


MANC UNION

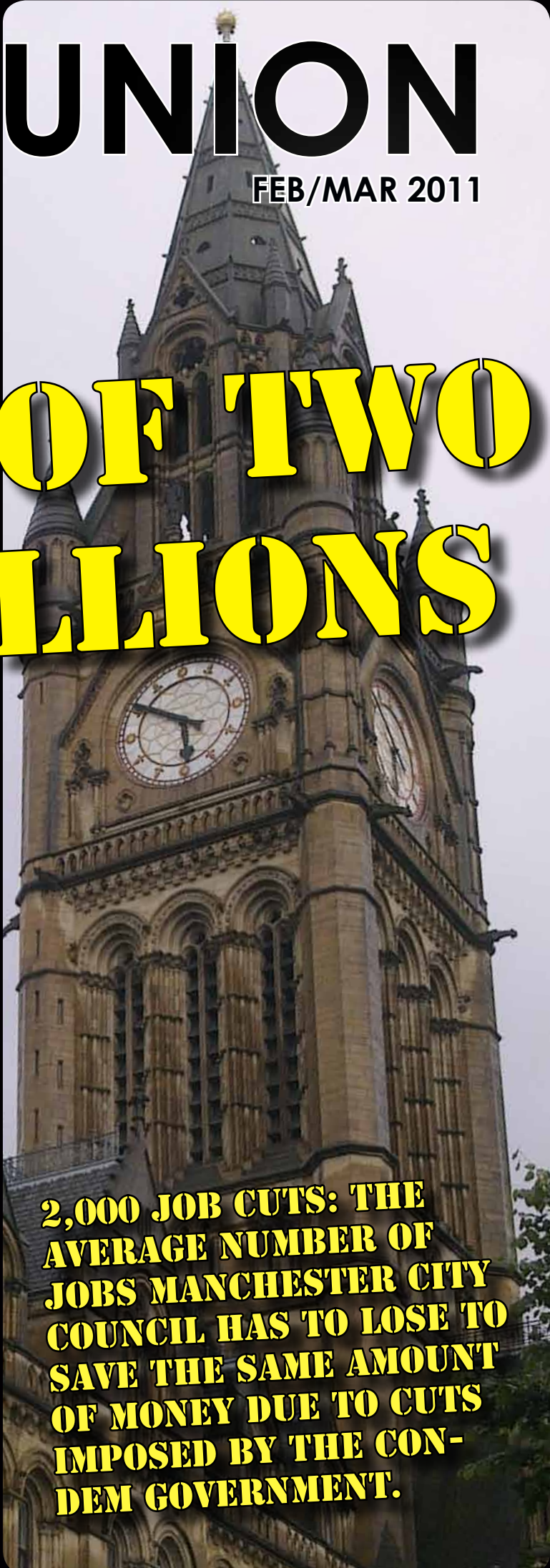
THE UNISON NEWSLETTER

FEB/MAR 2011

A TALE OF TWO £60 MILLIONS

A close-up, profile photograph of Bob Diamond, the former CEO of Barclays Bank. He is wearing glasses and a dark suit, looking downwards with a serious expression.

ONE MAN'S PAY:
BARCLAYS BANK BOSS
BOB DIAMOND WAS
AWARDED A PACKAGE
POTENTIALLY WORTH
THIS AMOUNT IN PAY
AND BONUSES LAST
YEAR. (SOURCE: DAILY TELEGRAPH 20/03/10)

A photograph of the Manchester City Council Clock Tower, a large, ornate Gothic-style building with multiple clock faces and intricate stonework.

**2,000 JOB CUTS: THE
AVERAGE NUMBER OF
JOBS MANCHESTER CITY
COUNCIL HAS TO LOSE TO
SAVE THE SAME AMOUNT
OF MONEY DUE TO CUTS
IMPOSED BY THE CON-
DEM GOVERNMENT.**

In the first instance, if you have a work problem or query then get in touch with your local UNISON steward or workplace representative. Otherwise, telephone the Branch Office directly on the number below.

**UNISON Manchester, Sixth Floor,
Sunlight House, Manchester M3 3JZ**
Tel: 0161 254 7500
Fax: 0161 274 7365

If you have a membership query, please contact the Branch on the number above or you can email the Branch via the website at:
www.unisonmanchester.org

UNISON Manchester is organised by the Branch Executive Committee and is supported by skilled staff - locally, regionally and nationally. The UNISON Manchester Branch Officers are listed below.

