



UNITED PROFESSIONAL FIREFIGHTERS UNION OF WESTERN AUSTRALIA

ABN: 31 367 577 278

PRESIDENT: Alan Crossman SECRETARY: John Marsh

DRAFT MINUTES

HALF YEARLY GENERAL MEETING THURSDAY 14 MARCH 2025 COMMENCING AT 1300 HOURS

ATTENDANCE: as recorded in the attendance book - 31 members are required for a quorum as per 14 (4) of the UPFUWA Rules.

APOLOGIES: as recorded in the attendance book

VISITORS: as recorded in the attendance book

1. **Meeting opened:** by meeting chair President Alan Crossman at 13:02.
2. **Confirmation of Minutes** NIL
3. **Superannuation**

Motion:

That this meeting endorsed the Executive Summary and the Issues and Trends document of the Fire and Emergency Services Superannuation Fund, as presented by the Superannuation Working Group.

Moved: Shane Wood

Moved: Adam Steenson
Carried

Motion:

That this meeting directed the Union, in conjunction with the identified parties—namely the Government, FES Super, DFES, and the UPFU—to conduct a detailed feasibility study into Recommendations as outlined in the Issues and Trends document. The findings and outcomes of this investigation are to be presented to members no later than May 30, 2025.

Moved: Shane Wood

Seconded: Dave McDonald
Carried

Concerns were raised on whether a review could be completed by the proposed date. Confirmed that it's better to have a date, than no date at all. Having a required date maintains some layer of pressure. If we don't have a timeline, things will blow out.

All parties are aware of the recommendations and need for a full review.

Motion:

That this meeting directed the UPFU to reinforce to WA Labor the urgency of prioritising the promised legislative changes, as outlined in the correspondence presented to the Union Office.

Moved: Junior

Seconded: Adam Steenson
Carried

Noted that Adrian has been raising this issue for the past six years.

Acknowledged that the politicians are already familiar with the contents of the report; this is not the first time they have seen it.

Due to political changes, the Emergency Services minister is likely to change, along with the Industrial Relations Minister. This is an opportunity for an incoming Minister to demonstrate commitment to the sector.

Motion:

That this meeting endorsed that any proposed changes to member benefits are subject to a plebiscite of affected members, conducted through an agreed process developed in consultation with all relevant stakeholders.

Moved: Struan Graham

Seconded: Shane Wood
Carried

The meeting acknowledged the significant amount of work undertaken by the Super Working Group and the Union Office, with particular recognition given to John Marsh for his efforts in a very difficult process.

Members should make every effort to become educated and help others become educated on superannuation and the outcomes of this meeting.

4. Secretary's Report

The meeting expressed appreciation to the Super Working Group for their extensive efforts, as well as Katherine, Matt Reed and Mario Deboni.

4.1 Fighting For Our Future – EBA 2025

Morale within the membership is on the decline. One of the aims of the EBA campaign is to rebuild morale and foster a more united membership, which will in turn create a

stronger base for negotiations with government. It is easier for government to say “no” to the Union Office, but when there is a visibly united and active membership willing to take action, it becomes far harder to dismiss.

Every member should be able to demonstrate what they have done to help. Sharing stories, such as the Albany Cup and Eli Stops’ standby arrangements, are perfect examples of positive actions that strengthen the collective.

Building morale within the membership also raises the Union’s public profile. This increased visibility provides a stronger foundation from which to argue with government and achieve better outcomes for all members.

The campaign will start the day after the Annual dinner on A shift.

Refer to the EBA 2025 booklet on station for examples of what the Union is fighting for as part of the campaign along with how you can get involved.

Issues include:

- Lack of consultation: decisions about us without us.
- Emerging risks.
- Lack of pathways and training.
- Wages.
- Allowances.
- Ongoing unfulfilled commitments and reviews.

5. General Business

6. Meeting closed: by meeting chair President Alan Crossman at 14:08.

**Alan Crossman
PRESIDENT**