

Applicant: United Firefighters' Union of Australia

Respondent: Fire Rescue Victoria

FOURTH STATEMENT OF LAURA CAMPANARO

I, Laura Campanaro, Industrial Officer Coordinator, of 408 Brunswick Street Fitzroy, say:

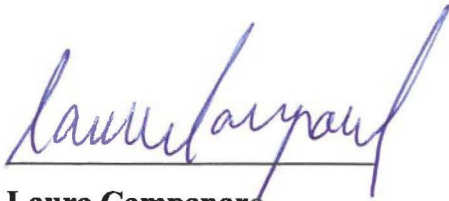
Introduction

1. I am employed by the Victorian Branch of the United Firefighters' Union of Australia (UFU) as the Industrial Officer Coordinator. I have been employed by the UFU since April 2017 and have held this position since approximately July 2020. I have a law degree (JD) from Melbourne Law School and have been admitted as an Australian Lawyer.
2. I am authorised by the UFU to make this affidavit on its behalf.
3. Unless otherwise stated, the facts in this statement are within my own knowledge, information and belief.
4. I refer to my third statement filed in this matter on 17 November 2023.
5. Paragraph 89 of my third statement states:

On 16 June 2023, Nick Koletsis of FRV met with Peter Marshall and I to discuss a draft Statement by Commissioner Wilson that was circulated to the Parties in Matter B2022/1676. The UFU and FRV agreed to make an amendment to the Statement. The UFU sent to Commissioner Wilson (and copied in the FRV Representatives) the edited draft Statement as agreed. The body of the UFU's email was also agreed between Nick Koletsis, Peter Marshall and I prior to the email being sent to Commissioner Wilson's Chambers. The amendment made and agreed between UFU and FRV was to clarify that both UFU and FRV reported that, since the 27 April conference, all matters had been agreed other than an offer for increases to wages and allowances. Prior to this, the draft FWC Statement only indicated that the UFU had reported such to FWC.

Annexed and marked **LC-36** is a copy of the emails and attachments referred to in this paragraph.

6. My third statement at paragraph 89 refers to "16 June 2023". This was an error, the correct date is 19 June 2023.



Laura Campanaro

Date: 11 December 2023

Tonia Sakkas

From: Chambers - Wilson C <Chambers.Wilson.C@fwc.gov.au>
Sent: Friday, 16 June 2023 10:16 AM
To: Laura Campanaro; CRABTREE, Jo; KOLETIS, Nick; WALKER, Stacey
Subject: B2022/1676 - Application by Fire Rescue Victoria
Attachments: B2022-1676 - Application by Fire Rescue Victoria DRAFT Statement 16 June 2023.docx

Follow Up Flag: Flag for follow up
Flag Status: Flagged

Dear Parties,

RE: B2022/1676 - Application by Fire Rescue Victoria

The Commissioner provides the attached draft Statement to parties for review and comment and asks that should the parties wish to seek any amendments to the Statement that they do so by making tracked changes and returning the document to Chambers and the other side for review.

If parties could kindly provide any proposed amendments at their soonest convenience but not later than **4.00PM Monday 19 June 2023**.

Kind regards,

Emily Mahoney
Associate to Commissioner Wilson

Fair Work Commission

Tel: 03 8656 4538

Fax: 03 9655 0401

Chambers.Wilson.C@fwc.gov.au

Level 4, 11 Exhibition Street, Melbourne, VIC, 3000
PO Box 1994, Melbourne, Vic, 3001



Fair Work Commission

Australia's national workplace relations tribunal

The Fair Work Commission acknowledges that our business is conducted on the traditional lands of Aboriginal and Torres Strait Islander people. We acknowledge their continuing connection to country and pay our respects to their Elders past, present and emerging.

This email was sent from Wurundjeri Woi Wurrung Country.



STATEMENT

Fair Work Act 2009
s.240—Bargaining dispute

Fire Rescue Victoria

v

United Firefighters' Union of Australia
(B2022/1676)

COMMISSIONER WILSON

MELBOURNE, 16 JUNE 2023

Statement

[1] Bargaining for a replacement to the *Fire Rescue Victoria Operational Employees Interim Enterprise Agreement 2020* (the 2020 Agreement) has been underway for some time now. Bargaining has mainly taken place outside of the Fair Work Commission with claims and responses being discussed and resolved between the parties in an orderly and constructive manner. There have also been 11 conferences chaired by the Commission since an application for assistance with a bargaining dispute was lodged by Fire Rescue Victoria on 4 November 2022.

