

Trade unions are groups of workers who come together to protect jobs and improve pay and working conditions. Union reps are staff in the workplace - it could be any of you! Reps are elected by members and are accountable to them. Members of unions meet regularly, make decisions together and mandate reps to take their views forward in meetings with employers about pay rises, working conditions, safety, workloads etc. Unions also support members individually with confidential advice and representation in meetings.

The Hotel management have refused to recognise unions. Look at what difference this makes:

Staff employed on Hotel contracts

No union recognition

(but if enough staff join, by law they will have to recognise us)

£8.21 minimum wage.

28 days leave & bank holidays.

No sick pay until 12 months' service. 15 days of sick pay only after 3 years of service.

2 weeks' notice if you are made redundant.

Staff employed on University contracts

Union recognition.

£9 minimum wage.

40 days leave & bank holidays.

6 months sick pay after 6 months of service.

3 months' notice if you are made redundant.

You can join a trade union.

Clearly, it is better to work in a unionised workplace. The more staff join the union, the stronger our voices will be. There is power in the collective. Contact us!

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

**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)