Branch Chair: Noel Bayley

Vice Chairs: Kate Russell & Eddy Redmond

President: Mo Baines

Vice Presidents: Rodney Lund & Kate Russell

Branch Secretary: Pat McDonagh

Assistant Branch Secretaries: Debs Christie, Evelyn Doyle, Eddy Redmond, Jane Slater, Brian Stangoe, Julie Stockley, Steve Swift & Rena Wood.

Equality Officer: Sonia Stewart

Joint TU Nominee to m people: Pete Banks

Branch Treasurer: Bob Oram

Communications Officer: Rod Fawcett

Mancunion Editor: Noel Bayley

Proofreader: Mark Bowden

Education Officer: Steve Swift

Chair & Secretary of Health and Safety Committee: Geoff Archibald

International Officer: Isobel McVicar

Welfare Officer: Helen Clarke

The Branch Executive Committee, the Branch's decision-making body, comprises of stewards from across all the workplaces represented by the Branch plus elected Officers. All members of UNISON Manchester are encouraged to attend meetings, vote in Branch elections and get involved in our campaigns and activities.

We are always looking for people who feel they can contribute to the work of the Branch and help other members. This could be a regular commitment or you could be a 'mailbox' steward and help pass on UNISON information to members in your workplace. The Branch provides training courses, advice and support for all our stewards and officers.

In my view...



Our members, families and communities across Manchester are going through exceptionally hard times – even worse than the Thatcher period.

At least her Government made no bones about it, famously declaring that: "There is no such thing as society: there are individual men and women and there are families."

Cameron, Thatcher's spawn, who was so proud to be described as "a child of Thatcher" (anyone else thinking Damian as The Omen?), says he believes in the 'Big Society.'

Sadly, his 'society' is linked to the infamous Bullingdon Club - millionaires from inherited wealth - and the low-life banking mercenaries who act like parasites with the Government's full backing.

Unfortunately, the Government – who have no mandate for their massive attacks on our real society, including our public services – are aided and abetted by the Lib-Dems.

Judas-like, in exchange for their 30 pieces of silver (these days ministerial salaries and, no doubt, promises of future directorships for services rendered to the Tories), this treacherous party has supported measures they completely opposed in the run-up to the General Election.

We in Manchester have seen the price of that betrayal with the loss of over 2,000 jobs, closures of some essential services and cuts in those that remain.

What can be done? As a start, our Branch urges members to check out our Branch website for details of how to campaign against the Lib-Dems in Manchester and to take part in the TUC demonstration against this Con-Dem Government in London on 26 March (transport has been arranged by the Branch).

You can hear more at our AGM which is at 12:45pm on Tuesday, 1 March in the Great Hall at Manchester Town Hall.
Pat McDonagh (Branch Secretary)



A recent stewards' meeting at the Friends Meeting House.

Welcome to the **CUTS UPDATE** MANCHESTER

It is fair to say that the cuts to the Neighbourhood Service will probably affect everybody in Manchester. Libraries and swimming baths will be closed and this will affect the young and the old alike. These are important meeting places for people in the community and are all too often the only local places for them to socialise in.

We are also told that many projects are being put on hold, as the Con-Dem Coalition Government obviously have a problem with Labour-run councils and it looks as if these restrictions could be indefinite.

The ideological cuts of the Government have fallen hardest on the most deprived councils, while the richest areas have suffered least. Some Tory councils actually *gained*, such as Oliver Letwin's Dorset.

Well done Coalition... you have surpassed yourselves! You have just managed a double whammy, by forcing councils to shed staff by Voluntary Severance and Voluntary Early Retirement at the same time as cutting budgets so short that Manchester say they can no longer afford to keep the Sure Start/Early Years schemes going. This means that we will now have mothers having to give up work because they cannot afford to pay the private sector fees.

They have also forced Manchester to decimate

the Youth Service, at the same time as many jobs have are being axed in the police service. This is a recipe for disaster. Youngsters will have few activities, and if some become alienated and create social nuisance there will be nobody to respond.

