

MANCUNION

THE UNISON NEWSLETTER

SEPTEMBER 2014



Thanks to all the members who took strike action in Manchester Council and Local Government conditioned employers on 10th July for fair pay.

Our action was solid across the city and all major workplaces were picketed.

The Branch had a good turn out at the rally in Piccadilly Gardens with support from other public service unions.

Keeping up the momentum as part of a national initiative on 20th August the Branch organised leafleting and distribution of helium balloons calling for fair pay around the city centre.

I would urge all members to attend the North West TUC demonstration in Manchester on 6th September which will assemble in Castlefield at 11am.

We have also booked train tickets for members to attend the National TUC demonstration in London on 18th October so any member interested in attending should contact the Branch to reserve their ticket ASAP.

The next Local Government strike day

will be on 14th October and plans are underway to ensure it is as effective as possible even though talks are being pursued nationally to resolve the dispute.

It is a very busy period for the unions as during 8th - 28th November UNISON is required by Tory employment laws to re-ballot members on whether to continue with our political funds to campaign on behalf of our members.

The Tories and their city friends are set on silencing any opposition and members need to vote in favour of the political funds to ensure our members views are voiced.

Our strength to deliver on behalf of members is directly related to the number of members, stewards and contacts we have across our employers.

If you do not have a steward in your workplace and you are interested in becoming a representative please do not hesitate to contact the Branch office.



IN MY VIEW

EVELYN DOYLE
BRANCH SECRETARY

IN THIS ISSUE

This month we focus on the resounding success of our day of industrial action on the 10th July. Read our piece featuring quotes from ordinary members who stood fast on the picket lines throughout the day. In our lead article we look forward to the follow-up action taking place on the 14th October and we note the two major demos coming up over the next couple of months. We have a special article on Branch Education, as well as a round up of activities carried out by the Self Organised Groups. We finish with an update on Housing Associations.

Patrick Taylor and James Crowley
Mancunion Editors.

CONTACT US

Whether you have a problem at work, just need some advice or want to be more involved in the Branch, we are always eager to hear from members. To get in touch you can call us on 0161 254 7500 or email us at unison@manchester.gov.uk.

If you want all the latest news then make sure you bookmark our website www.unisonmanchester.org. You can also follow @UnisonMcr on Twitter where we pass on all the latest news and post live updates from major UNISON events.

The Branch Office is based in Manchester Town Hall in room 321 so feel free to pop in for a chat anytime.



www.unisonmanchester.org

STANDING UP FOR FAIR PAY

July 10th saw thousands upon thousands of council workers taking action together. Standing together, supporting each other and by striking, taking the fight to the Tories who are forcing low wages, austerity and privatisation on working people and public services.

Our members picketed buildings right across the city, and handed leaflets out to a supportive public. We had new members joining and deciding to take part in the strike as they arrived at work. Some of them even joining the picket lines and trying to recruit their colleagues. **Our Branch alone recruited over 200 new members in the last month.**

The Branch also saw contributions to the strike fund from members who wanted to help low paid strikers who were less able to take a days' loss in pay. Thanks must go to them and to all who took part in the strike, who took action in unison to help improve wages for all.

The rally in the city centre saw people crammed into Piccadilly Gardens in something of a party atmosphere. Anyone who was on a picket line or at the rally can tell you about the great support they got from the wider public. Not just the occasional beep of a car horn, but people coming up and saying they supported our strike. People refusing to use the few services that were open.

As if all that weren't enough the sun was shining too!

The strength and solidarity of our strike, the people who have joined to be a part of it and the desire among our members for further action gives us a strengthened mandate going forward.

And we will take action again on 14th October. The Local Government Association is still not willing to make a reasonable offer. They are still not willing to negotiate in good faith.

We cannot back down. We have little choice but to keep the pressure on and to keep fighting a weak and feeble Government that is quite prepared to pile the pain onto working people and onto those using under-funded public services, for as long as they take it. What this strike is really about

is vast numbers of workers saying 'enough is enough' together.

