

January 2010

**TO: ALL UNISON MEMBERS
IN MANCHESTER BRANCH**

Tel: 0161 254 7500
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www.unisonmanchester.org

Dear Colleague,

Election of Branch Officers 2011

Election of Branch Secretary

Please note that the Branch Secretary, Pat McDonagh, has been re-elected unopposed.

Election of Assistant Branch Secretaries

Following receipt of nominations it is necessary to hold a ballot for the position of Assistant Branch Secretary.

Twelve nominations have been received for this post, of which there are eight places.

I enclose a ballot paper and election statements from each of the candidates, and a return envelope.

Please vote for up to 8 candidates and return your ballot paper in the freepost envelope provided. All ballot papers must be **returned to the Branch Office no later than 12 noon Monday 28th February 2011.**

I would urge all UNISON members to take part in this election.

Yours sincerely

Pat McDonagh
Branch Secretary

Election Addresses

Please read candidates' election addresses before marking your ballot paper. Please vote for up to **eight** candidates for Assistant Branch Secretary. Return your ballot paper in the freepost envelope provided





Election Addresses

Please read candidates' election addresses
before marking your ballot paper

Please vote for up to **eight** candidates for
Assistant Branch Secretary

Return your ballot paper in the freepost
envelope provided.

Thank you

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Quay Street
Manchester, M3 3JZ
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PAT McDONAGH

Nominated for Branch Secretary (unopposed)

UNION EXPERIENCE:

Branch Secretary 1990-2000

Assistant Branch Secretary 1989-1990, 2000-2004, 2008-2010

Joint TU Co-ordinator Manchester Improvement Programme 2006 to 2008

UNISON North West Regional Convenor 1993-1998

UNISON North West Local Government Chair 2009 to date

UNISON North West Regional Chair 2010 to date

UNISON Labour Link Committee 2002-2009

UNISON Regional Council delegate 1986 to date

I am seeking your support as part of a team of committed dedicated and experienced officers.

Our Branch Executive unanimously agreed my election as interim Branch Secretary last July following Tony Caffery being appointed as a North West UNISON Regional Organiser. I want to place on record our appreciation for all his efforts on behalf of the Branch as Branch Secretary from 2004 and in previous roles.

You will know as a member how tough a time we have all faced since the General Election.

Since Summer we worked hard on negotiating on an improved and more effective deployment of staff within the Council whilst maintaining our terms and conditions and pay protection arrangements.

After 26 workplace meetings, members voted in the branch ballot by over three to one for the m-people proposals.

The ConDem attack on our City with £110 cuts in our budget means the m-people process will be even more vital.

Whilst £40m of the £110m cuts has been identified without impacting on staff numbers, the shortfall meant the Council needed to offer a Voluntary Severance / Voluntary Early Retirement scheme.

Officers negotiated improvements in the offers and are involved in weekly reviews to ensure the process is being applied fairly.

We held 15 workplace meetings across our branch to both inform members and act on any points raised.

We are opposing threats of redundancies in employers outside the Council as the government cuts hit services such as careers and colleges.

We have radically improved our branch website to keep members updated.

Members are urged to support Branch activities aimed at removing LibDem Tory apologist Councillors in the City next May.

In tough times members' need experienced effective leadership.

VOTE McDONAGH FOR BRANCH SECRETARY

**BAGGALEY, CONNOLLY, DOYLE, REDMOND, SLATER, STANGOE,
SWIFT and WOOD for ASSISTANT BRANCH SECRETARIES**

CATH BAGGALEY

Nominated for Assistant Branch Secretary

UNION EXPERIENCE:

Branch Member 1986 - Present

Senior Steward 2003 -2004

Environment & Operational Convenor 2004-2005

Branch Executive Council Member 2004 - Present

Regional Council Delegate 2005 - Present

Assistant Branch Secretary 2005 - Present

I am seeking your support for re-election as Assistant Branch Secretary. I am proud to be part of a team of dedicated Branch Officers who are committed to working to best serve ALL our members.

