

# YOUR VOTE MATTERS

THE BALLOT IS YOUR CHANCE  
TO CHANGE **12 YEARS** OF INJUSTICE.



**TOGETHER WE FIGHT.  
TOGETHER WE WIN.**

THE BALLOT FOR DEPOT, BIN AND STREET CLEANING MEMBERS OPENS ON

# 5 AUGUST

Watch out for your ballot paper in the post.  
Please read all the information carefully  
and vote as soon as you receive it.  
Don't leave it to the last day.



## WATCH OUT FOR YOUR BALLOT PAPER

It will be sent to your home address.  
If you don't receive it by 8 August,  
contact Barnet UNISON straight away.



## VOTE AS SOON AS YOU RECEIVE IT

Your vote is important. Don't leave it  
to the last minute.



## YOUR VOTE IS CONFIDENTIAL

The ballot is run by an independent company.  
No one will know how you vote.



## NEED HELP OR HAVEN'T RECEIVED YOUR BALLOT?

Contact Barnet UNISON as soon as possible  
so we can sort it out.

## WHY YOUR VOTE MATTERS

- ✓ A **YES** vote sends a clear message  
that enough is enough.
- ✓ It puts pressure on the Council to  
**pay what's owed in full.**
- ✓ It's about **fairness** for you,  
your family and all our members.
- ✓ It's about **respect** at work and  
decent holiday pay for all.

**A YES VOTE IS A VOTE TO STAND  
TOGETHER AND GET WHAT'S  
RIGHTFULLY OURS.**



**WE'VE FOUGHT FOR 12 YEARS.  
THE COUNCIL'S OFFER IS NOT ENOUGH.  
NOW IT'S YOUR TURN.**

**HAVE YOUR SAY.  
SHAPE OUR FUTURE.  
VOTE YES.**

## CONTACT BARNET UNISON

☎ 020 8359 2088  
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*STRONGER TOGETHER  
FAIR PAY  
RESPECT AT WORK  
DECENT HOLIDAY PAY*

**Barnet  
UNISON**  
*the public service union*

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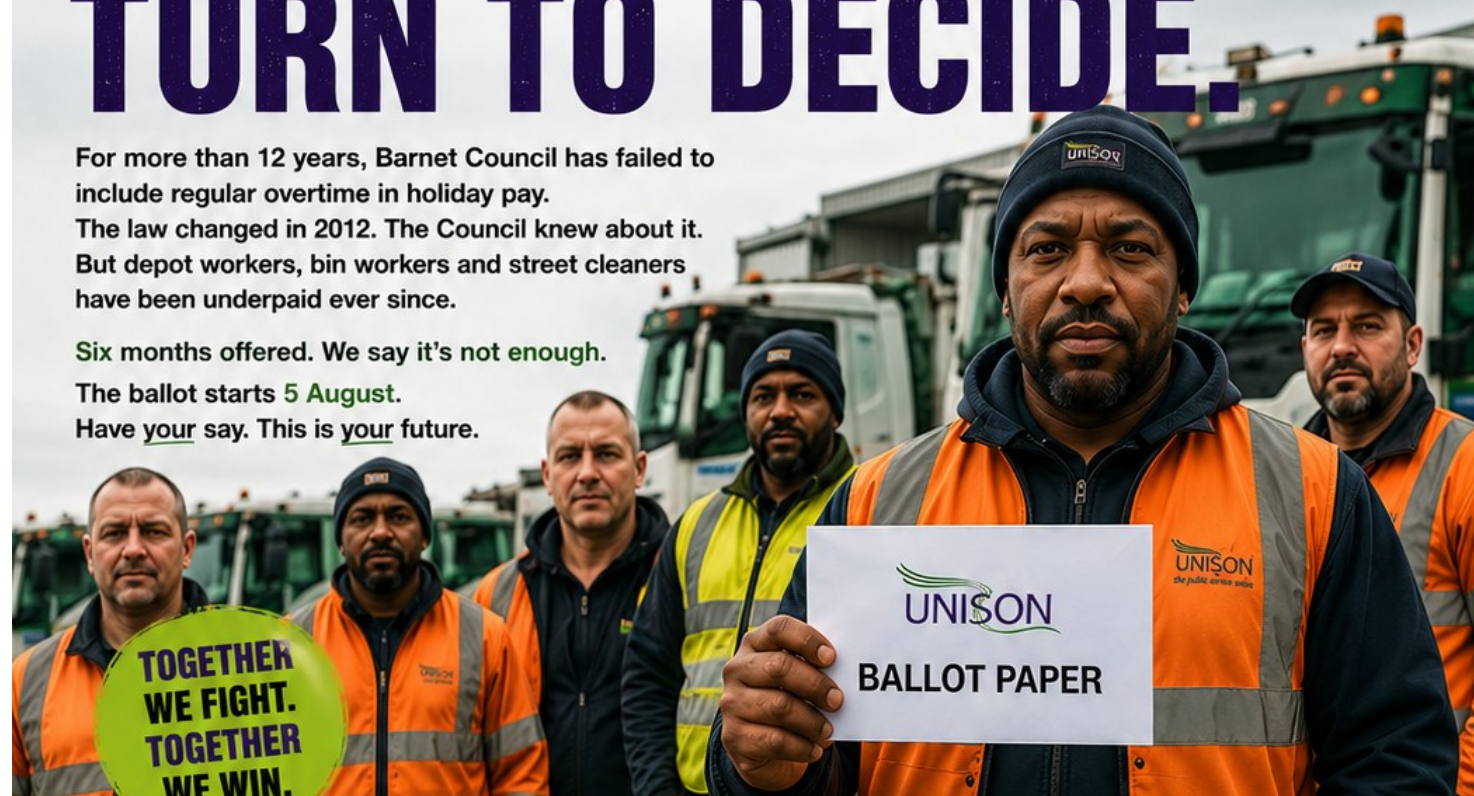
**SUMMER 2026  
NEWSLETTER  
FOR DEPOT, BIN &  
STREET CLEANING  
MEMBERS**