Our dispute is not about having more money for luxuries. There are many members of our union who are having real trouble making ends meet. Members who are claiming benefits for the first time. Members forced to use food banks.

It is not acceptable. We must not let it pass. **Low pay is ruining lives.**

Even if you personally are managing in these difficult economic times, you have colleagues and friends in your union who need and deserve your help. And this is what Unions are for; for standing up for working people in the tough times.

October may seem like a long way off. But we have a lot more to do. We need to ask more people to join our union and join our strike.

It won't be easy for any of us. A few of the people we ask to join will have walked past our picket lines and worked while we were on strike. We have to try and put that behind us and explain again why they need to do the right thing and stand by their colleagues.

We also need to lobby politically. Go and see your MP or write to them. Tell them that local government pay is an issue for you. Tell them that you want their support. Tell them that whether they support us will affect how you vote. You can contact them through www.theyworkforyou.com. We've posted a letter on the Branch website you can use and amend to send to your MP or local councillor.

We also want the biggest co-ordinated action in UNISON we can. Our members working in academies and health are being balloted too. Waiting for October will mean that they may be able to take action on that day too.

So if you have family or friends who work in a school or in the NHS tell them to vote. Tell them to vote YES.

If we all stand together we will win.

DAY OF INDUSTRIAL ACTION ON

Although we were spread over picket lines across the city the whole Branch really pulled together on July 10th.

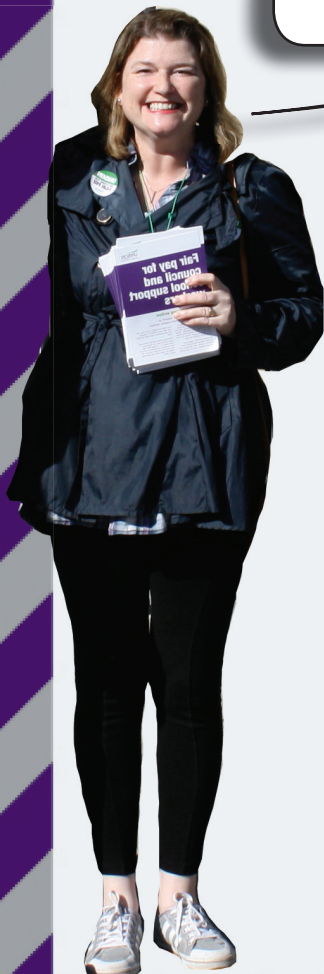
Members were able to see what was happening in other places through social media and your Mancunion team were out capturing the day on camera and asking members to tell us why they personally were striking.

Unfortunately we did not have enough space to include all the people we spoke to on the day in these two pages so we have presented a sample for you here.

For more pictures and quotes from members who took part in the day of industrial action please see the latest updates on our Branch website - you might even see yourself online!

"I'm asking all council workers to support our cause. We need a payrise and I hope we get one."

Anne-Marie Smith
Etrop House



"I'm looking for fair pay and this is the only way we can go about it unfortunately."

Dean Marley
Wenlock Way



"I'm striking because we've had a pay freeze for three years. Now we are being offered 1% and it's not fair."

Samran Janjua
Longsight District Office



10 JULY 2014 - IN YOUR WORDS

"The reason I'm striking today is because people throughout the council, all different pay grades, are all experiencing pay cuts in real terms given the increase in living costs.

With more cuts on the way it's important that a stand is taken. If it isn't then those cuts will be pushed through without a second thought by this government...

