



University Of Birmingham Branch

Talk In ...



Autumn 2009

Welcome to your new newsletter. We aim to produce it every 3 months to keep you up to date with what your Union is doing, ways you can get involved and let you know about your rights at work. We would like to know your ideas on what should be in it and comments etc.

In between newsletters we will still be emailing you with updates. If you're not on our email list, please email Lee Crutchley at l.crutchley@bham.ac.uk

Pay Talks and Job Security

Your Union Reps have now had our first 2 meetings with representatives of University Management. We are trying to negotiate a pay and job security package and will be producing a new pay bulletin as soon as we have any substantial developments.

You can help by getting your work-mates to sign the petition we have sent out. Just ask us for more copies.



We deserve better

So far the University have only offered 0.5% and guidelines on avoiding job losses. UNISON believe staff at the University deserve better. The University *is* its staff. We support students, cook the meals, run the libraries, clean the buildings,

October Branch meeting

Thanks to everyone who came along the October Branch meeting

The meeting discussed the pay and job situation, pledged the support of the Branch to UNISON's 'Million Voices

Campaign' (more inside), and had a guest speaker from Unison Birmingham Council Branch, on their **Save Our Services** Campaign, as many vital services including elderly peoples care homes, libraries, leisure and youth services are under threat.

For more information on this, phone 0121 622 8700 or email saveourser-vices@yahoo.co.uk

For more information on any issues raised in this newsletter or for advice or help please call Lee Crutchley on 0121 414 7622 or email - l.crutchley@bham.ac.uk

Branch News in Brief

Your Unison Branch has been:

- ◆ Working to get the Union Learning Agreement in HAS implemented
- ◆ Involved in College Reviews
- ◆ Raised as a matter of urgent concern cuts to the Confidential Assessment Service and Physio Services
- ◆ Ensuring College Working Parties are set up on the staff survey with union involvement
- ◆ Begun negotiating a new facility time agreement for your Reps
- ◆ Been to the postal workers picket lines in Aston to show support
- ◆ Marched for Public Services in Birmingham
- ◆ Helped members with issues big or

National UNISON Campaigns *A Million Voices for Change*

We want you to join our campaign because we think it really is time to create a fairer society. For too long our employers and our politicians have put profit and private gain before people and the public interest.

- ◆ social justice - help for those facing redundancy, repossessions and poverty - not bonuses and tax cuts for millionaires
- ◆ good jobs - environmentally sustainable and socially useful jobs, with decent pay and pensions and a strong union voice
- ◆ quality public services - no more privatisation. Increased investment in accountable public services like health, education and housing.

For more information and to add your name just go to www.unison.org.uk/million/index.asp

A personal view from the Branch Secretary

I went along with Sue to the recent Public Services rally in the city centre. It was inspirational to march alongside so many different trade unionists, from UNISON, PCS, NUT, UNITE, GMB and pensioners.

It is likely that whoever wins the next election will attempt to make large cuts in our public services to pay for the costs of the recession and bailing out the banks, I'm also sure that if the trade union movement pulls together we can win and protect our public services.

That's why it's so important the postal workers win their strike against job cuts and privatisation.

Here in UNISON it's great we're running the million voices for change campaign—a good opportunity for all of us to show our support for the Public Services we all work in and need so much.

To get in touch with Matt call 07904 960 442

***Stop Press.....
Dates for your Diary***

- Branch Meeting - Tuesday 8th Dec



PIN ME UP...



Your Rights at Work

In each newsletter we hope to provide information on your rights at work. We begin with a brief overview of some of your most important rights, but these are by no means the only ones you have

- **Pay** You are entitled to receive your monthly or weekly pay according to your job band without any deductions except those you agree to in advance
- **Rest** There is a legal minimum of 11 uninterrupted hours in every day (24 hour period)
- **Break** If you work more than 6 hours you have to have a 20 minute break within those 6 hours by law. This can not be at the start or end of the 6 hours
- **Holiday** Your contract entitles you to 25 days annual leave per year, in addition to Bank Holidays and University Closed Days
- **Overtime**
 - If you work more than 36 hours per week in a normal week you are entitled to time and a half
 - If you work your first rest day, it's paid at time and a half
 - If you work your 2nd rest day, regardless of whether you worked your first rest day, it's double time
 - If you work overtime on a Bank Holiday or University Closed Day then it's double time plus time off in lieu
- **Compassionate Leave** Your contract gives discretion for your manager to allow up to 5 days compassionate leave, which should not be unreasonably refused
- **Dignity and Respect** We all have the right to be treated with dignity and respect and work without harassment
- **Equality** We are all different but equal and have the right to be treated equally regardless of sex, gender reassignment, sexual orientation, religion or belief, race, disability, age or the membership of a trade union.

