



## **Branch Rules and Industrial Action**

A question often raised by branches is, “Can we impose bans or take some other form of industrial action over an issue our branch has with local management.”

The answer to this question can be found in the rules of the UFU, specifically rule 39 (o), which provides that:

*“(o) The branch executive shall conduct the business of the branch and shall take all steps it sees appropriate to advance the interests of the union and its members in the branch, provided that it shall at all times be subject to directions received from the state committee of management and/or state executive and further provided that it shall not have power to make decisions that members of the union shall take industrial action. (emphasis added)*

It follows therefore that a motion in support of industrial action passed at a branch meeting cannot be acted on without the sanction of the state committee of management or state executive. Further, branch acting on such a motion without the sanction of the state committee of management or the state executive would be in contravention of the union’s rules.

A copy of the union’s rules can be accessed online at the link below and all members are strongly encouraged to familiarise themselves with these rules.

[http://www.ufuq.asn.au/rio342009\\_uvu\\_rules\\_from\\_21\\_8\\_09.pdf](http://www.ufuq.asn.au/rio342009_uvu_rules_from_21_8_09.pdf)

## **Proposed Agreement Auxiliary Firefighters**

It has been determined to extend the deadline for feedback and comment on the proposed Agreement for auxiliary firefighters until the 28<sup>th</sup> February 2010. Any financial member of the Union who has not seen a copy of the draft Agreement and is interested in giving feedback to their Union should contact Senior Industrial Officer Henry Lawrence on 3844 0366 as soon as possible and a copy will be faxed or emailed to you.

## **Payments for public holidays**

Attached to this CODE2 is information to assist members with the conditions relating to payment for work on public holidays. If you have any questions after reading the document please contact Senior Industrial Officer Henry Lawrence on 3844 0366.

## **State Issues Forum**

The next state issues forum is scheduled for Wednesday February 10 the day prior to the next scheduled meeting of the state committee of management which will be meeting on Thursday 11<sup>th</sup> February and Friday 12<sup>th</sup> February.

Minutes of issues forums will be posted on the Union's website as soon as possible after each meeting.

The link to access these minutes will be advised in a future issue of Code2.

## **March edition of Union journal**

The next edition of the Union's journal will be published in March so we are looking for contributions for that edition now. If you have any stories you think would be of interest to members please forward editorial and pictures if available and relevant to Senior Industrial Officer at [henrylawrence@ufuq.asn.au](mailto:henrylawrence@ufuq.asn.au) by 14<sup>th</sup> February.

Also if there are any particular items of information that you would like to see included for the assistance of members please advise the Senior Industrial Officer as soon as possible as well.

## PUBLIC HOLIDAY PAYMENTS

The following conditions apply to public holidays.

Where an officer is required to work on:

1<sup>st</sup> January;

26<sup>th</sup> January;

Good Friday;

Easter Saturday;

Easter Monday;

25<sup>th</sup> December;

26<sup>th</sup> December;

Labour Day;

Exhibition/Show holiday;

**in the case of continuous shift workers**, all time worked is paid for at the rate of double time and a half with a minimum payment of 4 hours. "Double time and a-half" means one and one-half days' salary in addition to the weekly rate and *pro rata* if there be more or less than a day.

Public holiday payments are paid to those officers who work on the actual dates or days above and not on any day gazetted as a holiday in lieu.

**In all other cases**, payment is at the rate of double time and a half with a minimum payment of 4 hours. "Double time and a-half" means one and one-half days' salary in addition to the weekly rate and *pro rata* if there be more or less than a day.

**Queens' Birthday holiday** – payment is at the rate of time and a half with a minimum payment of 4 hours. [Does not apply to Communications Officers who are paid full public holiday penalties of double time and a half for all time worked with a minimum payment of 4 hours.]

**Continuous and non-continuous shift workers** rostered off or on annual leave on any public holiday with the exception of the Queen's Birthday holiday are paid 8 hours in lieu.

Communications Officers are paid 8 hours in lieu if rostered off or on annual leave on the Queen's Birthday holiday.

In all other cases [day work officers], a day's leave is added to the leave period or 8 hours pay is paid in lieu.

**Casual employees** rostered to work on any public holiday are paid at the rate of double time and a half with a minimum payment of 4 hours but do not receive any additional payment if not required to work on a public holiday.

**Overtime worked on a public holiday** is paid at double the rate paid for overtime worked on a normal day. For example, overtime worked on a public holiday by continuous shift workers is paid at the rate of quadruple time.

Overtime worked by non-continuous shift workers or day workers would be paid at triple time for the first three hours and quadruple time thereafter.