



28 October 2024

Gavin Freeman

Commissioner

Fire Rescue Victoria

By email only

Dear Commissioner Freeman,

I write in relation to the bargaining for 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 employee claim action will commence as detailed below. The employee claim action will apply across all relevant FRV workplaces at which UFU members are engaged, unless otherwise specified. For clarity, this notice applies in addition to, and not in replacement of, the previous notice of employee claim action dated 15 October 2024.

The following actions are to commence on **Friday 1 November 2024, at 9 a.m.** on an ongoing basis:

25. A ban on publishing the FRV Div A roster unless within 13 days of the roster change of each Platoon.
27. A ban on processing certain types of leave for Division A (i.e. personal, sick, carer's, compassionate, pressing necessity, cultural and ceremonial, family violence, special sick, long service, accrued, industrial training and union, study, defence force, ANZAC Day, jury service, blood donation, community service, LWOP, parental, purchased, occupational health and safety training, emergency, and emergency services) and adjusting timecards to reflect that leave has been taken or the type of leave that has been taken. The leave types to which this ban applies do not extend to any leave covered by Income Protection or workers' compensation claims.
28. A ban on processing the following types of leave for Division B:
 - personal,
 - sick,
 - carer's,



- compassionate,
- pressing necessity,
- cultural and ceremonial,
- family violence,
- special sick,
- long service,
- accrued,
- industrial training and union,
- study,
- defence force,
- ANZAC Day,
- jury service,
- blood donation,
- community service,
- LWOP,
- parental,
- purchased,
- occupational health and safety training,
- emergency,
- emergency services; and

adjusting timecards to reflect that leave has been taken or the type of leave that has been taken. The leave types to which this ban applies do not extend to any leave covered by Income Protection or workers' compensation claims.

29. A ban on manually processing the following types of leave for day work roles and corporate employees:

- personal,
- sick,
- carer's,
- compassionate,
- pressing necessity,
- cultural and ceremonial,
- family violence,
- special sick,
- long service,
- accrued,
- industrial training and union,
- study,
- defence force,
- ANZAC Day,
- jury service,



UNITED FIREFIGHTERS UNION

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- blood donation,
- community service,
- LWOP,
- parental,
- purchased,
- occupational health and safety training,
- emergency,
- emergency services.

The leave types to which this ban applies do not extend to any leave covered by Income Protection or workers' compensation claims.

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

Regards,

Peter Marshall

Branch Secretary

United Firefighters Union – Victorian Branch