



Talking Points for Recruiting your Colleagues into FSU – Digitally!

Over the coming months workers across banking are facing uncertainty but together FSU can win a better deal for workers. In order for us to win the fight on redundancies, pay and fair home-working procedures; we all have to play our part. The first thing you can do as an FSU member is commit to **beginning conversations with your colleagues** about what **you can achieve together in your union and encouraging them to join FSU**. With that in mind FSU has put this flyer together to help you have a successful conversation, in person or digitally, about joining the union.

General Tips For Conversations:

- Know who is and who isn't a union member in your team. If **they're not** the aim should be to have a conversation with them that asks them to join the union.
- Understand the issues going on in your workplace and what the union position is so you can answer any questions.
- Know how they join. Familiarise yourself with the online joining process and the union subscription rates.
- **If your colleague is concerned** by the issues facing them in work motivate them to get involved in resolving them by joining FSU.
- **Explain how your union works**. Inform your colleague of how through building union membership across your employment you can demand change in how your employer deals with you and your colleagues.
- **Motivate your colleague to join**. Give your colleague an application form or invite them to join online.

All of the above can be done by phone, what's app, email or video call. We can have conversations digitally and in person.

How to talk about the issues:

FSU has defined what a better deal would look like on the key issues facing you and your colleagues. When asking someone to join you **may find it useful to use these to frame a discussion about what you can achieve together**.

Redundancies

We have called for a pause on all redundancies. We believe now is not the time for redundancies. We are committed to minimising redundancies in the sector and securing jobs for the future. We are seeking to ensure correct staffing levels in all areas and that agency workers and contractors, who are in position for a long time, have an opportunity of permanent employment.

Pay

We will not accept a pay freeze for 2021 pay awards. Staff have been extraordinary during this pandemic and deserve a pay increase. We will campaign for this. If we are strong enough we can win pay increases. We believe in a two-pot pay system rewarding both the cost of living and performance.

Home Working

We have published a home working protocol which seeks to address things like hours of work, allowances, equipment, security and health and safety. Home working needs to be professionalised as it is going to remain a bigger part of our working future even post-pandemic. We have sought new agreements with employers.

Right To Disconnect

FSU has led this campaign and made it a national talking point. It is now in the Programme for Government. We have recently secured a set of right to disconnect principles in AIB, which we will build on. With your support we can win a right to disconnect for all to protect your working hours, your personal life and space and your mental well-being.

Family Leave

We have secured full maternity pay in Ulster Bank, Bank of Ireland and AIB. We have full paternity pay in all the Banks and we are working to win fully paid parents leave across the sector. Our union position is that staff should not be reduced pay for these forms of family leave and we are working to win that.