



## Job & Talent staff – ACTION NEWSLETTER

**Stand up to the bullies! Join the strike!**

- End bullying
- Permanent in-house contracts



### As momentum builds ... management are already backing down!

There's only a few days now until the ballot closes on 17 November. And more agency staff are joining every day.

You can join the union, and the strike, at any time. It doesn't matter whether you voted in the ballot or not: you will still have full legal protection. Meaning your job cannot be replaced while you are on strike.

Already management are feeling the pressure, and getting desperate. We know at least one depot manager has been ringing round agency workers, promising they'll get better treatment if they come back to work.



What does this tell us? Collective action works! Management are desperate because they can't cover the routes, so they are ready to make concessions. We shouldn't have to strike to get better treatment. But clearly the ballot is having an effect.

There's a usual pattern in disputes like this, and Job & Talent are proving no different. First, they make threats. Then, when that doesn't work, they make promises. Does this sound familiar? It shows we are winning.

But promises are not enough. Long-term agency workers say they've been promised better conditions, and permanent jobs, year after year. But despite the promises they've been working 7, 10, even 13 years without a permanent job.



Enough is enough. Enough bullying, enough unsafe conditions, enough being treated as second-class workers. Enough empty promises. Joining the union and taking action together is how we win permanent jobs for real, not just empty words.

Unite – Fighting for **JOBS · PAY · CONDITONS**

## Don't let managers steal your Christmas

Managers have been going round telling people you will have to work extra hard over Christmas. Some people have told us they are worried about being denied leave over the holidays.

Some people will want the overtime, but others have family commitments. Or just want to spend the holidays with friends and family.

Extra shifts should be voluntary, not compulsory. This is another example of Job & Talent treating agency workers as if they have no rights.

## 200 agency jobs are at risk. Time to fight for job security!

Details are coming out of the council's plan for the future of the bin service. They want to cut collections down from weekly to fortnightly. Which of course means cutting the service for residents, and cutting jobs.

The key figure: we'll go from 220+ rounds down to just 150.

That means about 70 less drivers, and 140 less loaders. So over 200 jobs may be under threat.

And whose jobs will those be? Permanent employees have job security. So of course this will mean agency staff getting laid off.

That's why we need to get together and fight for permanent jobs now. We are preparing to go on strike to end bullying and unsafe conditions in our depots, and to secure permanent jobs for all Unite members.

Join the union now and join the fight for job security.



**VOTE YES  
ON THE  
17 NOVEMBER**

## MASS MEETING

**The ballot result gets announced on Monday 17 November. We'll be holding a mass meeting for all Unite members, full-time and agency, to discuss the next steps. Come along:**

**1PM on Monday 17 November at the Unite Office**

**We are all Unite! We don't discriminate. Full-time or agency, we are all Unite members.**



**SCAN ME  
AND JOIN  
UNITE  
TODAY**



## ENOUGH IS ENOUGH

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