



Campaign for a Fair Deal for Support Staff

Quick Facts

The lowest paid support staff are now receiving less than the National Living wage of £7.65 an hour

The amount spent by the University on support staff has been cut from 12% to 10% of its income.

Between 2009-2012 pay has fallen below inflation by 10% - a loss of over £160 a month to someone on a band 400 salary

Vote Yes to strike action

82% of you voted to reject the University imposed pay 'rise' of 1%.

94% of UNITE members voted to reject

UNISON, UNITE and GMB have been campaigning and negotiating for a pay rise since last May. Following our consultative ballot where 82% of you voted to reject the pay offer of 1%, we are now balloting for industrial action. We are asking all of our members to vote and vote Yes. We believe staff at the 'University of the Year' deserve a pay rise, not yet another real terms PAY CUT.

Real terms pay cuts planned for another 2—3 years

The University have also let slip that they have planned real terms pay cuts for the next 2—3 years until 2016/2017 regardless of the University's performance, University finances or your Cost of Living .

Working jointly with other trade unions

UNISON are working closely with the other Campus trade unions. Birmingham UCU are already taking part in national strike action over pay and UNISON are coordinating closely with the other support staff trade unions.

It's time to say Enough is Enough and Vote Yes for Strike action

Pay Band	Lost per Year	Lost per month
100	£1255.14	104.59
200	£1447.80	£120.65
300	£1665	£138.75
400	£19344	£161.20
500	£2259.40	£188.28

Amount of money staff have lost due to inflation in the last 4 years—after the pay offer



For more information, facts and figures see our website

www.birminghamuniunison.org.uk

FACTSHEET FOR UNISON STRIKE BALLOT OVER PAY 2013

What is the strike action ballot for?

UNISON, UNITE and GMB have been negotiating for a fair pay deal for support staff for over 6 months. The University however have not moved on the pay award of 1% . We want to win an above inflation pay deal for this year and next.

What happens next?

We hope the University will come back to the negotiating table with a serious offer. If however they choose not to negotiate and if a majority of members vote to take strike action then we will ask **all** our members to take part in strike action.

When would strike action be?

If the University do not make an increased offer then strike action would follow in the New Year. Strike action would be called on a day when the action would have the most impact, for example on an applicant visit day or other notable date for the University.

How many days would be asked to strike for?

The number of days strike action will be decided by branch meetings open to all members. We believe it will take more than 1 day of strike action to win, but remember if we win on pay the pay rise is permanent.

Can we win?

If we all stick together then we believe we can win a better pay deal this year. We also have the backing of the other campus support staff trade unions and we are coordinating our actions with them.

I'm not sure I can afford to strike?

We know many of our members are facing real hardship—that's why we have to strike to win a fairer pay deal for all staff—remember any pay rise won is permanent.

I'm going to struggle with my rent/mortgage/food/travel etc

For members facing financial hardship as a result of striking your branch have set up a support fund. This will be used to support members who may have financial problems. We will make payments within 5 days of receiving an application form with a payslip showing the amount deducted. Please contact Matt Raine, Lee Crutchley or Abby Gulliver for more information. All information will be dealt with sensitively and in strict confidence.

If I don't vote for strike action would I still be expected to strike?

Yes, we are a democratic trade union and if the majority vote for strike action then we expect all members to strike. We also know that it is only by acting together that we can for us all. That is how we have won on the many issues we have faced from Bank Holidays to working any 5 days in 7.

Can I lose my job if I strike?

No, it is illegal for the University to dismiss anyone for taking legal strike action.

Will anyone know how I voted?

No, the ballot is conducted outside of the branch by the independent electoral reform society and is completely anonymous.

My manager wants to know how I voted and if I will strike

You have the right **not** to tell your manager anything. Please report any managers who ask to a branch rep immediately. UNISON advise all members not to answer these questions. Further guidance on 'life and limb' cover will be provided

What can I do to help us win?

- Recruit a friend to UNISON. If they join before Christmas both of you will get a £10 voucher
- Vote Yes to Strike action and tell your workmates you've voted Yes.
- Join the protests at University entrances on the day of strike action

If you have any questions please contact Matt Raine on matthewraine@outlook.com or call 07904 960 442 or any UNISON rep. He is happy to speak in the evening as well