

The ballot paper has been sent to UNISON members' home address.

# Fair Pay, Equality and Working Conditions Dispute

**Return the ballot paper by post (free of charge) by 3rd JUNE 2019**

**VOTE YES FOR STRIKE ACTION**

If you've lost or not received your ballot, order a replacement by texting 07964 926 949 or emailing [unisonbham@contacts.bham.ac.uk](mailto:unisonbham@contacts.bham.ac.uk)

## We demand the University:

- Gives an above RPI inflation pay increase to all support staff;
- Becomes a Living Wage Accredited employer;
- Eliminates the gender pay gap by 2020;
- Fixes the Support Staff pay spine & allocates a budget for it;
- Negotiates with all unions on the joint unions' report on working conditions at the university (available on our website).

No restructures

No outsourcing

No changes to terms and conditions

If you wish to help the campaign as a supporter, visit this page for ideas: <http://uobunison.org.uk/support2019>

Not a member yet? Join online  
[uobunison.org.uk/join](http://uobunison.org.uk/join)  
or text 07964 926 949

Website: [uobunison.org.uk](http://uobunison.org.uk)  
Twitter: @BhamUniUnison  
FB: Unison Birmingham Uni

# SIGN THE PETITION AND SPREAD THE WORD!

## END OUTSOURCING AT THE UNIVERSITY OF BIRMINGHAM AND BRING EDGBASTON PARK HOTEL \* STAFF IN-HOUSE

\*it includes five buildings: the new Hotel itself, Lucas House, Garth House, Peter Scott House, and Horton Grange

Alongside the Strike Ballot for improved pay and working conditions members employed by the University of Birmingham (see the other side of the leaflet), we are campaigning to bring outsourced staff in-house, so that everyone on campus has access to the same benefits.

### Main issues:

1. The Edgbaston Park Hotel is a company set up by the University in July 2018 for profit-making purposes and to slash workers' terms and conditions.
2. The Hotel are refusing to recognise trade unions for the new staff, making it impossible for us to negotiate with management with and on behalf of the collective. These are union busting tactics which have no place in any workplace.
3. This year, staff have had a pay rise of 1p/hour, so that their salaries match the new Minimum Wage rate. They are refusing to seek Living Wage Accreditation.
4. The terms and conditions for new staff, as well as access to benefits (such as Occupational Health support, parking, the Sports Centre) are substantially worse compared to the conditions of anyone else who is employed directly by the University.
5. The Hotel are being inconsistent at best and hypocritical at worst when on the one hand, they insist that they are a separate entity from the University, while at the same time they are relying on its services, reputation and image, and most Hotel decisions need to be vetted by University departments.

### The conditions of work for staff in the Edgbaston Park Hotel\*:

1. The hotel does not offer any contractual sick pay at all until staff have been in post for a year. The maximum you can get (after working there for three years) is 15 days of sick pay. This contrasts with a total of six months sick pay for support staff at the University who've been in post for six months and have passed their probation period.
2. There is no enhanced rate for overtime or bank holiday working.
3. All working hours include bank holidays and weekends. Working hours are not fixed at all either and managers change the number of hours you work at short notice.
4. Staff only receive the statutory minimum of 28 days leave.
5. You need to tell the Hotel if you have another job and they have the right to object to this.
6. The Hotel use fingerprint devices for clocking in and out.

**FIND THE PETITION HERE: [uobunison.org.uk/petition-against-outsourcing-edgbaston-park-hotel](https://uobunison.org.uk/petition-against-outsourcing-edgbaston-park-hotel)**

**THE UNION IS ONLY AS STRONG AS THE LINKS BETWEEN  
ITS MEMBERS.**

**NOT A MEMBER YET? JOIN NOW! [UNISON.ORG.UK/JOIN](https://unison.org.uk/join)**