approval of every Branch. ’”

Debate proceeded and concluded, with the vote of that meeting declared as 29 for, 0 against and 4 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	78	0	11
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morriset, Nambucca Heads and Woolgoolga)	106	24	42
Sydney South West (Liverpool)	31	0	2
Sydney South (Kogarah)	17	0	2
Illawarra (Albion Park)	26	0	0
Central Coast (Gosford)	40	0	1
Newcastle (Newcastle)	41	0	1
Sydney North (Crows Nest)	16	0	0
AGM/SGM and Sydney Outer West (Huntingwood)	29	0	4
Totals	384	24	63

Carried

8. Appointment of Returning Officer

“That in accordance with Rule 22(1), this meeting appoints Comrade Travis Broadhurst as Returning Officer for the ensuing three years through until the Union’s 2018 Annual General Meeting.”

The question was put and the vote of that meeting declared as 30 for, 0 against and 3 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	78	0	11
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morriset, Nambucca Heads and Woolgoolga)	127	5	40
Sydney South West (Liverpool)	31	0	2
Sydney South (Kogarah)	18	0	1
Illawarra (Albion Park)	26	0	0
Central Coast (Gosford)	40	0	1
Newcastle (Newcastle)	35	0	1
Sydney North (Crows Nest)	16	0	0
AGM/SGM and Sydney Outer West (Huntingwood)	30	0	3
Totals	401	5	59

Carried

9. Life Membership – Comrade Matthew Murray (Rule 52)

“That in recognition of the significant contribution made by Comrade Matthew Murray as both an FBEU representative (Sydney South West Sub-Branch Secretary from February 2002 to June 2009, Organiser from February 2002 to December 2003, Death and Disability Superannuation Fund Director from 2010 to 2013 and Junior Vice President from June 2009 to April 2015) and as a tireless fighter for working people and union rights in a 37 year career across three fire services, this meeting resolves to admit Comrade Murray as a Life Member of the Union in accordance with Rule 52 (1).”

Debate proceeded and concluded, with the vote of that meeting declared as 29 for, 1 against and 3 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings

conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	84	0	5
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morrisset, Nambucca Heads and Woolgoolga)	114	10	47
Sydney South West (Liverpool)	29	0	4
Sydney South (Kogarah)	18	0	1
Illawarra (Albion Park)	27	0	0
Central Coast (Gosford)	40	0	1
Newcastle (Newcastle)	37	0	1
Sydney North (Crows Nest)	14	1	1
AGM/SGM and Sydney Outer West (Huntingwood)	29	1	3
Totals	392	12	63

Carried

There being no further business on the agenda, the Chair, Comrade Sullivan declared the AGM closed at 1935 hours and the SGM then open.

1. Amendment of MFR Policy

“That the MFR Policy adopted by the SGM held 21 June 2013 be amended by replacing 'O'Farrell Government' with 'NSW Government' and adding the words 'including, if and when considered appropriate by the State Committee of Management, by:

- i) banning all 'assist ambulance' calls; and/or*
- ii) banning members' participation in training delivered by Ambulance Service employees.' so that the Policy then reads:*

That this meeting recognises:

- a) the intention of the NSW Government and FRNSW management to pursue a Medical First Responder (MFR) role for permanent firefighters, without any extra pay;
- b) that MFR work may be introduced even if a serious and sustained industrial campaign is undertaken to resist it;
- c) that remaining uncommitted as to whether or not we should perform this work is no longer an option;

and therefore confirms the Union's in-principle support for the performance of this work by permanent firefighters subject to two conditions, being:

- 1) the NSW Government's agreement to a 12.5% wage increase for all members who agree to perform MFR duties; and
- 2) the endorsement of any proposed MFR model for FRNSW by a subsequent General Meeting of members;

and further resolves to actively and stridently resist any attempt by FRNSW management to implement MFR unless and until conditions 1 and 2 above have been met including, if and when considered appropriate by the State Committee of Management, by:

- i) banning all 'assist ambulance' calls; and/or
- ii) banning members' participation in training delivered by Ambulance Service employees.”

Debate proceeded and concluded, with the vote of that meeting declared as 22 for, 3 against and 8 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	69	4	12
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morriset, Nambucca Heads and Woolgoolga)	118	7	47
Sydney South West (Liverpool)	31	1	1
Sydney South (Kogarah)	14	2	2
Illawarra (Albion Park)	28	1	2
Central Coast (Gosford)	36	2	2
Newcastle (Newcastle)	33	2	2
Sydney North (Crows Nest)	12	0	4
AGM/SGM and Sydney Outer West (Huntingwood)	22	3	8
Totals	363	22	80

Carried

2. Amendment of SCOM Remuneration Policy

“That sub-paragraph (c) of the SCOM Remuneration Policy that was adopted by the AGM held 25 November 2009 be amended to increase the annual organising allowance payable to the Country Sub-Branch and Retained Sub-Branch Secretaries (only) by introducing a new and third ‘Regional’ organising allowance, so that sub-paragraph (c) then reads:

- c) an annual organising allowance (~~two~~ three rates) to allow for and facilitate the visitation by officials of members’ workplaces within their respective areas of responsibility, as follows:
- i) ~~The President and the Country and Retained Sub-Branch officials will each be paid the ‘state’ organising allowance of \$3,572 (representing 10,000kms x the Award’s specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar); and~~
 - ii) The Country and Retained Sub-Branch officials will both be paid the ‘regional’ organising allowance of \$7,144 (representing 20,000kms x the Award’s specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar); and
 - iii) The Senior Vice President, Junior Vice President and Central Coast, Illawarra, Newcastle, Sydney Central, Sydney Central West, Sydney Inner West, Sydney Outer West, Sydney North, Sydney South, Sydney South West and Senior Officers’ Sub-Branch officials will each be paid the ‘local’ organising allowance of \$1,786 (representing 5,000 kms x the Award’s specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar);

and further, in order to provide for the payment of another official who temporarily acts in lieu of a State Secretary on leave, that a new sub-paragraph (i) be inserted to read:

- i) the State Committee of Management may resolve to authorise another official to exercise some or all of the State Secretary’s powers and duties under Rule 19 for a defined period while the State Secretary is on leave, in which case that official shall be entitled to an additional pro-rata payment equivalent to the difference between that official’s combined remuneration under this policy and the income received from their primary employer over that defined period (ie, their combined ordinary income) and the State Secretary’s salary.

so that the amended Policy then reads as follows:

That State Committee of Management officials who are not otherwise employed by the Union (eg, the State Secretary) shall be entitled to and paid the following annual allowances:

- a) a base allowance (flat) of \$4,813 per annum in recognition of the time that State Committee officials are expected to dedicate to attending to their duties as Union officers including State Committee of Management meetings, meetings with the Department, organising for the Union

- and attending to member issues, etc., and in recompense for any and all expenses incurred by those officials in attending to same; and
- b) an annual meeting allowance (dependant upon each official's place of residence) in recognition of and recompense for the cost of travel to and from the duties referred to at point (a). This will be an arbitrary rather than actual figure based on 18 return journeys between the official's residence and the Union's Sydney Office, which will be calculated by multiplying that return distance by 18 and then multiplying that figure by the Award's specified journey rate (currently set at 35.72¢ per km) and rounding the result up to the next nearest whole dollar. To avoid doubt, the most direct route by car, as calculated by the website maps.google.com.au will be used to determine the return distance; and
 - c) an annual organising allowance (two rates) to allow for and facilitate the visitation by officials of members' workplaces within their respective areas of responsibility, as follows:
 - i) The Country and Retained Sub-Branch officials will each be paid the 'regional' organising allowance of \$7,144 (representing 20,000kms x the Award's specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar); and
 - ii) The President shall be paid the 'state' organising allowance of \$3,572 (representing 10,000kms x the Award's specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar); and
 - iii) The Senior Vice President, Junior Vice President and Central Coast, Illawarra, Newcastle, Sydney Central, Sydney Central West, Sydney Inner West, Sydney Outer West, Sydney North, Sydney South, Sydney South West and Senior Officers' Sub-Branch officials will each be paid the 'local' organising allowance of \$1,786 (representing 5,000 kms x the Award's specified journey rate of 35.72¢ per km, rounded up to the next nearest whole dollar);
 - d) payment of the three annual allowances set out at points (a), (b) and (c) above will be combined and then divided by 12 to arrive at a monthly allowance which will be paid to each official on the last Friday of each month;
 - e) the base allowance at point (a) will be increased in line with increases in Union membership dues, rounded up to the next nearest whole dollar;
 - f) this policy rescinds and replaces all previous decisions concerning State Committee officials' allowances and entitlements and subject to points (g), (h) and (i), is intended to meet all of the costs and expenses that State Committee officials are expected and/or required to incur in the performance of their duties, save for any wages which may be lost due to an official's need to take leave without pay from their primary employer in order to attend a meeting of the State Committee of Management;
 - g) it is expressly provided in the interests of financial and political probity that, subject to points (h) and (i), neither the State Secretary nor the State Committee of Management may approve any payment for or on behalf of any official outside of this policy and that any official who considers him/her self to be out of pocket as a result of this policy will be both entitled and encouraged to make a submission setting out the amount of that shortfall, and the reasons for same, to that year's Annual General Meeting, which will in turn decide to:
 - i) reimburse the official for the full amount of the claimed shortfall; or
 - ii) reimburse the official, but for a reduced amount; or
 - iii) decline the official's claim.
 - h) officials who attend meetings of the State Executive Committee and/or State Committee of Management may be provided meals and refreshments of the same standard as that provided to members who attend Union training courses or similar events;
 - i) the State Committee of Management may resolve to authorise another official to exercise some or all of the State Secretary's powers and duties under Rule 19 for a defined period while the State Secretary is on leave, in which case that official will be paid an additional pro-rata allowance equivalent to the difference between that official's combined remuneration under this policy and the income received from their primary employer (ie, their combined ordinary income) and the salary payable to the State Secretary over that defined period."

Debate proceeded and concluded, with the vote of that meeting declared as 29 for, 0 against and 4 abstentions and then added to the opening meeting's vote and that of all Sub-Branch meetings conducted in pursuant to Rule 51(7):

Sub-Branches	Yes	No	Abstain
AGM/SGM and Sydney Central (Belmore Street)	68	0	8
Country/Retained (Cobar, Macksville, Dubbo, Temora, Tweed Heads, Turvey Park, Broken Hill, Orange, Bathurst, Wentworth, Morriset, Nambucca Heads and Woolgoolga)	130	4	38
Sydney South West (Liverpool)	32	0	1
Sydney South (Kogarah)	18	0	1
Illawarra (Albion Park)	28	1	0
Central Coast (Gosford)	40	0	1
Newcastle (Newcastle)	37	0	3
Sydney North (Crows Nest)	15	0	1
AGM/SGM and Sydney Outer West (Huntingwood)	29	0	4
Totals	397	5	57

Carried

There being no further business on the agenda, the Chair, Comrade Sullivan declared the SGM closed at 1955 hours and thanked the members present for their attendance.

Darin Sullivan
President