So well done, Mr Cameron... Your Big Society has hit us like a bulldozer. And welcome to Manchester, where our crime is to have elected a Labour Council.
Debs Christie

Branch Officers and Stewards have done their utmost to keep all our Manchester City Council members informed about the devastating Government cuts. We've organised countless mass and workplace meetings for all Stewards and members across Council workplaces; we've updated the Branch website to give members the information they ask for and need, on a daily basis, and the hit counter has gone off the scale over the past couple of weeks; we've taken literally thousands of phone calls, emails, and texts, whilst Stewards have done their best to keep the flow of information going to and from members. I know not every member has access to the internet, but this is



becoming an increasingly important and quick way of keeping members informed. We've also issued press releases to the media, written letters to the *MEN* and other papers and, along with Regional and National UNISON staff, done our best to keep the heat on the Con-Dem politicians who have taken the decisions that will cost many of our members their jobs, will make working life even tougher for those who'll be left to manage with even fewer colleagues to spread the load.

And not least, the cuts will damage our public services and threaten our local economy.

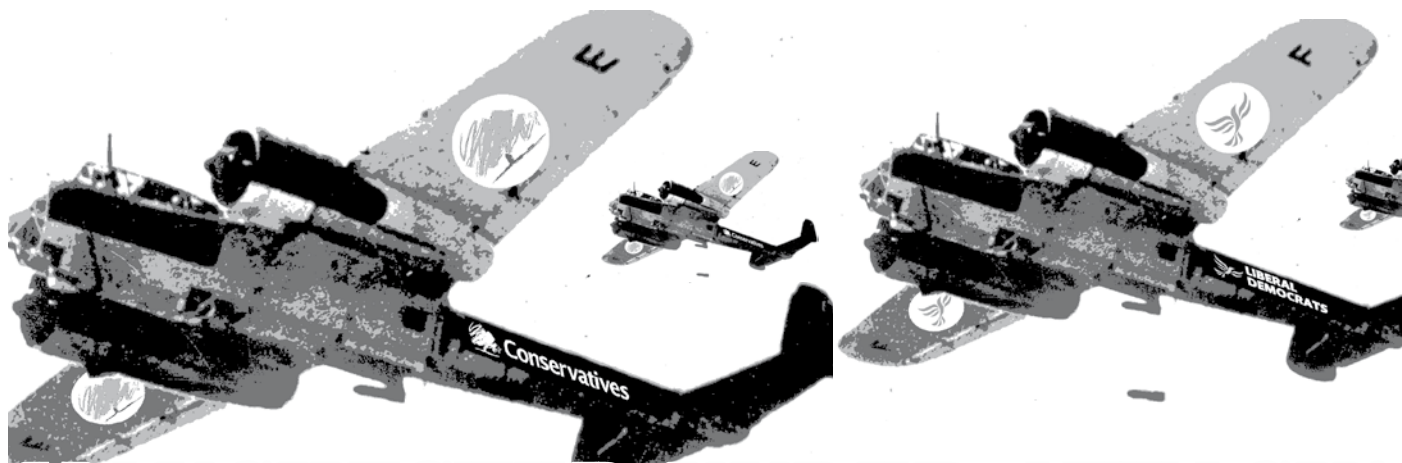
But there's only so much Branch officers are able to do. Any Union is only as strong as its members, and we'll need all the support possible to get the best deal for members and to help protect our public services.

Ultimately, it's YOU - the membership - who are the union and in the coming weeks and months, there'll be plenty of practical ways you can get involved in the struggle against the Government's cuts. But here's a couple of things members can do straight away...

Get your place booked on the 26 March and Rally in London. Write NOW to your Local MP and Councillor, telling them exactly how you feel about being forced to pay for the reckless mistakes of the bankers. You might not

think letters have any effect, but they do, as any politician will tell you.

Brian Stangoe



MANCHESTER UNDER ATTACK!

When we sat in the meeting at 7.45 am on Tuesday, 8 February that announced the financial position, we knew it would be bad. The financial settlement showed us that we were looking at cuts, rather than efficiency savings. But when they were laid out in front of us, it brought everything into terrifying focus.

And let's be clear: this is not Manchester City Council rubbing their hands together and cackling as they close public toilets, as Tory rich boy Grant Shapps implied on *Newsnight*, upset because he thought Manchester was trying to make the coalition look bad. These are ideologically-driven Con-Dem cuts, frontloaded in the first year.

