



PARKLANDS CHRISTMAS NEWSLETTER

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Pay Review 2008

We secured a pay deal this year that was supported by a vast majority of our members in a ballot. It built on last years 'pay progression' table and removed a point to allow many of you to reach the top quicker. A lot of our members will see the full value of the deal when they next get a pay increment. The deal in 2008 also raised the points by 3.5% and had a fair arrangement for those above the

top of the range. Managers also had the 3.5% and also benefit from the merit pay arrangements. The deal also introduced premium payments for those of us who work after 6.00 p.m. and on Saturdays. It may not have caused many of you to flock to offer to work more in these times but at least it is some recompense for working unsociable hours. Your comments on this would be appreciated.

New Collective Agreement

We have been working on a harmonised collective agreement to cover all of retail over the last year and have reached a stage where we are hoping to be able to recommend it to our members for acceptance in the new year.

Shift reviews

In a constantly changing environment we have been put through shift reviews on most sections and this is continuing. Your UNISON representatives have been trying to balance the needs of the business together with your personal circumstances and believe the company must take the needs of the individual into consideration. Proper flexibility has been proven to increase efficiency and reduce absence. Our advice remains the same. Be flexible where you can but don't agree to anything you do not want to do.

Best Wishes to all our members ✨



Representation & Recruitment

Representation- Your UNISON Stewards have represented many of you over the last year from informal meetings, shift reviews, capability and discipline and continue to do so.

couple of hundred colleagues who are non-members so we must all continue to recruit. Remember, together we are stronger. The more members we have the more influence we have. If any member wants application forms to give to colleagues let us know.



Recruitment- Recruitment has gone very well this year and we have the largest density of union members of any Retail site. Thank you to all the members who have helped in this by recommending membership to your colleagues who are non-members. We still have a

We will be holding a recruitment stall in the restaurant in the new year. Make sure you visit us and see what freebies we have on offer.

2009 The year ahead



There will be announcements early in 2009 following the 'Clean Utility' project conclusions and there will be changes. UNISON accepts that change may be necessary and unnecessary expenditure should be stopped but we do not believe that the workforce should pay for the economic crisis that was not brought on by us. With your help

we will fight to ensure an improvement to your terms and conditions even during a recession. If any member has ideas of what they think should be included in a pay claim next year then please let us know. We will be meeting the company in January to commence pay negotiations and we will keep our members informed of developments.

UNISON in Energy



As the largest union in the Energy sector UNISON is at the forefront on issues in the industry. We have been part of the process to develop an coordinated Energy policy in the U.K. we have been part of the 'Nuclear debate' and taken part in a number of events on 'Carbon Capture' clean coal technology. In response to the OFGEM press release recently UNISON has released a statement calling for an immediate reference to the

Competition Commission on the basis that the whole energy market is not operating in the public interest.

We are also the only union affiliated to 'Stop Climate Chaos' and are leading the way on Greening the Workplace. For more information please visit our website

www.unison.co.uk

UNISON was trying to organize a nativity play.....but we couldn't find 3 wise men and a virgin!!!!

When we speak on behalf of our members



When we speak to our members



Together we are Stronger

We're on the Web!

<http://www.unison.co.uk>

Tackling climate change

UNISON members recognise that we all have a role to play in helping to reduce CO2 emissions that cause climate change. This includes doing things differently at home and at work.

As the UK's largest public services union with 1.3million members across local government, the health service, education, housing, transport and the utilities, our priorities include

- greening the workplace
- providing information to members
- using our campaign experience to call for fair and effective policies to tackle climate change

The evidence shows that we will all be worse off if we do not take action now - with the least well off suffering the most

- melting glaciers and rising sea levels will increase flood risk and then threaten water supplies for one sixth of the world's population
- declining crop yields threaten to leave hundreds of millions without the ability to produce or provide sufficient food
- damage to our ecosystems could result in 40 % of species facing extinction
- increasing economic costs of climate change could amount to a 20 % reduction in consumption per head - all of us will be one fifth poorer.

News from UNISON Welfare

As the credit crunch begins to bite, members and their families can draw some comfort from knowing that their charity, UNISON Welfare, is able to provide a vital safety net if needed.

