



15 October 2024

Gavin Freeman

Commissioner

Fire Rescue Victoria

By email only

Dear Commissioner Freeman,

I write in relation to the negotiations towards a new enterprise agreement for Corporate, Technical, and Administrative staff at FRV.

I refer to the Fair Work Commission matter B2024/1229, as well as the Protected Action Ballot which resulted from that matter and was approved by FRV Corporate, Technical, and Administrative employees.

In accordance with s 414 of the *Fair Work Act 2009* (Cth), the UFU notifies you that Protected Industrial Action will commence as described. These actions will apply across all relevant FRV workplaces at which UFU members are engaged, unless otherwise specified.

The following actions are to commence on **Monday 21 October 2024, at 9 a.m.** on an ongoing basis:

1. A ban on engaging with or providing authority to use the quote(s) or image of an employee upon or within all FRV media, communications, and publications (unless authorised by the UFU).
2. A stoppage of one hour and five minutes for all members to campaign outside of workplace displaying UFU material.
3. Action in the form of spamming emails/posts with Campaign banner to FRV ELT, FRV Media Department and/or FRV Social Media pages.
4. A ban on sending any correspondence, including emails (unless written in CAPS LOCK).
5. A stoppage of two hours during work hours in which time all employees may communicate and display UFU campaign materials and messaging in FRV workplaces or on FRV property (i.e. buildings, vehicles, etc.).
6. A ban on complying with any direction or order to take down or remove any UFU campaign messaging or materials.
7. A ban on complying with any direction given by FRV in relation to implementing any measures or workarounds intended to mitigate or that may mitigate the industrial impacts of protected industrial action.



8. A ban on complying with any direction or order to remove UFU badging or industrial material displayed on, in or around FRV work locations, vehicles or employees, i.e. in relation to the action of wearing, distributing and/or posting UFU materials such as Tshirts, badges, written correspondence and stickers.
9. A ban on recording, entering or typing up Minutes for any meeting, excluding meetings of the agreed UFU-FRV consultative forums (unless performed on overtime rates).
10. Action in the form of conducting a 'silent protest' inside FRV work locations, including but not limited to Eastern Hill and Spring Street.
11. Action in the form of removing FRV's signature block from employee emails and replacing it with a banner displaying UFU messaging.
12. A ban on working overtime (unless the employer agrees to pay for 4 hours of overtime).
13. A ban on post-commissioning corporate and/or non-emergency response vehicles or undertaking any work involved in notifying external contractors of the commissioning of corporate and/or non-emergency response vehicles during normal work hours (unless performed on overtime rates).
14. Action in the form of setting MS Teams/Zoom status to 'offline' at all times; replacing the MS Teams/Zoom avatar/background with the UFU logo/banner; and keeping the camera turned off during MS Teams/Zoom.
15. A ban on sending any calendar invitations (unless the title is 'Meeting.')
16. A ban on complying with, cooperating with or recognising any restructure within FRV (unless that restructure has been endorsed by the UFU in both the Corporate and Technical and Operational Consultative Committees).
17. A ban on processing invoices (unless received via the post or courier). Where an invoice is received any other way, including electronically, it will only be processed if it relates to costs incurred by a DCC that was activated for a 4th alarm incident or above. All invoice processing will only be done with the AZ Tax Code through any Cost Centre. Employees will not perform invoice processing (unless performed during overtime only, i.e. outside of normal work hours, or on overtime rates).
18. A ban on preparing or producing any reports (unless authorised by the UFU and performed on overtime rates).
19. A ban on complying with updates from the Chief Procurement Officer regarding changes to the FRV Procurement Framework, procedures, policies, and practices.
20. A ban on using any method of purchasing for any purchase under \$10,000 (except FRV credit card).



21. A ban on participating, completing and/or discussing performance plans and reviews.
22. A ban on meeting with any member of the ELT (unless authorised by the UFU).
23. Action in the form of copying Commissioner and Deputy Commissioners@frv.vic.gov.au into all ServiceDesk requests.
24. A ban on using any technology workarounds or new systems of work (unless it has been endorsed by the UFU in both the Corporate and Technical and Operational Consultative Committees).
26. A ban on processing general entries and journals (unless performed on overtime rates).
30. A ban on recording, entering or typing up false alarm codes (unless monies collected from false alarm reporting are agreed to be reserved by FRV for wage increases).
31. A ban on sending any correspondence to the Executive Leadership Team, including any attachments or any annexures, relating to reporting matters involving corporate or operational departments and/or employees (unless the documents include UFU messaging in the header and footer including stamps and are to be sent via AusPost using stamped envelopes).
32. A ban on any additional tasks or responsibilities that are not explicitly stated in an employee's Position Description (PD) (unless performed during overtime only, i.e. outside of normal work hours).
33. A ban on preparing or producing ELT Papers or Noting Papers (unless authorised by the UFU and performed during overtime only, i.e. outside of normal work hours).
34. A ban on undertaking training for FRV systems, applications, processes, procedures, policies, etc. (unless authorised by the UFU).
35. A ban on actioning all requests for policy, procedural, and systems advice (however received) and instead forwarding them to ELT.
36. A ban on complying with or responding to any requests or requirements from any auditor or associated with any audit (unless performed during overtime only, i.e. outside of normal work hours).
37. A ban on publishing an Expression-Of-Interest for operational employees for the Firefighter Recruitment process.
38. A ban on using the SAP Firefighter Recruitment software module in aid of FRV recruitment.



UNITED FIREFIGHTERS UNION

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39. A ban on performing work that fell due to be performed during the period of any ban/s described in bans 1, 4, 6, 7, 8, 9, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, and 38 above, including after any such bans have ceased to be implemented.

Should you have any questions in relation to this notification please contact me on 0419 127 004.

Regards,

A handwritten signature in black ink, appearing to read 'Peter Marshall'.

Peter Marshall

Branch Secretary

United Firefighters Union – Victorian Branch