I have successfully represented members at all levels including:

- **Discipline, Grievance Hearing & Appeals**
- **Restructures**
- **Sickness & Attendance Monitoring Interviews**
- **Redeployment**
- **Capability Studies**
- **Dignity at Work Cases**

I have been lead officer throughout many departmental restructures and reorganisations These structures proved complex and difficult, requiring careful negotiations at all times striving for fairness, transparency and equality for ALL.

I have provided and will continue to provide effective representation for all members.

My main priority is ensuring the membership is professionally represented at all times, as Assistant Branch Secretary, I will:

- **Fight Compulsory Redundancies**
- **Seek to deliver fairness & quality of service to all members**
- **Strive for continuous improvement in terms and conditions**
- **Encourage members to be pro-active within the union**
- **Continue to fight for equality and fairness for all members**

Our strength lies in our collective approach, I support a strong, experienced Branch I believe that all members benefit from this.

I believe that an effective, organized approach to negotiation is the best way to rise to the challenge and deal with complex issues. I believe you deserve an experienced Branch Team that will fight for you in the challenges we ALL face in 2011.

Your vote counts. Please use your vote to support a dedicated team with the experience to deliver for you on all issues.

Vote McDONAGH for branch secretary

**PLEASE VOTE FOR:
BAGGALEY, CONNOLLY, DOYLE, REDMOND, SLATER,
STANGOE, SWIFT & WOOD**

For ASSISTANT BRANCH SECRETARIES

JULIE CONNOLLY

Nominated for Assistant Branch Secretary

UNION EXPERIENCE:

Shop Steward
Branch Executive Committee
Regional Council Delegate
Delegate - National Local Government Conference
Delegate - UNISON National Conference
Convenor - Manchester Housing
Assistant Branch Secretary
Unison secondee to Enforced Tendering Team
Labour Link Regional Committee
North West Representative to National Labour Link Committee

The big issue for the next couple of years will be to protect our members in the current climate of the massive reduction to Local Government Funding and to continue to preserve the No Compulsory Redundancy Policy within the Council.

We need a team of officers who have the experience protecting services and the conditions of members, your current branch officer team have a proven track record delivering for our membership.

I have a proven track record of representing and supporting members in:

- Disciplinarys
- Grievance hearings
- Welfare problems
- Sickness monitoring

In addition I have led on all the TUPE negotiations and reorganisations, ensuring that our terms and conditions are preserved or enhanced.

A strong united branch officer team will continue to provide the first class representation members can rely on.

We continue to build the steward base and our training program has seen many more active stewards in place.

If elected to Assistant Branch Secretary, I will:

- Actively campaign against the cuts and to protect the No Compulsory Redundancy Policy
- Seek to deliver fairness & quality of service to all members
- Strive for continuous improvement in terms and conditions
- Encourage members to become not just active – but pro-active within the union
- Campaign for the protection of our pensions

Continue to oppose discrimination and fight for equality & fairness for all members.

Vote for an effective and representative branch officer team with proven experience and a record of representing YOUR interests.

Vote McDonagh for branch secretary
BAGGALEY, Connolly, Doyle, Redmond,
Slater, Stangoe Swift and Wood

For Assistant branch secretaries

MARION DOHERTY

Nominated for Assistant Branch Secretary

Experience

Union member since 1976, Manchester City Council employee since 1985, held various roles and responsibilities in the Union: Union Steward, Chair Housing Stewards Committee, Union Convenor and Senior Steward on the Branch Executive.

I am standing because I feel we are facing the most serious attack on public services and living standards in our lifetime. The ConDem alliance is using the economic crisis to attack the public sector and local government. The services we provide make a crucial difference to the lives of the people of Manchester, particularly the most vulnerable.

This Government wants to bring in the private sector to the NHS and local government to make a profit and will make us pay for basic services. Meanwhile they allow rich businesses to avoid tax payments and bankers to receive huge bonuses whilst we struggle to pay for basics.

We are not “all in it together”. It is working class people who are bearing the brunt of the ConDem attacks.

It would be a tragedy if we did not fight against these cuts. Manchester along with other councils stood against the ravages of Thatcher and her Tory Government agenda to diminish services. We cannot allow this to happen now.

