

FBU members have voted overwhelmingly to reject the 5% pay offer. This decisive vote has sent a clear message to employers that firefighters and fire control staff aren't going to accept less than fair pay. Now we're balloting for strike action.

Ballot opens on 5 December and will close on 30 January. Here's why you should vote YES.

VOTE YES



VOTE YES

#FAIRPAY*OR***FIRESTRIKE**

Why is the FBU balloting for strike action?

Bills are rising dramatically. Firefighters are increasingly struggling to pay their mortgage or rent, and many are facing a choice between putting food on the table or switching on the heating.

Firefighters and fire control staff were called 'key-workers' during the pandemic - but now we face another significant cut to real wages. After over a decade of attacks on our pay, now is the time to say enough is enough.

The FBU Executive Council met following the resounding vote to reject the 5% offer. It was unanimously agreed that we move to ballot for strike action. The union has met with the Home Office and written to fire service employers and ministers seeking an urgent resolution by means of an improved pay offer. The responsibility to resolve this growing dispute rests with the employers and with government ministers.

We are a democratic union and you have the final say on any action we take.

Why is the FBU recommending a YES vote for industrial action?

The union has tried to achieve fair pay through negotiations, but the employers and government haven't listened so far. Strike action is always a last resort in the fire and rescue service, but we have been left with no choice. **Our members have spoken loud and clear that 5% is not good enough.**

We never take the prospect of strike action lightly, but after over a decade of falling wages, and with



**VOTE
YES**

firefighters suffering due to the cost-of-living crisis, we desperately need a fair pay settlement. **We can only achieve this by standing united, fighting back, and refusing to be taken for granted.**

How do I vote?

Fire Brigades Union – Ballot Enclosed

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THE PROFESSIONAL VOICE
OF YOUR FIREFIGHTERS



*You will receive an envelope like
this with your ballot paper inside*

Due to the anti-trade union laws, **you must vote by post**. You will receive a ballot paper in the post at your home address. The ballot paper will be clearly marked from the Fire Brigades Union. Please vote by completing the ballot paper and returning it in the prepaid envelope that will be included. **The**

prepaid ballot must be received by 12noon on Monday 30 January.

What do I need to do to receive my ballot paper?

If we have your correct details then you should receive a ballot in the post. However, **if you don't receive your ballot paper by 19 December please email membershipservices@fbu.org.uk** with your name, membership number (if you have it), home address and workplace.

The legal bit

Under anti-trade union laws, an industrial action ballot must have at least a 50% turnout and, because we are an important public service, over 40% of all eligible members must vote **YES**.

**VOTE
YES**

This means that if 100 firefighters are eligible to vote, **at least 50 must vote, and at least 40 of them must vote in favour.** If 50 voted and 39 voted in support, it would still not be lawful to take industrial action, even though the vast majority voted for it.

We need to smash the thresholds and you can make this happen by getting your ballot paper in early and voting **YES** for industrial action.

What can I do right now?

This is a fight for your future and your pay. Your vote is your voice. When you get your ballot paper, make sure to cross **YES** and post it back as soon as possible. Post a photo on social media of your ballot paper at the post box, using #FairPayOrFireStrike and #VoteYes.

We need every member to vote and to vote **YES** for strike action. You can be part of the biggest campaign in the union's recent history. Attend your branch meetings, talk to colleagues, and ask them to join you as part of the mass of firefighters and fire control staff standing up and demanding better.

This is our opportunity to change over a decade of derisory pay and set the course for a brighter future for our fire and rescue service. **We know you'll answer the call and won't let this chance pass by.**

VOTE YES FOR FAIR PAY



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