



FIRE BRIGADES UNION

SERVICE ★ STRUGGLE ★ SOLIDARITY

Matt Wrack General Secretary

Fire Brigades Union
Head Office
Bradley House
68 Coombe Road
Kingston-upon-Thames
Surrey KT2 7AE
0208 541 1765
office@fbu.org.uk
www.fbu.org.uk
@fbunational

Circular: 2015HOC0390MW

TO: ALL MEMBERS (ESSEX)

12 June 2015

cc: Regional Officials

Dear Brother/Sister

INDUSTRIAL ACTION: ESSEX

I refer to the circular yesterday when Fire Authority managers had issued instructions that members will not be paid if they are rostered for duty during the period 18:00 hrs on Friday June 12 and 08:59 hrs on Monday June 15 with minor variations to that period for flexi-duty officers, control room members, day-crew and USAR crews.

In light of what management have said, it is important that in respect of those members who are rostered for shifts during the period 18:00 Friday June 12 through to 08:59 Monday June 15, you should attend for work as normal except during the strike period (see below). In addition, as soon as possible today you should notify management in writing of your intention to do so. See attached template wording 1 for members whose shifts are all outside of the strike period and template wording 2 for members whose shifts are both outside and during the strike period.

Having provided that written confirmation, whatever management say in response, you should still attend for work as normal and await instructions from management. As set out yesterday if you are sent home then you should confirm verbally and/or in writing to your employer that you are reporting for work, that you are ready and willing to work and that you are returning home because you have been instructed to do so by management. You should then remain available and contactable to return to duty if called upon to do so at any time until the end of the shift. You should inform your branch rep of your attempts to report for work and provide copies of any written confirmation you have provided to your employer.

Call for Industrial Action

As the person authorised to make the call for industrial action, I now confirm that this discontinuous strike action on the dispute in Essex will take place at the times/dates specified below:

13th June 2015 18:00 hrs until 13th June 2015 19:00 hrs - strike action (all members except control).

Contd/2...

13th June 2015 19:00 hrs until 14th June 2015 06:00 hrs - strike action (all members).

14th June 2015 06:00 hrs until 14th June 2015 07:00 hrs - strike action (all members except day crewed and USAR members).

14th June 2015 07:00 hrs until 14th June 2015 09:00 hrs - strike action (all members except control, day crewed and USAR members)

For ease of reference, this means that, including the action on the national dispute, the industrial action in Essex from 13th June 2015 will be as follows:

13th June 2015 18:00 hrs until 14th June 09:00 hrs - strike action (all members except control, day-crewed and USAR members).

13th June 2015 18:00 hrs until 14th June 06:00 hrs - strike action (all day-crewed and USAR members).

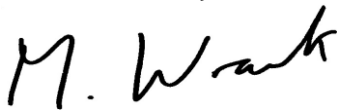
13th June 2015 19:00 hrs until 14th June 07:00 hrs - strike action (control members only).

15th June 2015 09.00 until further notice - industrial action short of a strike (all members except control)

These are the dates/times which have been determined upon. We hope the matter will be resolved shortly. If not, further dates/times in respect of this ongoing industrial action will be notified once determined. Members are now called upon to take industrial action on the dates/times specified above and previously and also on any further dates to be so notified.

Best wishes.

Yours fraternally

A handwritten signature in black ink, appearing to read 'M. Wrack', with a stylized flourish at the end.

MATT WRACK
GENERAL SECRETARY

Att.

MW/sll

Template wording 1

For members rostered for shifts during the period 18:00 Friday June 12 through to 08:59 hrs Monday June 15 which are all outside of the strike period.

I refer to the communication from management in respect of the period 18:00 hrs Friday June 12 through to 08:59 hrs Monday June 15. Please note that I am rostered for duty during that period but not during the period of strike action notified by the FBU.

In the circumstances during the period 18:00 hrs Friday June 12 through to 08:59 hrs Monday June 15 I will be attending for work as normal. When doing so I will be ready and willing to work as normal and whether I am allowed to work or sent home, I expect to be paid as normal.

Template wording 2

For members rostered for shifts during the period 18:00 hrs Friday June 12 through to 08:59 hrs Monday June 15 which are both outside and during the strike period.

I refer to the communication from management in respect of the period 18:00 hrs Friday June 12 through to 08:59 hrs Monday June 15. Please note that I am rostered for duty during that period and also during the period of strike action notified by the FBU.

In the circumstances during the period 18:00 hrs Friday June 12 through to 08:59 hrs Monday June 15, except in relation to the strike period, I will be attending for work as normal. When doing so I will be ready and willing to work as normal and whether I am allowed to work or sent home, I expect to be paid as normal.