UNISON has backed the TUC’s national demonstration on 26 March and has backed the student protests: this is a fantastic starting point. A huge turnout on 26 March could break the ConDem Coalition – which the students have already cracked – and bring an end to the cuts.

We are a union of over one million members. We have a voice and strength together. I believe we cannot just negotiate redundancies. We need to launch a loud and lively campaign against the cuts alongside service users and members of the public. But we also need to show we will defend our jobs, our services and our communities by taking strike action from the biggest threat they have faced in a generation.

Please consider voting for Karen Gianarris, Martin Empson, Declan Maguire and Dave Kemp.

EVELYN DOYLE

Nominated for Assistant Branch Secretary

UNION EXPERIENCE:

Assistant Branch Secretary 2008 to date
Regional Council Delegate from 1996 – 1998, 2008 to date
Branch Executive Council Member from 1992 to date
Departmental Convenor for Treasurer's from 1994 - 1999
Branch Member and Steward from 1989
Regional Local Government Service Group 2009 to date
Regional Committee 2010 to date

I am seeking your support for re - election to the position of Assistant Branch Secretary as part of a team committed to representing the interests of the whole of our membership.

Trade Union membership, and the ability to rely upon experienced representatives has never been more important in the economic environment faced by UNISON members, the City Council and other employers during the coming year.

I have and will carry on representing members on a wide range of issues, including:

| | |
|----------------------------------|--------------------------------|
| Job Evaluation Appeals | Capability Studies |
| Disciplinary Hearings | Sickness Monitoring Interviews |
| Appeals | Dignity at Work Cases |
| Member Appeals | Job Evaluation interviews |
| Grievance Claims | DDA issues |
| Dignity at Work claims | TUPE Transfers |
| Service Improvement Negotiations | |

I have successfully represented members at Chief Officer level and Elected Member appeals. If I am re-elected as Assistant Branch Secretary, I will:

- Fight attacks on jobs and services
- Encourage members to be active within UNISON, making it a stronger union
- Encourage members to become stewards and Health & Safety representatives
- Campaign for the protection of our pensions
- Campaign to maintain and where possible improve members terms and conditions
- Continue to oppose racism and discrimination and fight for equality & fairness for ALL

I believe in an inclusive, experienced and democratic branch.

I believe that ensuring we have stewards in every workplace that can work with Branch Officers to recruit new members and represent them on a day-to-day basis is vital to ensure we defend UNISON members' interests in the coming year.

Your vote counts. Please use your vote to support a team with experience and dedication to deliver for you: -

Vote McDonagh for branch secretary

**Baggaley, Connolly, Doyle, Redmond,
Slater, Stangoe, SWIFT and Wood**

For ASSISTANT BRANCH SECRETARIES

MARTIN EMPSON

Nominated for Assistant Branch Secretary

I am standing because I believe that at a time of huge cuts we need a union branch that is prepared to stand up and fight for jobs and services.

We are repeatedly told that there is no money for public services, yet at the same time bankers are lining their pockets with enormous bonuses.

Our union needs to rise to this challenge and put itself at the forefront of the fight against these cuts – which will leave huge holes in the services we offer to the people of Manchester. This cannot be allowed to happen.

It is not enough to rely on voluntary redundancies to avoid compulsory job losses. Losing jobs through VR means services are cut, remaining staff have to work longer and harder to fill the gaps and there is no guarantee that jobs will be replaced in the future. If we don't fight now there is nothing to stop them coming back for more.

In the event of compulsory redundancies we will need industrial action, including strike action, to stop the job losses. Manchester Unison will have to co-ordinate this fight with other council unions to persuade the Labour council not to do the ConDem government's dirty work.

As a socialist, I believe that election to a position in the union is not a career. It is important that our elected representatives remain in touch with the membership. If elected I would explore ways that facility time can be shared out to involve more activists.

I am an experienced activist, including currently being treasurer of the Campaign Against Climate Change Trade Union group.

**Vote Marion Doherty, Karen Gianarris, Dave Kemp and myself
for a union leadership that will fight to defend jobs and services.**

DAVID KEMP

Nominated for Assistant Branch Secretary

I am standing to use my role as Assistant Secretary to support my members and their rights. In that respect I see the unions role as being willing to negotiate with the council on behalf of its members but retaining its independent voice, and always putting the members interests first.