And this is the time when our members need UNISON. We need to do the things we've been doing all year; representing, supporting, advising, being pro-active and visible, and we need to do it for more of you because more of you are affected.

That is why we've ensured that we've made ourselves available for briefing sessions

around the directorates to answer questions, and that is why we'll be available to support members through this difficult time. So, for a brief tour through City Council departments...

Libraries - Government cuts will see four libraries close, one to be relocated, but Miles Platting and Chorlton libraries are not going anywhere. We've no idea where the media got that from.

The closures are happening, largely, where new libraries have opened nearby. Mobile libraries and opening hours are areas that are being looked at. Nothing has happened yet, no doors have been locked and we will be having a three-month consultation beginning in early March, in which service-users, staff and Trade Unions will have an opportunity to put their arguments. UNISON will continue to be involved with this consultation, fighting for members. *Steve Swift*

Sure Start & Early Years - Following the budget announcement UNISON

organised meetings immediately after the two briefings attended by hundreds of members and also arranged meetings in the north, central and south districts for its members to discuss and respond to the proposals.

UNISON will continue to represent its members through this difficult and uncertain time. Staff are being asked to choose between VS/VER, entering into *m* people or staying in the service until it is commissioned to a new provider.

UNISON is also making representations to the authority about our and staff concerns about the future of this much needed service and the children and families it supports. There is a real fear that any new providers that are motivated by profit will not provide the level of support needed to this vulnerable section of the community. *Pete Banks*

Manchester Advice - The settlement for Adults' Directorate, as with other Directorates is very grim. The biggest shock has been the intended closure of Manchester

DEFEND OUR CITY FROM THE CUTS!



Advice, and the complete withdrawal of all their services. UNISON is stunned by this decision, particularly at a time when there will be an increased demand for the service.

Branch Officers have met with members in Manchester Advice and agreed to seek an urgent meeting with the lead member for Adults to discuss the implications of the closure both for Manchester residents and other services within the council, such as homelessness.

We will stress the important contribution that Manchester Advice makes in helping Manchester residents and particularly the most vulnerable. This service effectively intervenes early and reduces the number of people who reach crisis point and then require expensive statutory services.

We will submit detailed comments as part of the formal consultation process, and raise the issues of concern with elected members prior to the full council meeting.

Evelyn Doyle

Education Traded Services - As part of the budget proposals MCC plans to set up an arms length provision for those services that trade with schools under service level agreements. It is expected that up to 350 posts will be involved. Branch Officers attended a meeting management arranged to brief staff, at which they stated that they intend to explore a social enterprise model. UNISON made it clear at the meeting that they expect staff and trade unions to be consulted throughout the process. Branch Officers are seeking an early meeting with management to discuss progress so far, and will then be meeting with members to seek their views. *Evelyn Doyle*

Youth Service - The budget settlement for the Authority is devastating for Manchester

and the decision to close services or commission them differently will impact massively on members.

The Branch has met with members to discuss the situation in the Youth Service and the proposals that it be commissioned out in the future.

The Branch will work with our members and support them through this process and work hard to secure the future of the service. We with our members are concerned for the future of this City without the valuable support this service gives to Youth. We fear that there will be an increase in crime and anti-social behaviour due to disenfranchised youth losing the support that our members in this service provide to them. We have met with several groups of members in this area over the last week and are looking at how we organise to make sure the maximum support we can offer to members is achieved. *Eddy Redmond*

Corporate Core - After the budget announcement on Tuesday, 8 March it was a devastating shock to us all to see how services will be affected going forward. The Branch has agreed a timetable to meet with members around the budget. I have asked for a timetable of the briefings within the Corporate Core and I will arrange UNISON meetings on the back of these. Once I have the timetable I will advise of UNISON meetings. *Jane Slater*

Children's Residential Services - In the Council's budget, Children's Residential Services have to make efficiency savings of £770,000 over the next two years.

The savings are to be identified by undertaking a review of each of the residential homes and UNISON has requested a timetable for the reviews.

Management this week

arranged two meetings with staff to inform them of the situation. Unison attended both of these meetings. It was agreed to hold more meetings at locations across the city.

