

NO TO THE BRIBE! DON'T SIGN AWAY YOUR FUTURE

I think it's a good deal for me, should I accept the offer?

No, we ask all staff not to accept the offer.

By not accepting you are telling the University that the offer is not good enough, increasing pressure on them to negotiate with unions, and make a better offer. We are only asking you to not accept for now, to allow UNISON time to negotiate. University management need to listen and to come back to the table to talk.

Why is UNISON so concerned about the individual offer to staff?

In the past all major changes to terms and conditions (the rules that govern your contract- how much you get paid, how much annual leave and sick pay you get) have been negotiated with the trade unions. This system is much better for employees – by sticking together we get a better deal

Workplaces with trade union bargaining tend to have better wages, as well as more leave and sick pay. By making this offer individually, the University is seeking to divide us, and weaken our bargaining power. It sets a very dangerous precedent – if it is successful they may be able to use it in future to push through other changes. What if they made a similar offer in return for giving up sick pay, for example, or annual leave?

If I only say yes to this change though, what harm could it do?

Setting a precedent where staff are willing to trade terms and conditions for pay will make our position much worse in the long term. Our ability to get pay rises every year is based on collective strength. Why would the University give us a decent pay rise ever again if they can just make trades like this with individual members of staff? The University is also likely to recruit new staff on the new terms and conditions, making the University a fragmented workforce. We are also concerned that this will put further strain on payroll and HR systems which already struggle to cope. Breaking up staff into little groups makes it easier for them to impose contractual changes in future.

Is the University's individual offer legal?

UNISON is taking legal advice on this. Generally employers that engage in "collective bargaining" with unions cannot make individual offers to staff. As soon as we know more about this we will be in touch.



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What are the changes to terms and conditions I've heard about?

Reduced rates of pay for weekends, and an end to non-weekend rest days for staff who normally work weekends

No more shift allowance, so much less incentive for working unsocial hours such as night and 12 hour shifts

The continued exclusion of catering staff from most additions to pay, despite claiming to make the system "fair."

Reducing the incentive for working outside of core hours makes it less likely people will volunteer, increasing the chances they will make people work weekends, late nights and evenings compulsorily.

Do I need to reject the University's offer or do anything to make it clear I'm not accepting it?

No, at present we are advising everyone to just not respond to the University's offer and leave negotiations up to the trade unions.

By not responding you are also not committing yourself either way – you help us without undermining your own position.

What will I miss out on by not accepting the offer?

The University has said that you need to accept the offer by the 31 August in order to receive a one off payment. We don't know if this will be the same offer made to the trade unions (£700 for full-time staff, less for part-time staff on a sliding scale). It's also worth remembering that a one off payment is not pensionable and it will be subject to tax.

We've been pushing for a one-off payment since last year and think members deserve one to help cope with cost of living pressures – it should not be used to pressure members to take a big risk with their contracts.

You shouldn't have to give up your rights to earn the wages you're entitled to. They are **bribing you to trade your terms and conditions just to get what you would get at any comparable employer.**

**WE ARE THE REAL UOB
AND WE DESERVE BETTER**


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