

Durham Local Government UNISON Branch Newsletter

September 2017

Fair Pay Now!

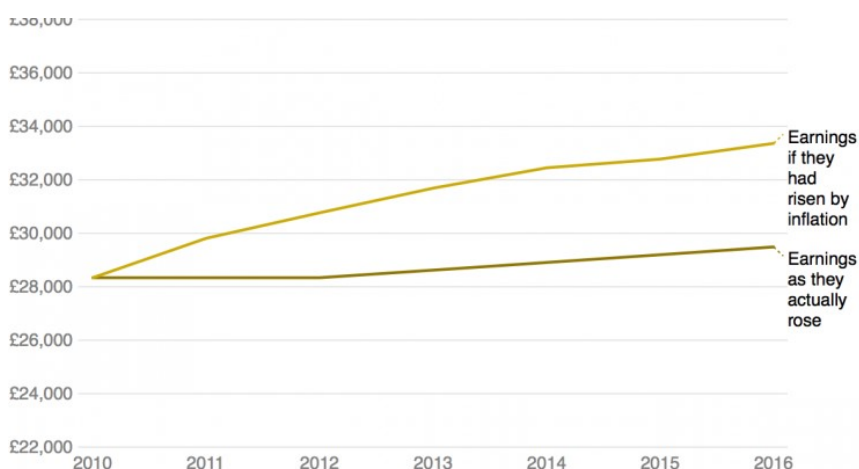
UNISON have submitted a pay claim for 2018-2019, which calls for the deletion of NJC scale points 6-9 - to reach the Foundation Living Wage of £8.45 - and a 5% increase on all NJC pay points.

For the vast majority of NJC workers in local government and schools, last year's 'pay rise' actually represented the eightth consecutive annual pay cut since 2009. Pay in local government and schools is one of the lowest in the public sector. No-one is paid a fair rate for the job they do.

A continuation of the 1% cap would represent a further squeeze on our members' quality of life that is even worse than during the 1980s and 1990s, exacerbating an already desperate situation for many. Furthermore, inflation is predicted to remain in excess of 3% for the next five years, which means the cost of living for our members will rise by nearly 18% by 2021.

Join our campaign for Fair Pay Now!

- The Tory Government's 1% pay cap is unjust and unsustainable
- Local government cuts are destructive to services and staff
- Political and public opinion is turning against austerity
- Sign up for updates, be part of our campaign
- Together we are stronger – your voice is louder
- Talk to friends and workmates
- UNISON is standing up for the job you do!



**fair pay
NOW!**
for council and school workers

UNISON
the public service union

The branch office is open:


Monday to Friday

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Website
www.durhamunison.info

 Follow us on twitter
@DurhamUNISON

 Follow our Facebook
group: Durham
Unison



UNISON
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Thinking of joining, contact us in the branch or you can
join on line at www.joinunison.org

Employment tribunal fees scrapped by Supreme Court after UNISON wins four year fight

The UK's highest court has unanimously ruled that the government was acting unlawfully and unconstitutionally when it introduced tribunal fees four years ago.

Now anyone who has been treated illegally or unfairly at work will no longer have to pay to take their employers to court – as a direct result of UNISON's legal challenge.

The government will also have to refund more than £27m to the thousands of people charged for taking claims to tribunals since July 2013, when fees were introduced.

Anyone in England, Scotland and Wales wanting to pursue a case against their employer has had to find as much as £1,200. UNISON supported claims by members where a legal claim had been assessed by our solicitors.

UNISON general secretary Dave Prentis said: "It's a major victory for employees everywhere. UNISON took the case on behalf of anyone who's ever been wronged at work, or who might be in future. Unscrupulous employers no longer have the upper hand."

"These unfair fees have let law-breaking bosses off the hook these past four years, and left badly treated staff with no choice but to put up or shut up. "We'll never know how many people missed out because they couldn't afford the expense of fees. But at last this tax on justice has been lifted."

Court of Appeal Victory over employers who fail to consult trade unions

UNISON has won a landmark court victory that makes it much harder for employers to ignore staff when making major changes in the workplace.



The Court of Appeal ruling means that for the first time employers will be obliged to consult with unions around any workplace issues that affect their members.