UNISON will continue to be involved with the reviews and attend the workplace meetings. Please check the website for further information. *Julie Connolly*

Connexions - Careers Solutions is part of the wider Manchester Solutions Group of companies offering careers advice for 16 to 25 year olds in the Greater Manchester Area, following the CSR in October: Salford, Rochdale and Tameside councils have slashed the funding to the Connexions service by up to 60%. Careers Solutions have undertaken a restructuring programme to account for the loss of funding and engaged UNISON in December 2010 to start the formal consultation process.

In Tameside, Rochdale and Salford the consultation process has been exhausted, following the marking of the selection criteria staff will be getting notices of redundancy commencing 14 March.

Connexions provide much needed and impartial career advice and guidance to the more needy and vulnerable in society. The employer has written to local High Schools in the respective areas to seek funding from the schools. However, with all public services tightening their purse-strings it appears the schools are not willing to fund the service.

The consultation has not yet started in Manchester but it is expected this will commence imminently.

Alison McGovern Labour MP for Wirral South has put down Early Day Motion, Future of a Professional Careers Service, please lobby your MP to sign and support this EDM 1336. *Julie Connolly*



Marching All Together

March for an **Alternative to cuts** - The TUC is organising a national march and rally on 26 March, 2011, in response to the government's programme of fast and deep public spending cuts. The Branch is organising transport to London. The cuts are unjust, and people-power can change politics. Don't just get mad, get even. Talk to your colleagues, friends and family and book your place NOW. Please contact the Branch.

Cut tax-dodging, not our services - The VAT increase is expected to raise approximately £13 billion per year but put 250,000 jobs at risk. On the other hand, tax dodging individuals and companies cost the UK up to massive £120 billion each year.

So what does the Con-Dem Government do? It presses on with the VAT tax hike, gets the Inland Revenue to make 13,000 officials redundant by 2015, whilst encouraging Revenue & Customs to 'adopt a less combative approach to resolving tax disputes.' There is an alternative to cuts, cuts, cuts; it's just the ConDems don't want to upset their corporate friends.

Round-Up

Manchester Photos Needed...

As you may have seen if you've looked at the Branch website recently, posted on the front page is a gradually changing selection of photos of Manchester.

The original idea was to show the 'real' Manchester: the city we work and live in, in all its gritty glory, which is why we are calling on any members who've got any photographic talent to email us their images of Manchester.

The subject could be anything from the tram to Central Library, sunset over Philips Park to Levenshulme's Street with No Name.

While we can't pay for any images we use, we will attribute any photos we use on the site.

Please email any photos to us at: j.crowley@manchester.gov.uk

Information Please?

We send a lot of information out to our Stewards and activists to keep them up to date with what's going on in workplaces, in Manchester and nationally. But sometimes we don't get the right information out to all the people who need it, and this is often because they don't tell us! If you would like to be kept informed, then you need to get your name and email address details added to the Stewards' mailing list. And if you've moved recently, then please tell the Branch. And as ever, don't forget that the Branch website is a great resource,

especially when you want the latest information NOW: www.unisonmanchester.org

Stewards' Training

This is ongoing and, it could be argued, needed even more than before. Organising Steward and Representation courses now have to be five days long and so will be configured as one day per week over a five-week period. As Education Officer, Steve Swift will be sending details of regional courses and posting on the Branch website as soon as he gets the details, which are expected any day.