Call Lee on ext 47622 or Matt on 07904960442 for help or advice



APPLICATION FORM

UNIVERSITY OF BIRMINGHAM BRANCH

Mrs <input type="checkbox"/> Ms <input type="checkbox"/> Miss <input type="checkbox"/> Mr <input type="checkbox"/> Other: <input type="checkbox"/>					
First Name:			Other Initial(s):		
Surname:			Date Of Birth:		
Job Title:			Department:		
Grade / Band: Academic / Academic Related / Support* Full Time / Part Time / Reduced Hours* <small>*delete as appropriate</small>			Email Address:		
National Insurance Number: - -			Tel:		
Home Address:			Payroll Number:		
<p>Authorisation: I wish to join UNISON and accept its rules and constitution.</p> <p><input type="checkbox"/> 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. I authorise my employer to provide information to UNISON to keep my records up to date.</p> <p>Other ways to Pay (please tick if appropriate): <input type="checkbox"/> Direct Debit <input type="checkbox"/> Cheque</p> <p>I authorise deduction of the following Political Fund payment as part of my subscription: <input type="checkbox"/> Affiliated Political Fund <input type="checkbox"/> General Political Fund</p> <p><input type="checkbox"/> Please tick here if you require materials in a different format (eg large print or Braille)</p>			<p>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 affiliated to the Labour Party.</p> <p>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.</p> <p>It is important that you indicate a choice of fund by ticking one of the boxes above. Your subscription shown below includes a political fund payment so you do not pay any more by being in one of the funds.</p> <p>If you have been a member of a Trade Union before, please state which one: _____</p>		
Please tick the appropriate box below for your earnings before deductions:					
<i>Band</i>	<i>Weekly Pay</i>	<i>Annual Pay</i>	<i>Subs Per Week</i>	<i>Subs per Month</i>	<i>Tick Box</i>
A	Up to £38.47	Up to £2000	£0.30	£1.30	<input type="checkbox"/>
B	£38.48 - £96.16	£2001 - £5000	£0.81	£3.50	<input type="checkbox"/>
C	£96.17 - £153.84	£5001 - £8000	£1.22	£5.30	<input type="checkbox"/>
D	£153.85 - £211.53	£8001 - £11,000	£1.52	£6.60	<input type="checkbox"/>
E	£211.54 - £269.23	£11,001 - £14,000	£1.81	£7.85	<input type="checkbox"/>
F	£269.24 - £326.92	£14,001 - £17,000	£2.24	£9.70	<input type="checkbox"/>
G	£326.93 - £384.61	£17,001 - £20,000	£2.65	£11.50	<input type="checkbox"/>
H	£384.62 - £480.76	£20,001 - £25,000	£3.23	£14.00	<input type="checkbox"/>
I	£480.77 - £576.92	£25,001 - £30,000	£3.98	£17.25	<input type="checkbox"/>
J	£576.93 - £673.08	£30,000 - £35,000	£4.68	£20.30	<input type="checkbox"/>
K	£673.08 +	Over £35,000	£5.19	£22.50	<input type="checkbox"/>
Please tick the appropriate box to indicate how often you are paid: Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly <input type="checkbox"/>					
Please tick this box if you are student member in full time education (including student nurses or Modern Apprentices). Your subscription is £10.00 per year. <input type="checkbox"/>					
The information provided by you shall be recorded by Unison for statistical purposes and used for sending you Unison publications, ballot forms and other wise communicating with you. If you do NOT want any mailings from Unison, besides those required by statute please tick this box <input type="checkbox"/>					
To keep fully informed of the services we arrange for members we want you to receive details of benefits offered by or in conjunction with Unison's affinity partners. The affinity partners are organisations with close links to Unison that share our ambition to provide you with the best possible range of benefits. Under Data Protection legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you WANT to receive details of the full range of benefits you MUST tick this box <input type="checkbox"/>					

Please return your completed form to:

Lee Crutchley c/o CELC, Ashley Building, University of Birmingham