I have been a steward for over 8 years and have extensive experience in supporting members in disciplinary cases.

If you vote for me I will oppose the Con-Dem cuts in services and jobs within Manchester City Council.

Also vote for: Marion Doherty, Martin Epton and Karen Gianarris as assistant secretaries.

DECLAN MAGUIRE

Nominated for Assistant Branch Secretary

Relevant experience; Manchester City Council worker since 1982, in City Treasurers, Housing Department & Adult Social Care. Shop steward, in NALGO and Unison, since 1984.

Other union experience; former Deputy Departmental Convenor, Branch Executive Member, Conference delegate, etc.

As a Manchester Advice Appeal Officer, I represent Manchester residents in benefits appeal hearings.

Also active in many campaigns; Anti Nazi League, Council Workers Miners Support Group, and Anti Poll Tax Union, more recently Stop the War & Unite Against Fascism. Socialist Workers Party member.

I'm standing because of the cuts and threats we face.

Remember the Liberal Democrat's and Tories' promises before the Election? David Cameron said; "Any minister who comes to me with plans for cuts that will affect front line services will be told to go back and think again". He forgot to add, "...unless, of course, they only affect ordinary people, not my fellow multi-millionaires."

I deal with clients from North & East Manchester. I can see the needs we try to meet. These cuts, if implemented, will have a massive impact, not only on staff workloads but on the people we serve.

I worked in the Council when we last had Tory cuts. Many staff took voluntary retirement & redundancy then; all their skills & experience & knowledge lost for good almost overnight. What a waste.

We can't afford to repeat that - & we don't have to. This Government is not strong. Labour lost, but the Tories didn't win, and the Lib Dems lost seats. Neither got a mandate to govern, even on the promises they made, let alone the ruthless reality.

We have already seen cuts in free books to children and to school sports at least partially reversed because enough people made a fuss.

We can't wait for up to four years in the hope that whatever incarnation of the Labour Party is around gets elected. That's four years of pain & privatisation for working people & their families. Even if Labour do win, will they repair all the cuts?

WE NEED TO FIGHT THE CUTS NOW.

VOTE FOR DAVE KEMP, MARION DOHERTY, KAREN GIANARRIS, MARTIN EMPSON & ME

EDDY REDMOND

Nominated for Post of Assistant Branch Secretary

UNION EXPERIENCE:

Assistant Branch Secretary from July 2010 to present date

Regional Council Delegate from 2008 - to date

Annual Conference Delegate - 2008 – 2009 -2010

Local Government Conference Delegate - 2008 – 2009 -2010

Branch Executive Council Member from 2006- to date

Departmental senior steward for from 2005

Steward from 2001

Branch Member since 1990

Members I am seeking your support for election as Assistant Branch Secretary. As you will know I have successfully and will carry on representing members wide ranging issues, including:

Attacks on Jobs and Services

Disciplinary Hearings

Appeals

Member Appeals

Grievance Claims

Dignity at Work claims

Transformation Negotiations

Capability Studies

Sickness Monitoring Interviews

Dignity at Work Cases

Job Evaluation interviews

DDA issues

I have successfully represented members at all level's and Elected Member appeals, bringing members back into the workplace after dismissal. My main priority as always is the membership. If you elect me as Assistant Branch Secretary, I will:

- Support members through all of the above
- Encourage members to be active within UNISON, to make a stronger union
- Support members to become stewards and Health & Safety representatives
- Campaign for the protection of our pensions
- Campaign for a fair pay rise
- Oppose racism and discrimination and fight for equality & fairness for ALL

I believe in an inclusive and Democratic Branch, I believe the way forward is with effective negotiation. However, where necessary, I will support all action that the branch and members endorse to fight Compulsory Redundancies, resolve disputes where services or terms and conditions are being cut or eroded.

Again the Branch has a lot of work over the next 12 months and I believe we must be fully involved in the process if we are to properly represent members' interests. We will need effective leadership and a strong stewards network in departments.

