



Campaign for a Fair Deal for Support Staff

www.birminghamuniunison.org.uk

Quick Facts

We are doing more work for less pay

The University are spending over £100m on new capital projects

The University income is over £471m per year—our support staff wage is bill under £50m

The support staff wage bill is just 10% of the University's income

Staff numbers are going down whilst workload is going up

SPEAKING UP FOR SUPPORT AND ACADEMIC RELATED STAFF AT THE UNIVERSITY OF BIRMINGHAM

Vote Yes to strike action

UNISON, UNITE and GMB have been campaigning all year for a decent pay rise for support staff. After 82% of you voted to reject the University pay offer of 1% a year we are now balloting for strike action. None of us takes strike action lightly and it is always a last resort.

Throughout UNISON and the other trade unions have sought to negotiate a solution and the University have now offered a further meeting in December. As however no increased pay offer has yet been made we are continuing with the strike ballot and asking members to deliver a massive Yes vote to action that the University cannot ignore.

The University can afford to pay more for hard working staff

1. University income has risen every year for 5 years and is up from £411 million in 2007/2008 to £471 million in 2011/2012
2. University Profit has averaged £19.7million every year for the last 5 years
3. Paying an above inflation pay award of 6% would cost less than £2.5 million per year

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

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

For more information, facts and figures see our website

www.birminghamuniunison.org.uk

UNISON: Speaking up for University Staff





*“ Over half of my
pay goes on
paying my rent,
what sort of life
is that?”*

*Hundreds of staff
are still paid
below the national
living wage of
£7.65 an hour*

A University of Birmingham
cleaner in 2013

Help Win a Fair Pay deal for staff

1. Recruit a friend to UNISON. Everyone who joins UNISON is another voice demanding fair pay for staff. As an extra Christmas bonus both you and your friend will get a £10 voucher
2. Put up a poster in your workplace or give a leaflet to a friend. These will be available soon to request them please contact Matt or Lee
3. Write to your MP and your local councillor asking them to write to the University in support of the pay claim and for the University to get back to serious negotiations
4. We have already raised a lot of money for the hardship fund but more funds are always welcome and it can be a fun way to spread the message.
5. Volunteer to leaflet University Station or the bus stops, please email Abby Gulliver abbygulliver978@btinternet.com if you can help or call her on

UNISON Industrial action fund doubled

Your branch has doubled the funds available since we last took strike action in June 2012. Last time we made sure no member was left in financial hardship and we are confident we can do so again. The hardship fund application form is back on the website.

Here's the key information:

- UNISON would only ask for your payslip showing how much has been deducted for taking strike action and the application form, nothing else.
- All applications will be dealt with in strict confidence. You can ask for it not to be seen by a particular committee member, if for example you work with them!
- The minimum amount paid will be to ensure you can at least meet your essential needs ie travel, food, utility bills, rent/mortgage etc, childs birthday etc
- You will receive a cheque within 5 days of any pay being deducted
- We realise every members personal situation is different and that staff no matter what pay band they are on can require support in strike action

FACTSHEET FOR UNISON STRIKE BALLOT OVER PAY 2013

(A longer version is available on our website or from any rep)

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 and if your in a pension scheme then it increases your pension as well.

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, UNITE and GMB 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

10 Reasons to Vote Yes to strike action & Yes to Fair Pay at the 'University of the Year'

- 1. You made Birmingham the 'University of the Year' and your worth a decent Pay Rise**
- 2. Your cost of living and inflation keeps going up and more and more people are cutting back on essentials like heating at home.**
- 3. University income has risen every year for 5 years and is up from £411 million in 2007/2008 to £471 million in 2011/2012**
- 4. Paying an above inflation pay award of 6% would cost less than £2.5 million per year**
- 5. University Profit has averaged £19.7million every year for the last 5 years**
- 6. If the University can afford to give the Vice chancellor above Inflation pay rises on top of his final salary pension, free house, food....**
- 7. Student numbers are up this year and with students paying a shocking £9000 a year the University can afford to pay for a fair rise**
- 8. Our workloads and responsibilities just keep going upwards. Does it feel like your acting above your grade? That's probably because you are.**
- 9. The university are now spending less on support staff than for many years. The support staff wage bill has dropped from 12% of University income to just 10%**
- 10. If we do nothing then we will keep on getting real terms pay cuts every year**

UNISON Contact Details

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