Until now, unions only had the right to be consulted where the law required this, for example in TUPE regulations where employees transfer from one employer to another, and in redundancy cases.

The ruling means employers will also have to involve unions in issues such as those around working hours and holiday pay. It will benefit thousands of employees whose rights at work are under threat and means that employers will face greater scrutiny over their treatment of staff.

The victory came about after the union took up a case involving parks police who were made redundant by the London Borough of Wandsworth. The Court of Appeal ruled that UNISON had the right to be consulted by Wandsworth over the job losses.

Thinking of joining, contact us in the branch or you can join on line at www.joinunison.org

If you are an apprentice, now is the time to join UNISON

As an apprentice you are part of a team delivering essential services that support people and communities. Every UNISON member, wherever they work or study, has access to our full range of member benefits and services, which includes:

- advice, support and help when you need it during your apprenticeship
- a helpline that is open until midnight
- legal help for you with work related issues and your family at home. Terms & conditions apply, see 'legal services' at www.unison.org.uk
- financial assistance and debt advice and access to our network of credit unions.

And we offer a range of exclusive member discounts that can save you and your family money when you are shopping, buying insurance or looking for a holiday.

You get all this from just £10 a year while you are an apprentice. We are as committed to your training and development as you are and have successfully campaigned for apprentices to be paid a national minimum wage.

DAVE BAINBRIDGE MEMORIAL CHARITY CRICKET MATCH

As the sun sets on yet another summer of cricket, a reminder that the Annual Charity 20/20 cricket match will be taking place on Sunday 24 September at Middleton St George Cricket Ground, starting at 12:30pm. The game is played in memory of long serving UNISON activist Dave Bainbridge and features a Branch Team taking on Dave's friends and family members. The event will feature a raffle, fundraising and refreshments will be available throughout the afternoon and an Awards ceremony will take place immediately after the match with trophy's awarded to both sides.

The event is free to attend and is a great way of (hopefully) enjoying the final rays of summer sunshine before Autumn is upon us. All are welcome and if you're up to dusting down your whites and getting involved in the action please let the Branch Office know as soon as possible.

Want to get more active in UNISON?

On our workplace visits we are always on the lookout for members who want to get active. This can be in many different ways, which fit in with your work and home life.

Workplace Contacts help to distribute UNISON communications to fellow members and colleagues in the work place.

UNISON Stewards are the first point of contact for members in the workplace. They are fully trained, mentored and given support by UNISON regional staff.

We have recently trained 8 new stewards for this branch; well done to those participants!

Interested in the above? Contact us to discuss in more detail.



Thinking of joining, contact us in the branch or you can join on line at www.joinunison.org

Join UNISON – essential cover if you work in public services

Simply complete the form below and hand it to your branch rep or post it to the address on the back page

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 payroll)

Please give your ethnic origin: (tick one box)

- Bangladeshi Pakistani Black African Black UK White UK
 Chinese Asian UK Black Caribbean Black other Irish
 Indian Asian other

2 Tell us about your job

Employer's name

Your job title/occupation

Workplace name and address

Postcode

Payroll number (from your payroll)

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	£1.30
£2,001–£5,000	£3.50
£5,001–£8,000	£5.30
£8,001–£11,000	£6.60
£11,001–£14,000	£7.85
£14,001–£17,000	£9.70
£17,001–£20,000	£11.50
£20,001–£25,000	£14.00
£25,001–£30,000	£17.25
£30,001–£35,000	£20.30
over £35,000	£22.50

4 Choose your political fund

One of the ways UNISON works on your behalf is through political campaigning. Your subscription includes a political fund payment so you won't pay any extra, but in UNISON you choose how you want that money to be used.

Please tick one box only.

- Our Affiliated Political Fund takes UNISON members' views directly into the Labour Party, working to promote UNISON policies
 The General Political Fund is used to pay for branch, regional and national campaigns but is independent of any political party.

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

Signature

Date

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

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

Postcode

Name(s) of Account/holders

Bank/building society account number

Branch sort code

Signature (s)

Date

Reference number (for office use only do not complete)

Service User Number

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