Your vote counts. Please use your vote to support a team with experience and dedication to deliver for you:

Vote McDONAGH for branch secretary

BAGGALEY, CONNOLLY, DOYLE, REDMOND, SLATER, STANGOE, SWIFT & WOOD

For ASSISTANT BRANCH SECRETARIES

JANE SLATER

Nominated for Assistant Branch Secretary

UNION EXPERIENCE:

Assistant Branch Secretary from October 2000 – 2005 and 2008 - 2011

Vice president Manchester Branch 2005 – to 2009

Regional Council Delegate from 2000 - to date

Annual Conference Delegate - 2000 - 2005

Local Government Conference Delegate - 2000- 2005

Regional Affiliated Fund Committee 2001- to date

Regional Education Committee 2002-2005

Regional Auditor - 2003- 2005

Branch Executive Council Member from 1997 - to date

Departmental Convenor for Treasurer's from 1999 - 2000

Steward from 1994

Branch Member since 1990

Previously a member of I.S.T.C. (Iron & Steel Trades Confederation)

Members I am again seeking your continued support for re - election as Assistant Branch Secretary. As you will know I have successfully and will carry on representing members wide ranging issues, including:

Fight against Compulsory Redundancies

Disciplinary Hearings

Appeals

Member Appeals

Grievance Claims

DDA issues

Corporate negotiations

Dignity at Work claims

Transformation Negotiations

Capability Studies

Attendance Monitoring Interviews

Dignity at Work Cases

Job Evaluation interviews

If you re-elect me as Assistant Branch Secretary, I will:

- Support all action that the Branch endorses to save jobs and services
- Continue to support members through all of the above
- Encourage members to be active within UNISON, making it a stronger union
- Encourage members to become stewards and Health & Safety representatives
- Campaign for the protection of our pensions
- Campaign for a fair pay rise
- Continue to oppose racism and discrimination and fight for equality & fairness for ALL
- Oppose outsourcing or joint ventures as we successfully did in Highways

I believe in an inclusive and Democratic Branch. I believe the way forward is through effective negotiation, due to the attack on public services, I will support all forms need to save jobs and protect services that the branch and members endorse to fight compulsory redundancies, resolve disputes where services or terms and conditions are being cut or eroded.

Again the Branch has a lot of work over the next 12 months more than the last onslaught of the 1980's and I believe we must be fully involved in the process if we are to properly represent members' interests. We will need effective leadership and a strong stewards network in departments.

Your vote counts. Please use your vote to support a team with experience and dedication that delivers for you: -

Vote McDONAGH for branch secretary
BAGGLEY, CONNOLLY, DOYLE, REDMOND, SLATER, STANGOE, SWIFT & WOOD
For ASSISTANT BRANCH SECRETARIES

BRIAN STANGOE

Nominated for Assistant Branch Secretary

Union experience:

Assistant Branch Secretary 1992 to date
Branch Executive Council member 1985 to date
Regional Council delegate 1990 to date
Annual Conference delegate 1991-93, 1995-98, 2000 to date
Regional Local Government Group 1988 to date
Chair of the Regional Schools Sector Committee 2008 to date
City Council Trade Union Forum 1986 to date
Branch Political Officer 1993- 2001
Regional Affiliated Fund Committee 1998-2001
Affiliated Political Fund Conference 1998-2001
Deputy Convenor/Shop Steward Housing Department 1985-1991

I am seeking your support for the post of Assistant Branch Secretary as part of a team committed to representing the interests of the whole of our membership. I currently represent all our members working in schools.

I am an experienced advocate and negotiator for both individuals and groups of members in disciplinaries and grievances and have a wide knowledge of industrial relations and employment law. I have represented members in the Council, schools, further education and private companies.

We face an extremely challenging year following the government's unprecedented assault on Manchester and we must ensure the blame for this attack on our members and their families is laid firmly at their door. Present Branch Officers have negotiated an improved VER/VS package for members. We must work to ensure that we robustly monitor the m people process and the effect of the cuts on the remaining staff.

Government's fast tracking of Academy status and abolition of the school support staff negotiating body will have a major impact on schools.