We're not just going to accept living standards being cut for people whose job is not to make money, but to look after vulnerable people and to protect people who can't protect themselves. **That's what public service is all about.**"

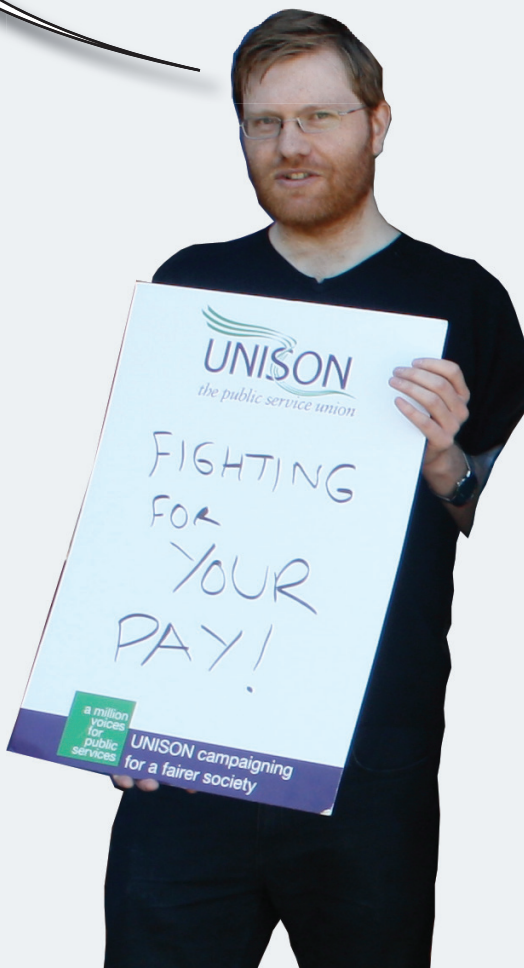
Phil Craggs
Gorton South Office

"I'm on strike because the cost of living is going up but my wages aren't. I'm actually being offered a pay cut rather than a pay rise."

Clayton Doyle
The Birches School

"It feels like there are two sets of rules. One for the MPs - they've had 11% and the bankers who've had 35%. But our wages aren't even in line with inflation. It's a national disgrace."

Jackie Dooley
Harpurhey District Office



JOIN US AT THE
MARCH AND RALLY
SATURDAY
18 OCTOBER
2014

ASSEMBLE 11AM
AT BLACKFRIARS
EMBANKMENT
FOR MARCH TO
HYDE PARK

££££
BRITAIN
NEEDS





JOIN THE CAMPAIGN AT
BRITAINNEEDSAPAYRISE.ORG
@PAYRISE4BRITAIN #18OCT

**NEEDS A
PAYRISE**

LOCAL INFORMATION HERE

**RESERVE YOUR PLACE ON THE FREE TRANSPORT
PROVIDED - CONTACT THE BRANCH NOW**

TEL: 0161 254 7500

EMAIL: unison@manchester.gov.uk

WEBSITE: <http://bit.ly/1v19ex4>

EDUCATION & LEARNING UPDATE

News from North Manchester

Great news from the YES centre in Newton Heath, a community ICT hub set up just about a year ago. The centre now helps 60 people a day with internet access, paying bills online, claiming online benefits and the job club.

It's been so successful that Northwards Housing, the funders, are looking to expand to 3 further centres across North Manchester and a Computer centre, in Cheetham Hill to deal solely with digital inclusion.

Our Branch has been fully involved in the centre's development right from the start, with assistance from digital champions and financial support from the Union Learning Fund.

Hopefully this will become the model that each and every Registered Social Landlord (RSL) will adopt across the city.

Bringing learning to you

Ever thought you would like to take up a course but don't want to travel across the city to get to the venue? Well, a bid to fund our own Branch pop up classroom has been submitted to UNISON's National Learning and Organising Services.

This will pay for a fully kitted-out mobile learning centre, with tables, chairs and a range of ICT equipment to hold learning events at a site convenient for you. It should be fully operational by September and can be utilised by the Union Learning Reps (ULRs) for learning purposes and sessions.

Courses coming up

We are currently exploring conversational foreign language courses. These would include French, German, Spanish and any language where we get a minimum of 10 people to attend. So watch the Branch website for updates, costs and dates.

