

Date: Monday, 07 August 2006

## **ALL MEMBERS**

### **Contracts Offered to Work Through FBU Strike.**

Dear Brother/Sister,

You may be aware that the fire authority are offering employees willing to work through the FBU strike, a £500 annual payment conditional upon signing what the fire authority call a resilience agreement.

No doubt some employees will consider signing this agreement, but may do so without knowing all the facts. Briefly the conditions that employees will be contractually required to sign away for the princely sum of £500 a year are:

- To sign away the right to take lawful industrial action whatever the issue.
- If any of the above employees wishes then to take any future industrial action, for whatever reason, they then must pay back all the annual payments they may have received over the years.
- Overtime becomes compulsory and at the whim of a chief fire officer or *his* (their words) nominee, the clearest breach of the Grey book imaginable. They will lose all the annual payments, as above, if they refuse to work that overtime.
- Those employees will not be permitted to take annual leave without the prior consent of the chief fire officer (which would not normally be granted), even if the family holiday is booked and paid for. Nice way to treat supposed loyalists.
- Overtime, however, will be paid at the nationally agreed premium rates of pay, even if it is compulsory.

The above conditions are not enforceable just in times of industrial action but in the event of a *contingency situation*, the FBU believe that could cover any 'spate' condition.

All members will recognise this as the clearest message this management team and the fire authority can send to all employees and that is it determined to attempt to break the strike rather than averting and resolving it. That money could and should be used to resolve this issue, overtime paid at premium rates must be paid to all, not just those who wish to break the Grey Book and our dispute.

Those who sign this contract not only sign away all their rights for less than 10 pound a week (competent firefighter hourly rate = £12.12) but they sign away the hard fought gains made by FBU members, past and present, it is simply not theirs to throw away.

Yours in unity

L Skarratts  
Brigade Secretary