



12<sup>th</sup> & 13<sup>th</sup> Annual Delegates Conference (ADC) and 53<sup>rd</sup> & 54<sup>th</sup> Annual General Meeting (AGM) held on 18 June 22 was a huge success.



**Arrangements** were awesome thanks to the AGM committee members Elenoa Cavu (ANZ), Leah Wickham (Pac Ops) Wilbur Qumi (Pac Ops) and Matia Tuisawau (RBF). They were committed to bringing a change in AGM format and they succeeded.



MC Qumi kept the members entertained in between the serious AGM business with quiz questions and who answered the questions was an exciting process – spin the wheel to select the member holding the pass number.

It was a **“WOW”** moment for all.

### Presentations were a first for the Union –

Kinijoji Bakoso (FDB) kept all glued to the slides on the Union’s \$100,000 investment to the Credit Union and loan policies being developed.



Asesela Volavola (RBF) briefed on the Constitution amendments and this was voted on and for the first time by both online poll and manual.

Scrutineers Dharmend Nand (BOB), Ravneel Kumar (FTUCTCL), Nilesh Karan (SCGF) and Kinijoji Bakoso (FDB)

carried out their role efficiently. Our “fijianfalla” William Dalituicama (back facing the laptop in the picture) of course was the man of the moment as he ensured that results were displayed on the large screen on



the stage for all to see. Yes, this was also a **“WOW”** moment again.

### Results

|                   |         |      |
|-------------------|---------|------|
| Electronic Voting | 147 yes | 0 No |
| Manual Voting     | 70 yes  | 2 No |

The proposed amendments have been forwarded to the Registrar of Trade Unions for approval and Secretariat will circulate the approved document to all members of the Union.

Annual Report was for the **first time** circulated online. Just in case you didn’t get a copy please click on the link [here](#).

The AGM committee met after the AGM for a debriefing to assess the positives and how they can improve come next AGM.

**Executive Council** continued to perform diligently after the AGM and successful meetings were held on 19 May, 15 June, 18 August via Zoom & 25 November so important decisions could be made.

**Sub-committees** were re-activated and tasked to carry out research, discuss and come up with their proposals and recommendations for adoption by the Executive Council at its next schedule meeting on 25/11/22. Some sub-committees include Board members from the Credit Union so that events of the Credit Union could be guided/assisted by the Union’s committees.

**AGM/EVENTS committee** – Matia Tuisawau (RBF), Leah Wickham (Pac Ops), Wilbur Qumi (Pac Ops), Usa Kalim (WBC), Cherry Vaurasi (Pac Ops) – met and set committee proposals due date as 11 November for presentation at the Executive Council meeting on 25 November 2022.

### A successful Quiz night

was held at the Union Secretariat. It was an enjoyable evening where members interacted with each other and enjoyed competing for audience quiz questions answers as well as for the overall quiz prizes.



ANZ was declared the winner with RBF as 1<sup>st</sup> runner up and BOB as the third runner up.

Quarterly competitions will continue from next year February.



**Investment committee** – Kavinesh Gounder (FDB), Asesela Volavola (RBF), Anton Chung (ANZ), Melida Rupedi (RBF) and Ravneel Kumar (FTUCTCCL) are exploring options on how to use funds for future investments for the benefit of members.

**Membership Benefits/ EC allowances** – Kinijoji Bakoso (FDB), Ritesh Joseph (FPCU) and Pranish Nand (NI) have met several times and referred to the past budgets and actual amounts spent to assist them with their deliberations on how the Union can improve on benefits to members. You will get to hear about these soon.

**Building committee** – Nimesh Raniga (WBC), Epeli Rabua (WBC), Pita Mow (HA) and Jainendra Govind (QBE) will be meeting soon to assess the pending works at the building and other matters in regards to the building.

**Sports / Funday committee** – Ashneel Sagar (BOB), Ekaki Kana (BSP Bank), Sitiveni Tabua (HA), Rakesh Chand (LICI), Isei Tuikenawa (BSP Bank), Niria Seru (WBC) & Salote Sinu (BSP Life) will be meeting soon to plan events and dates.

**West committee** – Nilesh Karan (SCGF) and Dharmend Nand (BOB) will be activated to plan activities for the Western members.

**Branch committee** – Rajneel Maharaj (BSP B), Mohammed Saiyum (FDB), Neel Chand (ANZ), Atinesh Deo (BOB), Sewak Raj (BSP), Arvind Chandra (SCGF) and Viliame Tamanikaitani (HA) have met and will soon inform us of their plans on activities.

### **Credit Union**

Union's investment of \$100,000 into the Credit Union is now reflected in the credit union bank account. We have seen an increase in credit union members with an increase from 60 to approx. 122 active members within the past 3 months. All active members have had their accounts updated with the \$5 membership fee and \$50 shares contribution from this investment funds. They will now be eligible to take loans up to their share value after 4 months of being active CU members.

Fillable forms have been circulated to all members to get information on next of kin and beneficiaries and other contact details. We would love to see more members becoming active credit union members.

Credit Union Board application to amend its By-Laws has been approved by the Registrar of Co-operatives. An important change would be to amend the financial year to 31 December. This will allow the credit union to hold its AGM together with the big union on a cost sharing basis.

We request members to support the initiatives of the Credit Union Board to host a kava bar every Friday evening and night market once a month.



Successful night market was held on 8 July 22 at the Union Secretariat carpark. Members and families came together to sell food, clothes and baskets etc.



