



Job & Talent staff - ACTION NEWSLETTER

End the bullying of bin workers! Join the strike!

- End bullying
- Permanent in-house contracts

It's happening! Strike ballot closes on 17 November

Every day, more agency workers are joining the union! The council is having to cancel more routes. The pressure is building.

It's building in the media too. Our ballot hit the headlines last week, including the BBC and ITV, local and national newspapers.

And the campaign is growing in our communities. Unite organisers have knocked on over 15,000 doors and talked to over 6,000 Birmingham households. Over 90% support striking bin workers. Everyday mosques, churches, community groups, and businesses are signing Unite's "Pledge" to support the strike.

Now we'll be campaigning for agency workers too. Because, for the first time, agency workers are coming out to fight for their rights. The managers are running scared: we can win this.

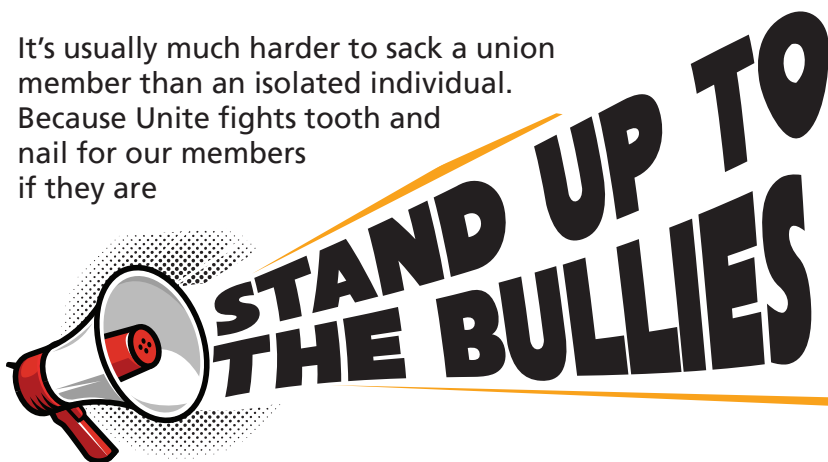
Job security comes from sticking together. Join the union!

As we reported in the last newsletter, Job&Talent and Birmingham Council have promised that no one will be penalised for joining the strike or picket lines. We have this in writing. And it's the law.

But we know that managers are still trying to frighten people with whispers and fake threats. So let's focus on the facts.

No one has been sacked for striking. Why? For one thing, because that would be illegal.

It's usually much harder to sack a union member than an isolated individual. Because Unite fights tooth and nail for our members if they are



threatened. All our resources, from organisers to top lawyers, are behind you. You've seen this on Birmingham City Council members' picket line day after day: we're not going away.

What is true is this. In future, when the bin strike is over and the permanent workers come back, the council will let more agency workers go. Particularly if they move to fortnightly collections.

That's why we need to win permanent jobs for our members now, so you have real job security. Taking strike action together is how we can make this happen. The more people join, the more pressure on the council, and the quicker we can win.

But we will only be able to negotiate permanent jobs for Unite members. So if you want job security, join us. Standing together, defending each other, is how we do it.

As one of our members says: *"I was an agency bin worker for 7 years. Twice a year, every year, they promised me a permanent contract, but it never happened. Don't believe lies and promises. Join the union and stand up for your rights."*

Ballot basics: how it works.

The ballot will close on 17 November. If you are a Unite member, make sure to **vote now!**

A strong **YES FOR ACTION** ballot result will give us the power to go on strike officially as agency workers. That means: you are legally protected. If J&T dismiss or fire and rehire anyone, it would be unlawful.

All agency workers can join the strike, whether you voted or not. But only Unite members will get legal protection. So, if you haven't already, join Unite now!

Unite members will get "Strike Pay" from the union for every day out. Talk to your reps about this.

Our goals for the strike are: end the bullying and harassment of agency staff; and get permanent in-house jobs for all our members. We will only be able to negotiate permanent jobs for Unite members. So join the union!

In the news: "unsafe on the job"

Last week ITV news highlighted the conditions Birmingham agency bin workers face. Not just bullying and harassment, but unsafe conditions that put lives at risk.

No PPE available. No proper training. Managers absent or impossible to contact. Overloaded bins falling off wagons and hitting people. Depot bays shut down by major safety incidents.

Perhaps the most shocking example in the news story: one agency worker hit by a car on his rounds and sent to hospital. But as an agency worker, not entitled to any sick pay.

ENOUGH IS ENOUGH.

It's time to stand together and win permanent jobs and good conditions.



**VOTE YES
ON THE
17 NOVEMBER**

