



UNITED FIREFIGHTERS UNION OF AUSTRALIA

NATIONAL BULLETIN

BULLETIN NO: 010/2025

17 December 2025

Notice of Further Changes to the UFUA Rules

TO ALL UFUA MEMBERS,

The United Firefighters Union of Australia (UFUA) wishes to notify all members that the National Committee of Management, at the meeting on 12 December 2025, has approved an alteration to the UFUA rules.

In accordance with rule 49(4) of the UFUA Rules, the National Secretary is required to publicise the rule changes adopted by the National Committee of Management (NCOM).

A brief summary and the full text of the rule change are provided below:

Bargaining Representatives

This Rule change seeks to address the issues that arise if a member ("represented member") decides to appoint a person or entity other than the Union as their bargaining representative. In the event that the represented member is able to attend meetings or have access to information that the Union considers to be confidential or commercially sensitive, this may undermine the Union's strategy in negotiations and bargaining for an industrial agreement.

To address these problems, the following rule change will allow the union to have at its disposal provisions to place obligations on members to the union in respect of bargaining representatives other than the union.

Full Text of Rule Change

4.1. After Rule 7A, insert:

7C - BARGAINING REPRESENTATIVES OTHER THAN THE UNION

- (1) This Rule applies where;
 - (a) in accordance with the member's duties under Rule 7B, a member has notified the Union that the member has:
 - (i) appointed a person or entity other than the Union as their representative in negotiations or bargaining for an industrial agreement; or
 - (ii) been appointed as a representative in negotiations or bargaining for an industrial agreement, or

- (b) the Union otherwise becomes aware that a person or entity has been appointed to act as a bargaining representative of a member
- (2) In this Rule:
 - (a) a member who appoints a person or entity other than the Union as described in subrule (1) is referred to as the “represented member”; and
 - (b) a person or entity other than the Union appointed as a member’s bargaining representative as described in subrule (1) is referred to as the “bargaining representative”.
- (3) The purpose of this Rule is to ensure that the Union’s strategy in negotiations and bargaining for an industrial agreement is not undermined by conduct by represented members or bargaining representatives that:
 - (a) conflicts with the Union's strategy in negotiations and bargaining for an industrial agreement;
 - (b) detrimentally affects the position of the Union in negotiations or bargaining for an industrial agreement;
 - (c) or results in the disclosure of information that the Union considers to be confidential or commercially sensitive (confidential information).
- (4) The Union may, subject to satisfaction of the matters in subrule (6):
 - (a) exclude the represented member and the represented member’s bargaining representative from union meetings in which negotiations or bargaining for an industrial agreement are to be, or are being, discussed; and
 - (b) limit the information relating to the bargaining for a new industrial agreement if it discloses confidential or commercially sensitive information to the represented member and the represented member’s bargaining representative.
- (5) The Union is not empowered to take any of the steps in subrule (4) because the represented member has appointed a bargaining representative other than the Union, or because a member has been appointed as a bargaining representative.
- (6) The Union is empowered to take any of the steps in subrule (4) where the conduct of the represented member or the represented member’s bargaining representative:
 - (a) conflicts with the Union's strategy in negotiations and bargaining for an industrial agreement;
 - (b) has detrimentally affected the position of the Union in negotiations or bargaining for an industrial agreement; or
 - (c) has resulted in the intentional disclosure of information that the member knows is confidential information.
- (7) No vote in any ballot of the members of the Union, or of a Branch, section or other division of which of the Union in which represented member is included, shall be conducted if and while any powers exercised under 7C(4)(a) are in force.