

## **Information For UNISON Members Who Are Casual Car Users:**

In line with majority opinion of members effected by the Essential Car User (ECU) issue, UNISON is urging you to withdraw the use of car in protest at the Council's actions to remove ECU from everyone. By our collective action, we want to demonstrate to the Council and the public that the removal of ECU is a false economy as it will cost it more to pay for alternative travel arrangements than it would to continue to pay ECU.

### **'Casual Car User' status:**

If you have signed the buy-out from the Council, or if you have had your ECU status withdrawn in the last 18 months, you are now a 'casual' car user.

This means that you **DO NOT** have to use your car on Council business. This has been confirmed by the Council on several occasions. You cannot, therefore, be disciplined for refusing to use your vehicle.

### **How will this work in practice?**

In the first instance, you should inform your manager that you will not be using your car for work.

If you are asked to use your vehicle for work, simply say that you will not be using your car as it is no longer essential to use your vehicle for Council business.

If you are scheduled to visit a service user, you should ask your supervisor or manager to advise on what method of transport you should use.

If you are asked to take a taxi, bus, train or other form of transport **DO NOT** pay for it yourself. It is the responsibility of the Council to pay in advance for these fares.

UNISON will inform the Council that they should have a petty cash float available for such fares.

### **Pool Cars:**

If you are asked to use a pool car, and you are comfortable driving one, you should use it.

### **Lone Working:**

Ask to see a risk assessment before travelling if you have concerns e.g. lone working.

### **Poor Performance/Capability:**

If your manager suggests that you could be put on the Poor Performance procedure for not using your car or if you are accused of not discharging your duties as efficiently as you had when you were using your car, contact UNISON immediately. UNISON will not accept any attempt to blame workers for any increased inefficiency in service delivery.

### **The Council's responsibility:**

The Council must take full responsibility for the potential consequences of withdrawing the ECU allowance. Therefore, it should ensure arrangements are in place so that Council services can continue to be delivered as efficiently as they have been until the 31<sup>st</sup> of October 2018.

**You wouldn't expect to use your own mobile phone for work and be responsible for paying for any damage or for a new phone at the start of a new contract. Why would you use your own car for work?**