

4 February 1988.

Mr. Bill Bardsley.  
A.P.O. Central Zone.  
GPO Box 1820 Q,  
Melbourne. 3001.

Dear Sir,

at 11.45 AM on Monday, February 1, I was given a letter terminating my employment under the CEP grant at the MRA office at 208 High St., Northcote. The letter was handed to me by Margaret Guthrie.

This dismissal is unjust. In 38 years I have never been sacked from a job. I have been employed for most of my working life. I wish to appeal against the decision to sack me. I believe the MRA should withdraw the letter.

I have been employed as office supervisor since August 1987. I have worked well with the staff and with Margaret Guthrie. The staff at the MRA office have worked very hard and achieved a lot under extremely difficult conditions. Erin Horner was allowed to work from home because conditions at the office made it impossible for her to work there. I have put in many more hours than required, as have the other staff, because we believe in the community service value of the MRA.

There has been considerable friction between the CEP Steering Committee and the staff which I have tried to keep under control through direct consultation with Margaret Guthrie.

I am a Founder of the MRA, an Honourary Life Member and Patron of the Victorian Branch. I have represented the MRA on the Police Road Safety Advisory Committee and I have organised functions and promotions, including a TV ad at no cost, for the MRA. I write a column for Australian Motorcycle News which reports and comments on MRA activities Australia wide not just in Victoria. This column recently changed its name. My activities were known to the CEP Steering Committee when Mr. Scicluna approached me to take the position. The MRA asked me to do a job and I kept nothing from the Steering Committee. I deny doing anything that justifies my dismissal.

The CEP Steering Committee has failed to specify what I am alleged to have done wrong or when or where.

Reason 1.) On the morning of Monday, January 18, Mr. Scicluna rang me at the MRA and told me that if I did not alter my AMCN column to what he wanted he would sack me from the CEP position. I said that my work as a journalist had nothing to do with my CEP job and he could not use my employment to influence my reporting. He again threatened to sack me. Julian Butler was in the room and later spoke to Mr. Scicluna. He too was threatened with the sack. Although Mr. Scicluna rarely visited the office it was not the first time he had threatened staff in this way. I had complained about the way Mr. Scicluna and Mr. Hornsby had treated staff. The incident on the 18th. deeply upset me. Since Sue Thompson left at Christmas, Erin Horner worked from home supervised by Ms. Guthrie and Julian Butler was a driver spending a lot of time on the road there was not a lot left to supervise. Also conditions in the office were harsh with no cooling in heatwave conditions and dangerous floors. Because of the friction with Mr. Scicluna it was agreed with Ms. Guthrie that I spend less time actually in the office.

Reason 2.) I did not neglect my duties as office supervisor. I did not, at any time refuse to carry out or fail to carry out Ms. Guthrie's instructions. The CEP Steering Committee has failed to give any detail as to what I am supposed to have done or when or where.

Reason 3.) The politics and administration of the MRA have nothing to do with my role as office supervisor. Even so I deny the alleged interference. In spite of being asked by Mr. Scicluna on 2 occasions to run against Mr. Hornsby I have consistently refused to hold any voting position in the MRA executive since 1985. I do not attend meetings and have no voting power therefore I could not change a committee administrative or political decision. I believe that reason 3 has more to do with my relationship to Mr. Hornsby and Mr. Scicluna than with my role as office supervisor. It is a question of freedom of expression.

Sincerely,



Damien Codognotto. Ph. 211 5127

## SECTION 34(5)(6)(7)

## APPLICATION IN RELATION TO AN INDUSTRIAL DISPUTE

(SECTION 44)

(harsh, unjust or unreasonable dismissal or threatened dismissal)

To: The Registrar,  
Industrial Relations Commission of Victoria,  
Level 18,  
80 Collins Street,  
MELBOURNE, 3000.

## APPLICANT - EMPLOYEE

Mr/Ms/Miss/Ms (Surname) CODOGNOTTO (Given Names) DAMIEN KEVIN  
 Address: 22 TORONGA RD, EAST MALVERN Postcode: 3145  
 Telephone: 211-5127 Alternative Contact No: \_\_\_\_\_ Age: 38  
 Period of Employment: \_\_\_\_\_ years / 6 Months / \_\_\_\_\_ Weeks  
 Class of Work: OFFICE SUPERVISOR  
 Applicable Board: \_\_\_\_\_  
 Name of Union (if any): N/A  
 Has Employment Been Terminated:  Yes  No. If yes, give date: 1 / 2 / 1988  
 If No, provide details of threatened dismissal: \_\_\_\_\_

## EMPLOYER

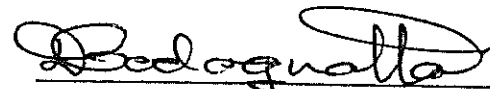
Company/Name: MOTORCYCLE RIDER'S ASSOCIATION  
 Address: P.O. BOX 64 COLLINS ST MELBOURNE Postcode: 3000  
 Telephone: 482 2384 Telex: AA \_\_\_\_\_  
 Name & Position of Person Instigating Dismissal: MARGARET GUTHRIE, SECRETARY  
 Total No. of Employees: 3 Name of Association (if any): \_\_\_\_\_  
 Nature of Business of Employer: MOTORCYCLE RIDER AWARENESS ASSOC.  
PUBLICITY, LOBBYING, MEDIA RELEASE,

## REASON GIVEN FOR DISMISSAL

see attached letter of dismissal.

It is alleged that the dismissal (or threatened dismissal) is harsh, unjust or unreasonable and that an industrial dispute exists.

It is requested that a meeting of the applicable Conciliation and Arbitration Board be convened so that consideration may be given to this matter.



Employee/Representative

Date: 4 / 2 / 1988.

## OFFICE USE ONLY

Applicant referred to Registrar by: \_\_\_\_\_

Received by Registrar on \_\_\_\_\_ / \_\_\_\_\_ / 1988

Referred to Chairman \_\_\_\_\_ / \_\_\_\_\_ / 1988

Registrar's Comments: \_\_\_\_\_



**THE MOTORCYCLE RIDERS' ASSOCIATION  
OF AUSTRALIA INCORPORATED (VICTORIA BRANCH)**

PO BOX 64 COLLINS ST., MELBOURNE 3000.  
208 HIGH ST., NORTHCOTE 3070  
PH: 482-2384

TO: Mr. D. Codognotto  
C/- P.O. Box 389  
Caulfield-East - 3145

1st February 1988

Dear Mr. Codognotto,

I wish to inform you that your employment with the Motorcycle Riders' Association is terminated from this date.

The decision to terminate your employment has been made for the following reasons:

- 1). Your failure to attend your place of employment on a full-time basis since 12th Jan. '88 ~~(18th.)~~.
- 2). Your refusal to carry out your responsibilities as Office Supervisor, and to carry out the instructions of the State Secretary (as the CEP Steering Committee representative)
- 3). Your continued interference with the politics and administration of the MRA, despite repeated requests to the contrary.

Your dismissal will take effect as of today;- in lieu of notice you will be paid one week's wages as per award conditions.

Yours faithfully,

*Marg Guthrie*

Margaret Guthrie. MRA(Vic) State Secretary.  
on behalf of the CEP Steering Committee

*Date 12/1/88 incorrect. Marg Guthrie  
to supply new letter properly typed.  
but with same reasons. (Phone 2-30 PM. 1/2)  
Dismissal not accepted.  
Appeal pending.*

**let those who ride decide**