Do you work in a front line service? Come across deaf people but don't have the skills to communicate? Want a one day course to learn British Sign Language? Check out the website in September for invitations to the course.

Courses for Union Learning Reps (ULR)

All ULRs are trained to a minimum of Level 2 in Information, Advice and Guidance and support. But we also provide additional support and training for reps who want to develop more skills

Over the next 6 months all ULRs will be invited to take courses in Dyslexia Awareness, Deaf Awareness, British Sign Language and Mental Health Awareness.

Get involved

We are always looking to recruit more Union Learning Reps, especially in Children's and Families Directorate. This non-confrontational and fulfilling role is a great way to contribute to our union and genuinely help people.



If you have any learning needs for personal or career development, want to start a book club or just find out a bit more about union learning contact Steve Lynch, Branch Education Officer, by email s.lynch@manchester.gov.uk, or phone on 07971 843377. Alternatively speak to your workplace ULR.

Steve Lynch

ULR Coordinator/Unison Education Officer



www.unisonmanchester.org

BRANCH SELF ORGANISED GROUPS

Black Members Self Organised Group

UNISON Black Members Self Organised Group is looking for interested members who would like to play an active role in strengthening the relationship between UNISON and its Black membership. Does this sound like you? If it does, please join us at the next meeting or get in touch with Gloria or Damian:

Contacts: **Gloria Buckley** on 234 3553, email g.buckley1@manchester.gov.uk or **Damian Daley** on 455 1055, email d.daley1@manchester.gov.uk.

Meeting details: 10 September, 2pm, UNISON Manchester Branch Office, Room 321, Level 3, Manchester Town Hall.

We will also be hosting a Black History Month event. Take a look at the Branch website for details.

LGBT Members Self Organised Group

LGBT Members are welcome to the next Self Organised Group meeting:

10 September, 5.30pm at The LGE, 5 Richmond Street, Manchester, M1 3HF.

This meeting will elect our delegation and discuss amendments to motions for this year's National LGBT Conference. We welcome your involvement.

Contact **Paul Amann** on 07827 252349 or email PAmann@wea.org.uk for more information.

Women Members Self Organised Group

The Women's Self Organised Group was set up to provide a woman-only space for female trade unionists to discuss national and local workplace issues that specifically affect women only, or where the impact is felt mainly by women.

The Women's AGM will be held on:

23 September from 5.30pm-6.30pm, venue to be confirmed.

Contact **Lesley Lancelott** on 234 4434 or email l.lancelott@manchester.gov.uk for further details.

HOUSING ASSOCIATION NEWS

Merger update

The Boards of Eastlands Homes and City South have agreed to go ahead with a proposed partnership that will come into effect from 1 April 2015.

The next steps will be to undertake 'due diligence', carrying out a detailed appraisal of both organisations to ensure there are no material issues which might lead to either organisation deciding not to proceed.

UNISON will of course be involved in all discussions, representing the best interests of our members in both organisations.

Pay awards

The Branch negotiates separately with each registered social landlord on pay.

Here are some of the pay awards we have been involved in negotiating.

- Northwards - 1%
- Eastlands Housing - 2% with effect from 1st April 2014.
- City South Manchester - 2% which was paid in November 2013 and back dated to April 2013.
- Wythenshawe Community Housing Group have a 4% deal over two years. Members got the full 4% up front in 2013. We will be starting negotiations early next year for a new pay award.

Living Wage Campaign

We have just heard from one of our Housing Providers (HPs), Southway, that there will be a Greater Manchester Living Wage Campaign, taking place later this year on the 2nd-8th November and a number of HPs have pledged to support it.

UNISON will be looking to get involved so watch this space for more information as it comes through.

Vimal Gadher - Assistant Branch Secretary

MANCHESTER DEMO - 6TH SEPT

The TUC has organised a march and rally against austerity for Saturday 6th September. Right here in Manchester.