We must therefore campaign:

- Against compulsory redundancies within the Council
- For the School Support Staff proposals to be implemented in full
- Against further school converting to Academies
- To protect our pensions

I believe the power of the branch lies in the collective strength of our members. It is therefore important that we continue to offer stable, experienced leadership supporting sensible, realistic and achievable aims that improve the lives and working conditions of our members.

With your support I will continue to represent the interests of support staff in schools and to work with a team of dedicated representatives committed to working for all our members.

Vote for a team that puts your interests first.

Vote McDonagh for Branch Secretary
Bageley, Connelly, DOYLE, redmond,
Slater, Stangoe, Swift, Wood
For Assistant Branch Secretaries

STEVE SWIFT

Nominated for Assistant Branch Secretary

UNION EXPERIENCE:

Housing Steward 2005-2008

Housing Convenor 2008-2010

Education Officer 2009- to date

Regional Council Delegate 2005 – to date

National Conference Delegate 2005 – to date

Local Government Conference 2005 - to date

Assistant Branch Secretary 2010-

This is a difficult time for Unison members. Funding cuts lead to instability and concerns about jobs. I Will –

- Fight against Compulsory Redundancies
- Fight against the eroding of terms and conditions
- Be visible, contactable and proactive
- Support members through all processes
- Be member-led and I will always remember that

I have successfully represented members at -

Disciplinary Hearings

Appeals

Member Appeals

Grievance Claims

DDA issues

Dignity at Work claims

Transformation Negotiations

Capability Studies

Attendance Monitoring Interviews

Dignity at Work Cases

Job Evaluation interviews

I will carry on working to this high standard to make sure members get what they need from the Branch. I work on your behalf and you should have honesty from me, which I pride myself on.

I will continue to work with management to secure the best outcome for you, but when a more robust approach is required, you know I do not back away. What works for you is what's important to me.

I will support all action necessary to stop Compulsory Redundancies and reduction in service provision.

I am also the Branch Education Officer and I train new stewards and support members with continuous learning, I also support UnionLearn project. Vote for me and I will carry on supporting you as I have over the last year.

Vote McDONAGH for branch secretary

**BagGaley, Doyle, CONNoLLY, REDMOND
slater, stangoe, SWIFT and wood**

For Assistant branch secretaries

RENA WOOD

Nominated for Assistant Branch Secretary

UNION EXPERIENCE:

**Steward in City Treasurer's 1986 – 1989,
Senior Steward 1990 – 1999,
Manchester Trades Council 1989 – 1991,
Anti Deportation Officer 1990 – 1994,
Delegate to National Delegate Conference,
Joint Deputy Convenor North West Region
North West Regional Council Delegate,
UNISON rep on North West TUC Executive
Assistant Branch secretary 2005 – present**

My experience includes representation of members in the Council, schools and the voluntary & private sector in a range of areas which includes:

Restructures
Grading appeals
Attendance Monitoring
Disciplinaries and Grievances
Dignity at Work cases
DDA
Elected Member Appeals

We are facing an extremely challenging year with a government that is hell bent on making cuts that are not necessary in order to achieve their ideological goal of radically reducing or stopping altogether some services provided by the state. In this economic climate investment in decent public services is more vital than ever because we provide essential services that our members need.

We need to continue to argue against compulsory redundancies, outsourcing and privatisation. This branch will continue to pursue decent pay and protection of our pensions making sure that we get a fair deal.

The power of our branch lies in our collective bargaining that's why it is crucial that recruitment continues to be a priority. The ability to influence our employer's policies in negotiations lies in our ability to act collectively.

We can't just adopt a position of outright opposition to everything we have to be organised and strategic which we can be if we work together. We have a fight on our hands but with the shared skills that we have we can rise to the challenge.

The one thing that binds us all together is the fact that we are all public sector workers and we are all UNISON members. Democracy matters make sure you engage in the process and cast your vote.

Vote McDONAGH for branch secretary

**BAGGLEY, CONNELLY, Doyle, REDMOND,
slater, stangoe, SWIFT, wood**

For Assistant branch secretaries



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