

REASONS TO NOT SIGN

EVEN IF THE NEW OFFER BENEFITS YOU RIGHT NOW.

Even if you don't do overtime, evenings and weekends at the moment, the rates paid for this work is important - it protects your time off by making it expensive to get you to work beyond it.

We are not saying never in relation to the pay spine changes, we are just asking you to hold out as long as you can, as this will help the union push for the changes needed to safeguard our contracts for the future.

Everyone above band 500 has received a 2% bonus every month for a year with no strings attached, but management expect the lowest paid staff to give up terms and conditions for a one off payment, which was meant to help offset the burden of the cost of living crisis.

By making the offer individually, University management have shown themselves willing to force through contractual changes, and we are worried they could do this again in future with other terms and conditions.

The main thing that protects us from this is sticking together. If they don't succeed now, or if it is complicated and costly for them to do so, they are less likely to do the same again with our annual leave or sick leave.

For more info on us, the
pay spine and joining:



UNISON

UNIVERSITY OF
BIRMINGHAM
BRANCH

A union is only as strong as the links between its members