Since 2010 the cuts the Tories have forced on us have been hurting the most vulnerable and poorest in our society. What makes it worse is that their policies aren't about fixing the economy. We know that simply because it isn't fixed. It's getting worse for millions, day by day.

"Austerity" is part of an ideology. The selfish greedy ideology of the Tories. An ideology that supports the rich and the privileged at the expense of the rest of us.

This Tory led Government has changed the law to stop political protest in the run up to the general election next year. That means that this autumn will see some

of our last chances to stand up together and tell them what we think. To say that come the election, the Tories have to go.

Join the march and rally in Manchester and let them know we don't believe their lies and we don't believe in their austerity policies.

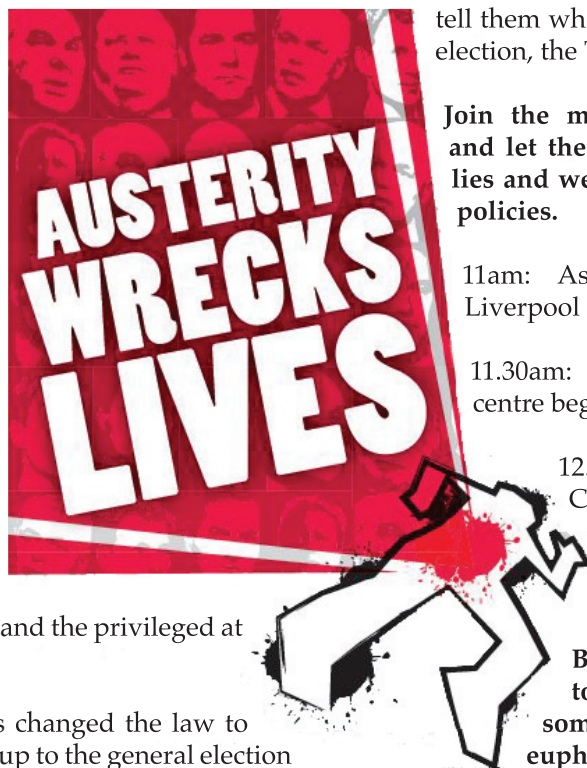
11am: Assemble at Castlefield Arena, Liverpool Road, Manchester M3 4JR

11.30am: March through Manchester city centre begins

12.30pm: March returns to Castlefield Arena for the Rally

For more information, visit: unisonnw.org/sat6sep

Bring your friends and family too. And something to make some noise - whistles, air horns, euphoniums, whatever you've got lying around.



NATIONAL DEMO IN LONDON

After the second Local Government one day strike on Tuesday 14th October, the next big date in everyone's calendar should be the following Saturday 18th October, when the TUC has organised a national demonstration in London.

The demonstration will be a march from Embankment, right through the heart of London to Hyde Park for a rally.

This is important to us all. Britain does need a payrise. We all know that. With every pay packet things are getting a little tougher. There's something else we have to sacrifice to make ends meet elsewhere.

It's not just council workers, it's right across the thousands of public sector employers where we have members and it's right across the private sector too. The problem of low pay and poor career options for millions is chronic, and this Government is making it worse.

It can't go on, and it needn't go on. We need to say it loudly and visibly, and we also need to get our message out to the wider public and join up with other unions, campaigners, local activists and anyone who shares our views.

Let's stand together in London on the 18th October and tell this Government that they need to show us all some respect.

It looks like this will be one of the biggest demonstrations of the year and we want everyone to be a part of it.

That's why we are offering our members free rail travel down to London on the day. We always get lots of branch members coming to demonstrations, but let's make this the biggest one yet.

To book a place just visit www.unisonmanchester.org or give the Branch a call NOW.

If you've never been to a demonstration before then this is definitely a good one to start with. It promises to be uplifting, meaningful and (importantly) it will be a good laugh with your fellow branch members down in London

So give us a call, get on the train and come down.

For more information about the national demonstration, including campaign materials and the march route, visit the official website: britainneedsapayrise.org



www.unisonmanchester.org

GOOD TO MEET YOU...