Lobbying for Manchester on 9 March

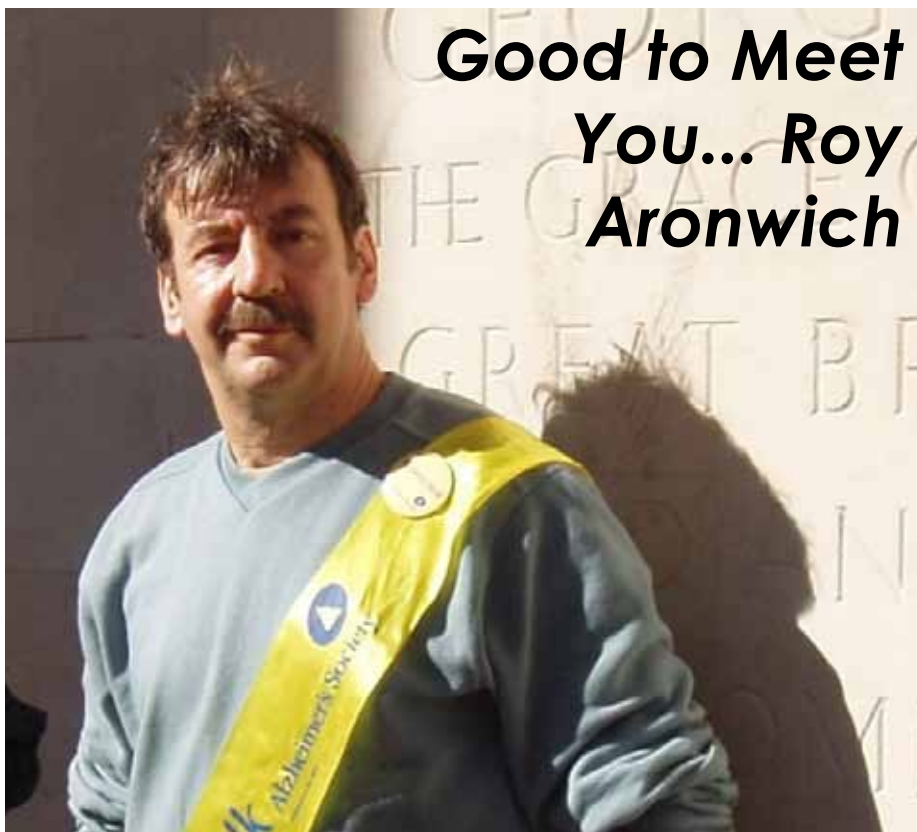
On Wednesday, 9 March 2011, UNISON Manchester Branch will be lobbying Manchester City Council's full Council Meeting that will be discussing the final budget proposals for the City.

The Con-Dem Government's final settlement to Manchester will see this City devastated as it needs to save £110 million over the next two years.

The proposed budget saw the withdrawing of Manchester Advice, the closing of five libraries and three swimming pools, and the commissioning out of Sure Start, Early Years and the Youth Service, as well as cuts to all directorates.

We are lobbying to show our disgust at the Con-Dems' settlement for Manchester.

Join us in Albert Square at 9.00 am on **Wednesday, 9 March**. Put this date in your diary and ask your colleagues, friends and family to come along.



Good to Meet You... Roy Aronwich

Name: Roy Aronwich

Job Title: Premises Officer, City College.

How long have you been a member of the union? Over six years. I used to be a shop steward and safety rep with Furniture Timber & Allied Trades for some years.

What do you like about your role in UNISON? I like being able to help and advise colleagues with work related problems.

Whereabouts do you live? North Manchester

Where would you want to live? Hebden Bridge sounds nice.

Best thing about UNISON? (They have got me as a shop steward!) The training they give you to help other people is priceless... Sorry, I meant invaluable.

What is the trait you most deplore in yourself? I can be too outspoken sometimes.

What is the trait you most deplore in others? Dishonesty and lying

What superpower would you like? Time travel.

Who or what is your inspiration? My wife, Diane. She is a life coach and NLP practitioner. She helps people to feel good about themselves and achieve their goals.

If you were Prime Minister, what would you do first? I'd put the VAT rate back to 17.5% and force the bankers to pay the bail-out money before receiving any bonuses.

What is the worst job you've ever done? Soot juggling on the night shift, although I did work in

a pickle factory at one time and no one would sit next to me on the bus going home.

Favourite holiday destination? Brittany, France

Favourite film? *Lord of the Rings Trilogy*

Favourite drink? I don't often drink but when out with friends I have Budweiser

Football club? I've got a daughter who is strong United and sons who are strong City, so I became neutral to keep the peace, although I've got a lot of respect for FC United because of the good they do in the community.

What was your best day at work? 17 December 2010.

What was your worse day at work? The day I fell down the steps, chasing a would-be bike thief and damaged my knee.

Why do unions matter? Unions play an important role in the fight for fair pay and conditions for all members. They adjudicate fair play for both sides, employers and staff. A feature of union life that I regret has been diluted is the educational aspects particularly in the large manufacturing industries. Many young people acquired values for life, about equality, social justice and fairness which contributed to a healthy and civilised society.

