



# The Fire Brigades Union

## LONDON REGION

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### All Branches

2<sup>nd</sup> September 2009

Dear Brother/Sister

### Members Goodwill taken for granted and abused

According to brigade senior managers the FBU industrial Action is having little effect and its business as usual. Whilst it is not the FBU's intention to remove fire cover it is our intention to highlight and illustrate that the LFB has for some time relied upon the goodwill and voluntary contributions that members have given.

However it is now apparent from the email to stations from AC Brown on 27<sup>th</sup> Aug 09 and the fax to the FBU General Secretary 27<sup>th</sup> Aug 2009, both of which are now attempting to take the voluntary contributions from members and turn them into contractual obligations.

When members volunteer for projects and initiatives such as LIFE, outreach and the cycle project they do so in the knowledge that they will be carrying out tasks over and above the role map, further they also expect that should they wish to no longer take part in such projects then they will not be subjected to threats of discipline or reductions of pay.

The FBU has long argued that the LFB does not value its employees and we think that the attitude shown in the email and fax by the employer proves that they take for granted and put their interpretation on our members goodwill.

It is for these reasons that the FBU has always maintained that members should not volunteer for projects and initiatives until such time as the union has been engaged in negotiations on the projects.

It therefore comes as no surprise that the union has learnt that senior managers have now resulted to bullying, intimidating and coercing tactics in an attempt to get FBU members to breach the industrial action.

Emails have been circulated to those who volunteer for LIFE tugging at the heart strings to induce them to volunteer for courses and the Fire Cadets Scheme has done likewise asking members to volunteer one night a week for the scheme, but the worse is the email to cycle scheme volunteers which threatens to reduce pay or mutes that members could somehow be subjected to discipline for breach of contract.

All of the actions confirm just how little employees are valued and how the LFB senior Managers manipulate the goodwill to their advantage, it is actions like this that have given rise to the current dispute.

No one wants this current dispute to be prolonged any longer than necessary but actions like this from senior managers will only enrage members and lead to further escalations, instead of focusing their efforts on bullying and intimidating members they should get back round the table and settle this dispute.

Yours Fraternally

*Ian Leahair*

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FBU

Executive Council Member for London