Name: Pete Banks

re-nationalise the railways and scrap Free Schools.

Job: Assistant Branch Secretary

What superpower would you like?

How long have you been a member of the union?

Since 1987

The power to make Wales win the World Cup (rugby and football)

What do you like about your role in UNISON?

Making a positive difference!

What's the worst job you've ever done? What's your ideal job?

Whereabouts do you live?

The people's republic of Mossley.

The worst job was helping weed the allotment when I was a child. Now I have my own allotment to weed! Best job is trade union officer.

Where would you want to live?

Eventually I'd like to return to North Wales and live somewhere near the coast.

Favourite holiday destination, film, drink, football club?

Best thing about UNISON?

UNISON Stewards – without them we wouldn't be able to function. We need more.

Who or what is your inspiration?

Joe Strummer from The Clash. An absolute life-changer.

What is the trait you most deplore in yourself?

My personality can be a little too addictive at times!

What is the trait you most deplore in others?

Stinginess

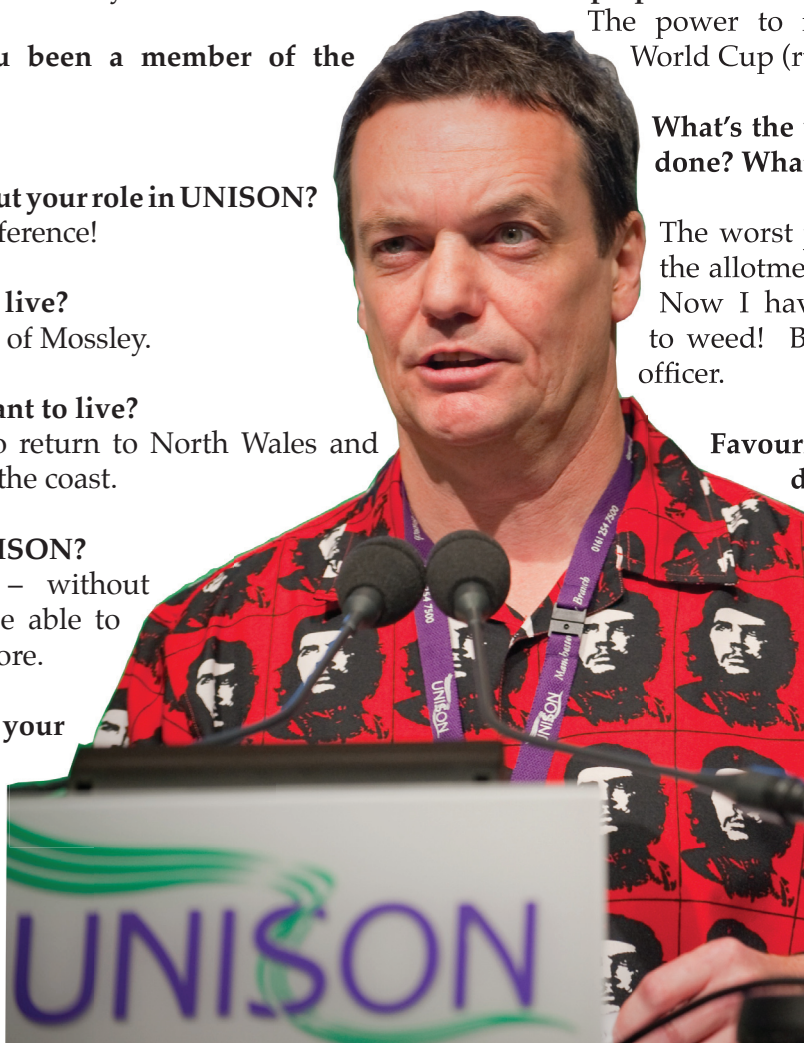
If you were Prime Minister, what would you do first?

On my first day as PM, I'd stop the privatisation of the NHS, repeal all the Tory anti-trade union laws,

positive outcome for a member. The worst days are when you can't!