Our website has a wealth of advice on how to support members in difficult times.

Recent updates include useful tips on how to cut the cost of energy bills and why, for many members, credit unions offer the best option for savings and loans.

Find out more at www.unison.org.uk/welfare

Your UNISON Reps on Site

Lindsay Bessell, Neil Charnock, Katie Dunn, Edith Farrar, Paul Glover, Colin Green, Helen Rose, Christine Hesford, Mushtaque Malji, Dave Wild, Alan Wray.

Annual Elections are due to take place in the new year to elect your UNISON Stewards. Watch out for the nomination form if you or any colleague wishes to be a UNISON Steward.

We will also be starting to appoint and train Union Learner reps from those of you who expressed an interest in this position in the summer. We apologise for the delay but we are in the process of arranging this and we are working with E.ON both at a corporate level and in Retail to have a learning agreement.

Stop the BNP & Anti-Fascism – Opposing the Politics of Hate.

UNISON North West is proud to challenge the extremism of the far right which threatens hatred and division in our communities. We do this because we care about the communities we serve as public service workers. We have seen the consequences of the politics of hate in the 2001 disturbances in Oldham and Burnley in 2001.



We have worked hard in both areas to help put things back together, and to resist the spread of hatred elsewhere in the North West.

We see blaming minorities for everything as a cowardly substitute for challenging those with real power to address the real problems with which we deal every day.

However, this campaign is a 'bread and butter' matter for UNISON. We are only as strong as our members. Our influence to get the better terms and conditions our members deserve depends on our having high and growing membership.

To exclude people from membership on the grounds of race, or other arbitrary reasons would give a green light to bad employers to squeeze unions out and just employ, and exploit, those that the far right would have us abandon. The far right are not just enemies of those they hate, they are the enemies of all workers.

In the NHS and other key services that have depended on migrant labour from abroad, due to chronic skill shortages, it would be suicidal for UNISON not to organise all workers. Whilst BNP policies would cause these services to collapse if people they target are driven out.

If the far right become main stream, we believe extreme anti-union policies will result. The extremists hate unions like UNISON with a vengeance as we stand up for workers of all backgrounds and deny them the chance to divide people.

HOPE NOT HATE Campaign 2009

UNISON is joining forces with the anti fascist organisation Searchlight in a targeted campaign against the BNP. The result of the 2009 European Elections could alter British politics for years. If the BNP wins one or more seats in the European parliament it will break out of the political margins and emerge as Britain's fourth party. At a time when many voters are staying at home, a strong and targeted campaign against the BNP can be a useful means of engaging members and increasing voter turnout.

This is particularly so in the North West, where Nick Griffin, the BNP leader, is standing.

We will be putting more articles out in the run up to the elections.

These people who join fascist organisations such as the BNP sign up to an organisation that is dedicated to the opposite of what trade Unions stand for. This is why it is a trade Union issue and we at parklands are proud to be part of this campaign.

1959 – 2009 CELEBRATING 50 YEARS OF THE CUBAN REVOLUTION



To the people of Cuba
In the spirit of solidarity and internationalism
we extend fraternal greetings on the
50th anniversary of your Revolution.

Over the last 50 years, Cuba has achieved much in areas like health and education, in the face of an illegal blockade by the US. The TUC opposes the blockade and calls for closer diplomatic and trading ties. Solidarity with the people of Cuba.

Brendan Barber, TUC General Secretary - United Kingdom



When Fidel said in 1953 "History will absolve me" he probably did not foresee the awesome achievements, in the face of unbelievable odds, that the Cuban revolution would go onto achieve under his leadership. Cuba's commitment to public services alongside its amazing internationalism has been a source of inspiration not only for UNISON members in the UK but trade unionists around the world. I wish the Cuban people well for the next fifty years

Dave Prentis, General Secretary Unison, - United Kingdom



The Cuban revolution has been an inspiration for all trade unionists for the last 50 years. It will continue to show that another world is possible based upon peace, social justice and human rights. Congratulations to the Cuban people for all they have achieved.

Keith Sonnet, UNISON - United Kingdom