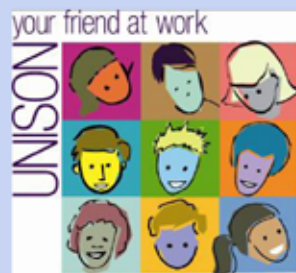


With more than 1.3 million members working across the public services, being part of UNISON means you have the full weight of the UK's biggest trade union behind you.

We have more workplace representatives than any other union in the country - backed up by experienced full-time regional and national experts. Together we can help ensure that your rights are protected at work and that you are in a safe environment.

UNISON members include staff working for the NHS, the Police Service, Colleges and Schools, the Electricity, Gas and Water Industries, Transport and the Voluntary Sector.

UNISON campaigns to keep services public and strengthen the voice of public sector workers. Join us and make sure your voice is heard.



Please fill in this application form form in BLOCK CAPITALS and send it to the address shown below.

1. YOUR PERSONAL DETAILS

Mr/Ms/Miss/Mrs/Other	First Name	Other Initial
Surname		Date of Birth / /
Home address		
Postcode		Home ☎
National Insurance No. (from your payslip)		
How would you describe your ethnic origin?		
<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Asian Other	<input type="checkbox"/> Black Other
<input type="checkbox"/> Chinese	<input type="checkbox"/> Black African	<input type="checkbox"/> White UK
<input type="checkbox"/> Indian	<input type="checkbox"/> Black	<input type="checkbox"/> Irish
<input type="checkbox"/> Pakistani	<input type="checkbox"/> Caribbean	<input type="checkbox"/> White Other
<input type="checkbox"/> Asian UK	<input type="checkbox"/> Black UK	

☐ Please tick this box if you require materials in a different format (e.g. large print or Braille) - be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you - indicate if work or home

2. YOUR EMPLOYMENT DETAILS

Employers Name
Job Title/Occupation
Department/Section
Workplace Address
Postcode
Payroll No.

When completed please send to:-
UNISON Manchester,
Sixth Floor, Sunlight House,
Manchester M3 3JZ
Tel: 0161 254 7500 Fax: 0161 274 7365

3. WHAT YOU WILL PAY FROM 1 OCTOBER 2003

Please tick your earnings before stoppages

Weekly Pay	Annual Pay	✓	Band	Per Week	Per Month
Up to £38.47	Up to £2,000	<input type="checkbox"/>	A	£0.30	£1.30
£38.48-£96.16	£2,001-£5,000	<input type="checkbox"/>	B	£0.81	£3.50
£96.17-£153.84	£5,001-£8,000	<input type="checkbox"/>	C	£1.22	£5.30
£153.85-£211.53	£8,001-£11,000	<input type="checkbox"/>	D	£1.52	£6.60
£211.54-£269.23	£11,001-£14,000	<input type="checkbox"/>	E	£1.81	£7.85
£269.24-£326.92	£14,001-£17,000	<input type="checkbox"/>	F	£2.24	£9.70
£326.93-£384.61	£17,001-£20,000	<input type="checkbox"/>	G	£2.65	£11.50
£384.62-£480.76	£20,001-£25,000	<input type="checkbox"/>	H	£3.23	£14.00
£480.77-£576.92	£25,000-£30,000	<input type="checkbox"/>	I	£3.98	£17.25
£576.93-£673.08	£30,001-£35,000	<input type="checkbox"/>	J	£4.68	£20.30
£673.08 +	Over £35,000	<input type="checkbox"/>	K	£5.19	£22.50

Please tick the appropriate box to indicate how often you are paid

- ☐ Weekly
☐ Fortnightly
☐ Four Weekly
☐ Monthly

☐ Please tick this box if you are a student member in full-time education (including student nurses or modern Apprentices). Your subscription is £10 per year.

4. POLITICAL FUND

UNISON'S **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON'S **General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- ☐ I wish to join UNISON and accept its rules and constitution.
- ☐ I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide to UNISON information to keep my records up to date.
- ☐ I authorise deduction of the following political fund payment as part of my subscriptions: Tick one box only

Affiliated Political Fund ☐

General Political Fund ☐

Now please sign and date below.

Signature
Date

If you have been a member of a trade union before, please state which one below:

DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes. We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

☐ If you do not want to receive any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

☐ If you do not wish to receive such information please tick this box.

If you tick either of these boxes then you will be removed from the appropriate mailing lists as quickly as possible but for administrative reasons this may take a couple of months.