We introduce to you all William Dalitucama as our **new staff**. You all have seen William in action at the Vanua Levu Branch AGM and later at the Union AGM in June. William has been appointed as an Administration Officer to set up the Credit Union excel database and later move on to the union's membership database.

We are moving towards getting important information such as how many members are to retire in the coming years, male and female, membership strength per organization etc at the click of a button. This will greatly assist us to plan and budget with correct information.

William will be in direct contact with liaison officers for union matters and also be trained in all areas of union's administration works as part of the union's first succession plan. Let's all give our full support to William.

### **Medical Insurance**

Members continue to benefit from this scheme with the improved benefits.

We request members on the scheme to commit to paying premiums on time to avoid having cover cancelled. Do also advise us on any additions or deletions to your dependents list as soon as applicable.

Secretariat will commence negotiations on renewal by January 2023 and members are welcome to send in suggestions for consideration.

# Industrial Relations Report

Merry Christmas Members,

It's been hectic six months since our June AGM Communications. A lot has happened since - that you need to know of – starting with the core Union activity of **collective bargaining**.

## 1. Negotiations Concluded

We have concluded our collective bargaining negotiations with the following employers;

**QBE Insurance (Fiji) Limited**  
**New India Assurance Limited**  
**Life Insurance Corporation of India**  
**Bank of Baroda**

Bargained salary increments, COLA and other gained benefits have been implemented; We have also lodged our new Log of Claims to the above employers for 2023, except for BOB, which is being drafted now.



*(LIC negotiations concluded)*

### **ANZ Bank & ANZ (PacOP)**

Bargained Salary & Allowances increments, COLA and other gained benefits have been implemented. The next review of our CBA will be September 2024.

Our Union is continuing negotiations with the Management in totally reviewing our CBA and **aligning** most conditions of employment / benefits in ANZ Bank and ANZ [PacOp].

### **Westpac Banking Corporation (Fiji)**

Bargained Salary & Allowances increments, COLA and other gained benefits will be implemented from **January 2023**. The next review of our CBA will be **15<sup>th</sup> of December 2025**.

Negotiations were interesting, engaging and at times intense over 4 days period (28<sup>th</sup> - 31<sup>st</sup> November).

Certain **pioneering** gains have been achieved by both parties like:

- 10 days paid Domestic Incidence Leave; First in Fiji.
- 2 days paid culture, lifestyle and wellbeing leave; First in Fiji.

- 5 days paid Family Care Leave
- 16 weeks paid maternity Leave (2 weeks increment)
- 2 Weeks paid paternity Leave (1 week Increment)
- Long Service Leave now comes with **added monetary benefits**
- **Decent Work Agenda UN/ILO SDG 2030**; First in Fiji.

*"The parties agree in principle to engage in ongoing discussions regarding the aims of the UN/ILO Decent Work Agenda – Sustainable Development Goals 2030."*



## 2. Negotiations Currently Underway

**Reserve Bank of Fiji**  
**Fiji Development Bank**  
**BSP-Life**  
**Fiji Sugar Grower's Fund**

We are currently negotiating with the above Employers and expect to finish by **mid-February 2023**;

### **Housing Authority / Public Rental Board**

We are reviewing the whole of our Collective Bargaining Agreement with HA and PRB with a view of a merger between the two organizations.

## 3. Negotiations on Union Recognition / New CBA

We do not have a binding CBA with the following Employers. However, we are confident of concluding our negotiations with them by March, 2023;

**Fiji National Provident Fund**  
**BSP Bank**  
**Bred Bank**

**4. Negotiations on Impasse / Trade Dispute Lodged**

Our collective bargaining negotiations with the following Employers have reached a deadlock and a 'trade dispute' has been raised with the Ministry of Labour;

**Fiji Police Credit Union  
Fiji Teachers Union Credit Union.**

**Personal Grievance Cases**

We presently have some very interesting **Personal Grievance** cases. Since we are considered "essential services industry" we are restricted only to Arbitration Court to pursue our grievance. The maximum compensation awarded by the Arbitration Court is \$35K.

However, there is breath of fresh air with the change of government and our Union is hopeful of some positive changes to the labour laws in our favour.

**UniGlobal Conference of Finance Sector Union Leaders held in Dublin, Ireland** (13-15 September 2022)

Our President Matia Tuisawau and myself attended the UniGlobal Conference with some 350 plus Global Finance Sector Unionists -discussing the **post-Covid workplace changes and challenges, impact of digitalization, remote work, due diligence and UN/ILO Decent Work Agenda 8, Sustainable Development Goal (SGD) 2030.**

We were able to network widely and build lasting professional relationship with many activist Unionist from around the world.

**Plans for 2023 / Liaison Officers' Training**

Personally, I would like to travel more around Fiji to meet most of you and also to conduct Union related training for all our Liaison officers. The training is geared towards boosting the skill sets needed from a professional efficient and ethical Union representative at the workplace. The liaison officers will also be made more aware of ALL the benefits of being a Union member.

**Merry Christmas & A Happy New Year**

A few days to Christmas. Please don't stress over the puddings. For you Master Gordon Ramsay's ultimate Christmas recipes.

<https://discover.hubpages.com/food/gordon-ramsay-ultimate-christmas-recipes/>

Enjoy!

Once again, Wishing each and all of you **Merry Christmas & A Happy New Year.** Enjoy your Holidays and we'll be back at our desks from the **3<sup>rd</sup> of January 2023.** But please do reach out to me 916 9073 / 992 1012 for any emergencies.



ANIT SINGH  
NATIONAL SECRETARY  
22<sup>nd</sup> December 2022  
[www.fbfseu.org.fj](http://www.fbfseu.org.fj)