**STRONGER  
TOGETHER**  
**FAIR PAY  
RESPECT  
DECENT  
HOLIDAY PAY**

# 12 YEARS UNDERPAID. NOW IT'S YOUR TURN TO DECIDE.

For more than 12 years, Barnet Council has failed to  
include regular overtime in holiday pay.  
The law changed in 2012. The Council knew about it.  
But depot workers, bin workers and street cleaners  
have been underpaid ever since.

Six months offered. We say it's not enough.  
The ballot starts **5 August**.  
Have your say. This is your future.



**TOGETHER  
WE FIGHT.  
TOGETHER  
WE WIN.**

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**WE KEEP BARNET MOVING AND CLEAN –  
NOW IT'S TIME FOR FAIR PAY.**

🌐 X 📷 @BarnetUNISON

DEPOT WORKERS, BIN & STREET CLEANING MEMBERS

# 12 YEARS UNDERPAID. IT'S TIME TO PUT IT RIGHT.

For more than 12 years, Barnet Council has failed to include regular overtime in holiday pay.

The law changed in 2012. The Council knew about it. But depot workers, bin loaders and street cleaners have been underpaid ever since.

UNISON has fought this all the way.  
Now it's over to you.

## HOW DID WE GET HERE?



**2012**

The law changes. Regular overtime must be included in holiday pay.



**2013 – 2024**

UNISON raises the issue repeatedly with the Council. Nothing changes.



**2024**

UNISON submits a formal claim on behalf of members.



**Early 2025**

The Council admits liability but makes an offer of only six months.



**Now**

UNISON rejects the offer. The decision is in your hands.

## WHY SIX MONTHS IS NOT ENOUGH

- ✗ The underpayment stretches back 12 years. Six months is a tiny fraction of what is owed.
- ✗ It does not reflect the impact on members and their families.
- ✗ It sets a dangerous precedent for all workers in Barnet.
- ✗ We will not accept a cut-price settlement after a 12 year fight.
- ✗ You deserve the full amount.

## OUR CAMPAIGN TIMELINE



**2012**

Law changes – overtime must be included in holiday pay.



**2013–2024**

UNISON raises the issue repeatedly with the Council.



**2024**

UNISON submits a formal claim for all affected members.



**EARLY 2025**

Council admits liability but offers only six months of pay.



**NOW**

UNISON rejects the offer. Ballot for action begins.



**5 AUGUST  
BALLOT OPENS**

Have your say. This is your decision.



## WHAT HAS THE COUNCIL OFFERED?

The Council's offer is to settle the claim by paying holiday pay on only six months of overtime.

That's it.

Twelve years of underpayment – settled by six months' pay.

**UNISON SAYS: THAT'S NOT GOOD ENOUGH.**

## MEMBERS SAY:

“ We've worked through rain, snow and Covid. Now they tell us six months is enough? It isn't.

— Depot Worker

“ We keep Barnet moving and clean. We deserve to be paid properly.

— Street Cleaner

## YOUR BALLOT – WHAT HAPPENS NEXT?

If members vote YES in the ballot, UNISON will be in a position to:

- ✓ Take industrial action, including strike action if necessary.
- ✓ Increase the pressure on the Council to pay what's owed.
- ✓ Fight for the full 12 years of holiday pay.

**A YES VOTE IS A VOTE  
TO STAND TOGETHER  
AND GET WHAT'S  
RIGHTFULLY OURS.**

## QUESTIONS WE ARE BEING ASKED

**Q. Who is affected?**

A. Depot workers in Waste & Recycling, Street Cleansing, Grounds Maintenance, Fleet and other services who regularly work overtime.

**Q. What is 'regular overtime'?**

A. Overtime you work regularly and are paid for, including weekends and bank holidays.

**Q. Why only six months?**

A. That's the Council's offer – but it's not good enough. We say members are owed the full 12 years.

**Q. What happens if I vote YES?**

A. It strengthens our hand to take industrial action if the Council still refuses to pay what we are owed.

**Q. What if I don't get a ballot paper?**

A. Contact Barnet UNISON straight away.

”

## WHAT A YES VOTE MEANS

It means you are ready to take collective action to win what we are owed. It means standing up for fair pay, respect at work and decent holiday pay for all.

**TOGETHER WE FIGHT.  
TOGETHER WE WIN.**



Barnet  
**UNISON**  
the public service union

**WE KEEP BARNET MOVING AND CLEAN –  
NOW IT'S TIME FOR FAIR PAY.**

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**SCAN ME**  
for updates and  
more information