Why do unions matter?

Studies show that workers in unions are better off in terms of rights, pay, Health and Safety, equality and pensions than workers who are not organised. These hard-fought gains, made over the years, would be gone in an instant if unions no longer existed.



EXCLUSIVE DISCOUNTS FOR UNISON MEMBERS



CHEAPER CAR INSURANCE FOR UNISON MEMBERS

Exclusive discount for UNISON members

75% no claim discount for five years claim free

plus+

GET A QUOTE TODAY

LVE



Car Insurance

Plus 75% no claim discount with five years claim free

0800 756 8162



Breakdown Cover

Great value with 2 for 1 on Personal Cover

0800 756 8696

Car Insurance
Mon-Fri 8am-8pm,
Sat-Sun 8am-5pm.
Breakdown Cover
Mon-Fri 8am-8pm,
Sat-Sun 8am-5pm.

Calls may be recorded.

Join UNISON

To be completed by new applicant

Please fill in this application form in
BLOCK CAPITALS and send it to:-
Manchester UNISON, Room 321, 3rd Floor
Town Hall, Albert Square, Manchester, M60 2LA

Recruit a friend to UNISON...
and receive a £10 for each member you recruit!

Recruiter

To be completed by the existing UNISON member

Name:
Membership Number:

1 Tell us about you

Title	First name
Surname/family name	Date of birth / /

Home address	Postcode
--------------	----------

email

Phone number (please indicate if home, work or mobile)	National insurance number (from your payslip)
--	---

Please give your ethnic origin: (tick one box)			
<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Black African	<input type="checkbox"/> Black UK	<input type="checkbox"/> White UK
<input type="checkbox"/> Chinese	<input type="checkbox"/> Asian UK	<input type="checkbox"/> Black other	<input type="checkbox"/> Irish
<input type="checkbox"/> Indian	<input type="checkbox"/> Asian other	<input type="checkbox"/> Caribbean	<input type="checkbox"/> White other

2 Tell us about your job

Employer's name

Your job title/occupation

Workplace name and address	Postcode
----------------------------	----------

Payroll number (from your payslip)

3 What you will pay each month

Please tick the appropriate box for your earnings before deductions.

Annual pay	Your subscription
Up to £2,000	<input type="checkbox"/> £1.30
£2,001-£5,000	<input type="checkbox"/> £3.50
£5,001-£8,000	<input type="checkbox"/> £5.30
£8,001-£11,000	<input type="checkbox"/> £6.60
£11,001-£14,000	<input type="checkbox"/> £7.85
£14,001-£17,000	<input type="checkbox"/> £9.70
£17,001-£20,000	<input type="checkbox"/> £11.50
£20,001-£25,000	<input type="checkbox"/> £14.00
£25,001-£30,000	<input type="checkbox"/> £17.25
£30,001-£35,000	<input type="checkbox"/> £20.30
over £35,000	<input type="checkbox"/> £22.50

5 Choose how you wish to pay Please tick ONE box only

EITHER deduct from salary:

☐ I wish to join UNISON and authorise deduction of subscriptions from my pay by my employer.

Signature

Date

Please go to unison.org.uk/privacy-policy to see how we will protect and use your personal information

OR pay by direct debit:
please complete the direct debit form below

☐ I wish to join UNISON and authorise deduction of subscriptions by direct debit

Date

Instruction to your bank or building society to pay by Direct Debit

Please fill in the form and send to UNISON, 130 Euston Road London NW1 2AY

Name and full postal address of your bank or building society

To: The Manager Bank/building society

Address

Reference number (for office use only do not complete)

Service User Number

9 7 0 0 5 0

Please pay UNISON Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with UNISON and, if so, details will be passed electronically to my bank/building society.

Signature(s)

Date

Bank/building society account number

Branch sort code

Name(s) of Account holder(s)

Banks and building societies may not accept Direct Debit instructions for some types of account