[2] Bargaining has progressed very well to the point that the United Firefighters' Union (UFU) now reports that since the last conciliation conference held on 27 April 2023 all outstanding matters have been resolved, save for the matter of an offer for increases to wages and related monetary allowances.

[3] The constructive flow of bargaining has been assisted by mutual commitments between the main actors in the negotiations, Fire Rescue Victoria (FRV) and the UFU to constructively facilitate the formation of the FRV in July 2020 after the merger of the Metropolitan Fire and Emergency Services with the professional firefighting operations of the Country Fire Authority. The constructive industrial relations climate since 2020 has allowed, so I have been informed in the conciliation conferences held, for significant organisational and operational changes to be made faster than otherwise may be the case and with potentially greater effect, including financial effect. The UFU points to these matters as not only a justification for its wages and allowance claims but also as a reminder that continued constructive cooperation cannot be taken for granted. The UFU also points to the fact that cooperation in negotiations has taken place against the fact that the relevant parts of the 2020 Agreement all passed their nominal expiry date no later than 1 July 2019.

[4] Shortly before the last conciliation conference, held on 27 April 2023, the Victorian Government announced details of its updated Wages Policy and Enterprise Agreement Framework. Until the new policy was announced in April 2023 and then later documented

bargaining on the matter of the union's monetary claims had been unable to progress as there was both a lack of clarity about the quantum of increase that could be considered by FRV as well as that FRV had no authority to put forward a wages proposal for the UFU's consideration.

[5] It is no understatement to record that the whole 8-month life of this file has been featured by statements throughout that a comprehensive wages and allowance offer from FRV to the UFU is "imminent". The file started that way, and it remains so now.

[6] There is a need for FRV and those who instruct them to take the imminence of a wages proposal beyond rhetoric and make a proposal to the UFU and other employee bargaining representatives in the near future which properly responds to their claims. The publication of the Victorian Government's Wages Policy and Enterprise Agreement Framework clears the way for such an offer to be made and it behoves FRV to ensure an offer is communicated in the very near future.

COMMISSIONER

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Tonia Sakkas

From: Laura Campanaro <org1@ufuvic.asn.au>
Sent: Monday, 19 June 2023 3:19 PM
To: Chambers - Wilson C; CRABTREE, Jo; KOLETISIS, Nick; WALKER, Stacey
Subject: RE: B2022/1676 - Application by Fire Rescue Victoria
Attachments: 23-06-19 Edit - Application by Fire Rescue Victoria DRAFT Statement 16 June 2023.docx

Dear Associate,

Please find **attached** edit (using track changes) to [2] only.

Please note that UFU has discussed and agreed this change with FRV. I have copied the FRV representatives into this email.

Regards,

Laura Campanaro

United Firefighters Union

Victorian Branch

408-410 Brunswick Street, Fitzroy 3065

Victoria Australia

M 0427 734 064 | T (03) 9419 8811 | F (03) 9419 9258 | W www.ufuvic.asn.au



From: Chambers - Wilson C <Chambers.Wilson.C@fvc.gov.au>

Sent: Friday, June 16, 2023 10:16 AM

To: Laura Campanaro <org1@ufuvic.asn.au>; CRABTREE, Jo <Jo.Crabtree@frv.vic.gov.au>; KOLETISIS, Nick <Nick.Koletisis@frv.vic.gov.au>; WALKER, Stacey <Stacey.Walker@frv.vic.gov.au>

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From: Chambers - Wilson C <Chambers.Wilson.C@fwc.gov.au>
Sent: Monday, 19 June 2023 4:49 PM
To: Laura Campanaro; CRABTREE, Jo; KOLETISIS, Nick; WALKER, Stacey
Subject: B2022/1676 - Application by Fire Rescue Victoria
Attachments: B2022-1676 - Application by Fire Rescue Victoria Statement 19 June 2023.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

OFFICIAL

Dear Parties,

RE: B2022/1676 - Application by Fire Rescue Victoria

Please see the attached Statement issued by Commissioner Wilson of today's date.

Kind regards,

Emily Mahoney
Associate to Commissioner Wilson

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Tel: 03 8656 4538

Fax: 03 9655 0401

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