



# SGM Agenda

## **March Special General Meeting Agenda**

### **1. Endorsement of 2020 Retained Award claim**

Moved: Com. Drury

Seconded: Com. Ross

“That the draft 2020 Retained Firefighting Staff Award that was posted to the Union’s website on 27 February 2020 be received and endorsed, subject to the members’ determination of SGM motion number 3 “Wage Parity” and that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms.”

**State Committee recommendation: SUPPORT**

### **2. Endorsement of 2020 Permanent Award claim**

Moved: Com. Drury

Seconded: Com. Ross

“That the draft 2020 Permanent Firefighting Staff Award that was posted to the Union’s website on 27 February 2020 be received and endorsed, and subject to the members’ determination of SGM motion number 3 “Wage Parity” and subject to wages policy taskforce agreeing or rejecting to amend Clause 12a, that the State Secretary be authorised to finalise negotiations and arrange for the making of a new Award on those terms.”

**State Committee recommendation: SUPPORT**

### **3. Wage Parity**

Moved Com. Flynn

Seconded Com. Henry

“The State Committee of Management call a Special General meeting no later than 14 February directing the State Secretary to pursue wage parity with the best paid professional firefighters in Australia during current award negotiations, further that a subsequent General Meeting be called no later than Friday 13th March 2020 for the State Secretary to report back on the progress made advancing our claim”.

**State Committee recommendation: Reject**

### **4. Wage Parity subcommittee**

Moved: Com. Drury

Seconded: Com. Ross

Subject to the members’ determination of SGM motion number 3 “Wage Parity” this meeting directs the State Secretary:



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1. Ensure members' pay rise due 17 February 2020 is not jeopardised as his first priority, and that should it become a matter of 'one or the other', ie if negotiating to increase member wages to some form of 'wage parity' will delay the pay rise due in the current Award round and the possibility of it leading to no back pay due to the award being put into dispute, the pay rise be given preference; and

2. If 1 pertains (ie pressing 'wage parity' will mean that a pay rise to members is delayed), the Award be settled with pay increases paid to members from 17 February 2020 or the following pay period and 'wage parity' not be negotiated with the employer yet and he:

- a) Continue the work comparing pay rates for approximately half the membership (ie our permanent membership) to interstate counterparts; and
- b) Begin work comparing pay rates for the other approximate half of the membership (ie our retained membership) to interstate counterparts; and
- c) Begin work comparing the pay rates for Senior Officer members to interstate counterparts; and
- d) Begin work comparing the pay rates for Operational Support members to interstate counterparts; and
- e) Commission an opinion from a barrister outlining what, if any, legal avenues are open to the Union to pursue and win such a case, including through the Industrial Relations Commission; and
- f) In that same opinion, commission advice on the ground or grounds the Union should seek to rely in pursuing and winning such a case and, if there is a barrier to the case, what ground or grounds it could rely on if that barrier did not exist (for example, 146C of the Industrial Relations Act 1996 is a barrier to 'wage value' but if not for 146C, x y or z avenue may be available); and they complete this work by April 30, 2020; and
- g) Set up a committee of members including the mover and seconder of the wage parity motion, President, Junior Vice President, Subbranch Secretary's from the Country, Retained, Senior Officer and two other Sub Branches to review the information once finished; and
- h) Produce a report on same for the Union's membership; and

and that subcommittee will report on:

1. What the subcommittee has agreed 'wage parity' for all parts of the Union's membership means and consists of; and
2. What legal avenues the Union has been advised exist to pursue 'wage parity'; and
3. Where this advice says legal barriers exist, how they could be overcome; and
4. What conditions (if any) the subcommittee recommend be traded off to reach 'wage parity' and how this would affect the timeframes for delivery; and
5. What commitments (if any) would be expected from members to win such a campaign (for example, how many weeks on strike/industrial action/without pay, how many weekends or evenings dedicated to cold-calling, doorknocking etc); and
6. How this will be used to expand the Union's power and the power of members to take action and win collectively; and
7. What relationship this has to the 2021 Award.

**State Committee recommendation: SUPPORT**



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## 5. Endorsement of 2020 Death and Disability Award Claim

“That the draft 2020 Death and Disability Award that was posted to the Union’s website on 27 February 2020 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.”

**State Committee recommendation: SUPPORT**

**Note: Members will have noticed in motions 1,2 and 4 the words, “subject to the members’ determination of SGM motion number 3 “Wage Parity””. For clarity, if Motion 3 ‘Wage Parity’ is voted up, than even if Motions 1,2 and 4 are voted up they will be considered void as motions 1,2 and 4 are in conflict with motion 3.**

Leighton Drury  
State Secretary