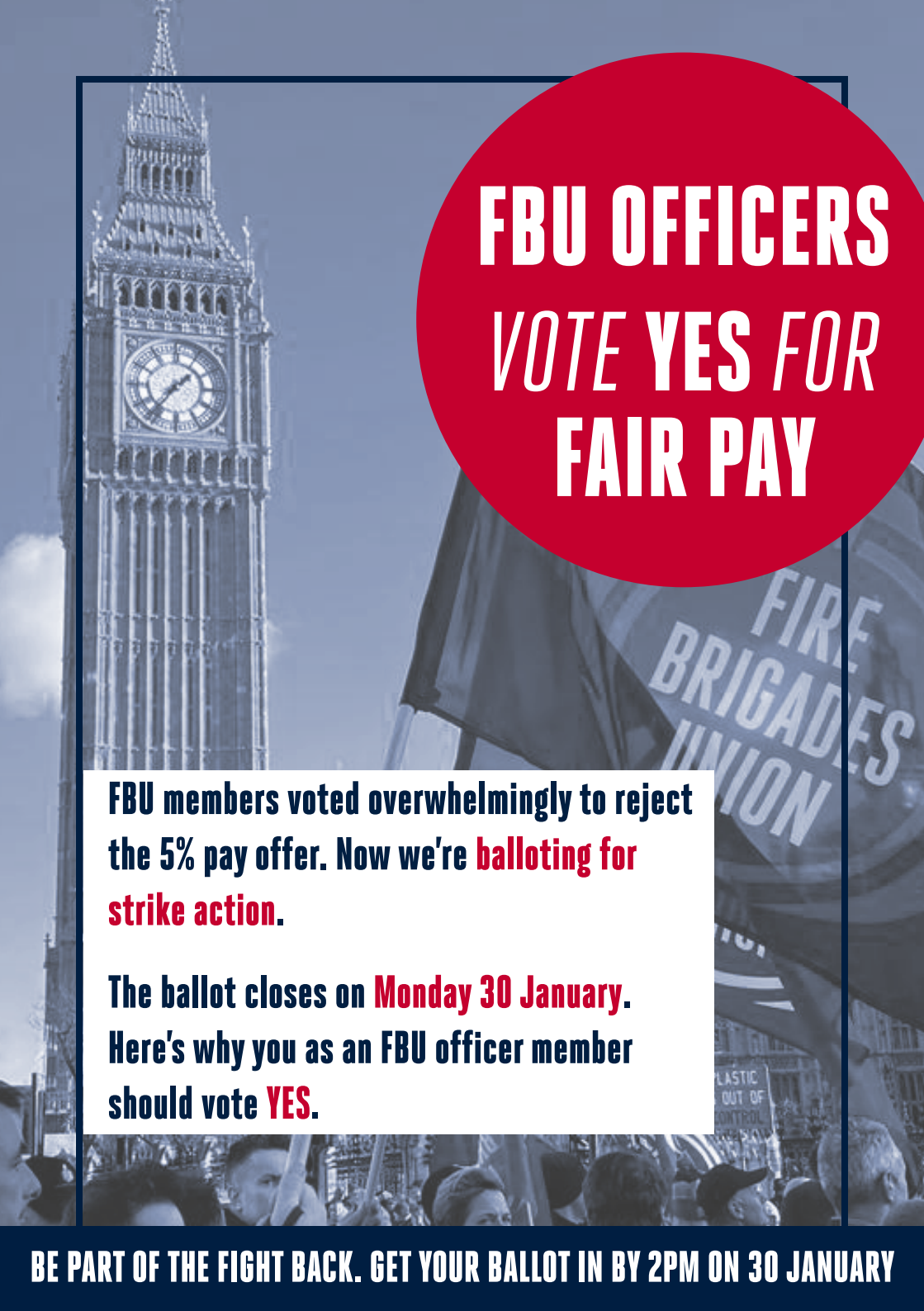




FBU OFFICERS ***VOTE YES FOR*** **FAIR PAY**

FBU members voted overwhelmingly to reject the 5% pay offer. Now we're **balloting for strike action.**

The ballot closes on **Monday 30 January. Here's why you as an FBU officer member should vote **YES.****

BE PART OF THE FIGHT BACK. GET YOUR BALLOT IN BY 2PM ON 30 JANUARY



"We must always remember where we came from and stand in solidarity.

We are a united union, there is no rank, only togetherness. We should stand together and fight together."

- FBU Officers National Committee

Strike action is always a last resort and is a decision taken seriously by every member of the Fire Brigades Union.

We stand in solidarity with those doing the roles we once did. It doesn't matter what rank we are - what matters is that we're firefighters standing up for fellow firefighters.

What is the Officers' National Committee?

The Officers' National Committee (ONC) represents FBU officer members across all UK fire and rescue services on those matters which are specific to their managerial role.

As an integral part of the FBU, the ONC's work is focused on providing guidance and support in the following key areas:

- Duty systems
- DECON
- Additional duties
- Response vehicle schemes

We do this by providing advice to the FBU's Executive Council and supporting members directly in consultation with regional and brigade officials.

The ONC comprises two national sectional officials (secretary and chair) plus one representative from each of the 13 FBU regions and nations.

Each regional officer representative sits on their respective FBU regional committee - supporting the regional structure and ensuring that officer matters are aired and discussed at this level.

The FBU has brigade committees that are co-terminus with fire and rescue services. Within each fire and rescue service the FBU has an officer representative who sits on each respective brigade committee.

Why is the FBU balloting for strike action?

Firefighters and fire control staff were called 'key-workers' during the pandemic - but now face another significant cut to real wages. We know that some FBU members are struggling enormously with the soaring cost of living.

The FBU has made repeated representations to government and employers to resolve the dispute, but they still have not put forward an acceptable pay offer. After over a decade of attacks on pay, now is the time to say enough is enough.

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

Strike action is always a last resort in the fire and rescue service, and we can never take the prospect lightly. But FBU members have been left with no choice. That's why members voted overwhelmingly to reject the 5% pay offer. We can only achieve fair pay by standing united, fighting back, and refusing to be taken for granted.

How do I vote?

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, which will be clearly marked as from the FBU. Please vote by completing the ballot paper and returning it in the prepaid envelope provided. Your ballot must be received by 2pm on Monday 30 January to be counted.

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

If we have your correct details then you should have received a ballot in the post. However, if you haven't, **please request a new ballot form via www.fbu.org.uk/forms/ballot-request-form by Tuesday 17 January.**

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.**

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, industrial action would be unlawful, 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?

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 postbox, using #FairPayOrFireStrike and #VoteYes.

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.



VOTE YES

#FAIRPAYORFIRESTRIKE