

BRANCH LINES

No 8
January
2011

UNISON

GMPTU UNISON BRANCH NEWSLETTER

THANK YOU!

Following a packed branch meeting in November, UNISON was inundated with responses to the collective consultation on Organisational Effectiveness proposals from members, including many who shared their views with the organisation directly.

Common themes raised by members included:

- The piecemeal approach to restructure, and the lack of redeployment opportunities this creates as well as the constant disruption and demoralisation of staff;
- The imbalance of the proposals affecting (and undervaluing) administration posts whilst creating new managerial posts;
- Concerns about the haste in which the consultation was conducted;
- The questionable approach of carrying out these restructures so close to the formation of the combined authority – 'Transport for Greater Manchester';
- The lack of explanation as to how reduced staff resources are able to deliver the required outputs.

UNISON would like to thank members for their input as part of the collective consultation on the restructure. The collective response submitted to senior management from UNISON members is available from your UNISON rep. Senior management have assured the Union that the issues raised will be considered as part of the lessons learned from the restructure.

As a result of the consultation process a number of changes were made to the structures and roles, including an additional 0.5 FTE to the proposed Environment Team structure, and an additional 0.2 FTE to the proposed Legal Team Structure, although UNISON still has some concerns regarding both structures that have not been addressed.

Individual consultations have now concluded in all areas other than the Environment team, and UNISON is representing those members currently in the redeployment

pool. Some members have chosen to leave the organisation voluntarily rather than seek redeployment and have taken the accelerated exit. Although UNISON still has a mandate to take strike action to protect members threatened with compulsory redundancy, a formal ballot cannot be progressed until a member receives a compulsory redundancy notice. This has not occurred yet and UNISON is still attempting to avoid this scenario if possible.

The Environment Team is awaiting the outcome of a collective grievance and appeal from HR. The team and UNISON are disappointed that the organisation has not followed its own procedures and has not carried out an investigation or reviewed any evidence with regard to changes made to a role profile during the Job Evaluation process. UNISON is keen to resolve the issue so that individual consultation can move forward.

READY FOR ACTION

GMPTU UNISON members have voted unanimously to set up an industrial action fund. The fund, agreed at the last branch meeting, will enable the branch to provide additional assistance to members who experience financial difficulties as a result of industrial action.

Branch Treasurer Tony Short said "Taking industrial action is a decision that is never made lightly, but sometimes it is essential to defend jobs and other rights. We wanted to make sure that if we are forced to take such measures we would be able to provide the

necessary support to those who may feel the effects most."

5% of branch funding per year will be ring fenced to create the fund, and it will be supplemented by donations and

(Continued on page 2)

THIS IS OUR TIME!

The message from General Secretary David Prentice as he addressed a packed hall at the National Delegate Conference Bournemouth was clear – UNISON is organised and ready to take whatever action is necessary to defend jobs, terms and conditions, and public services that members and tax payers alike depend on.

“Unions were not made for good times” he reminded delegates “we were borne out of necessity - this is our time!” He went on to outline UNISON’s commitment to its members, full support to any branch forced to take industrial action to defend jobs, an alliance of public sector union’s would take strike action to defend attacks on public sector pensions, and to stand up to coalition propaganda attempting to justify its ideologically driven cuts agenda.

He was able to illustrate this final point whilst at conference by demanding an apology from the Telegraph for printing a Nick Clegg gaff on the front page that week claiming that the public sector pensions cost each household £4000 per year – the actual figure is £400.

He went on to criticise the arrogance of the government to be asking the public and trade unions where the axe should fall, and putting vital services “at the whims of momentary popularity”. He vowed, that even though some vital services may not be as popular with the pub-

lic, that the union would stand shoulder to shoulder alongside those who provide our vital services, and those who rely on them. “If the government wants a fight we are ready”



Other highlights from the 2010 conference included Denis Goldberg’s inspiring speech about his anti-apartheid activism in South Africa, and Billy Bragg’s address to delegates. After showing a video of a recent encounter with BNP activists Billy’s main role was to introduce a motion calling for the Tobin Tax (or Robin Hood tax” to be levied on the

banks. The motion, calling for a tax of less than 1% on financial transactions including currency trading, was carried overwhelmingly.

Other motions carried at conference included; policy supporting reform of the LGPS into three merged schemes (England, Scotland, and Wales - Northern Ireland already has its own scheme), saving millions in fund management costs; opposition to outsourcing of public services to private sector management companies; and, to accept the findings and recommendations of the review into the effectiveness of the general and affiliated (Labour Link) political funds.

For more information on the 2010 conference, including how your delegates voted, contact Tony Wilson, Tony Short, or Joy Woods.

READY FOR ACTION

(Continued from page 1)
fundraising activity. In the event of a strike additional funds from branch reserves will become available.

This fund is to support members who experience difficulty specifically because of industrial action. Members who are having financial difficulties for other reasons are encouraged to get in touch with the committee regarding UNISON’s welfare fund. We would like to thank those members who donated the value of their Loyalty Award to the fund.

If you have any questions about the fund, ideas for fundraising, or wish to apply to the welfare fund please get in touch with Tony Short or Tony Wilson.

KNOW YOUR REPS

Need assistance with a workplace issue? Speak to any one of our UNISON reps, and they will be glad to help.



You can speak to us any time - in confidence, with confidence.

Tony Short (244 1264), Joy Dent (244 1270), Rosie Oille (244 1280), Tony Wilson (244 1233), Sirrah Sallah (244 1799), Chris Holmes (244 1236), Roy Chapman (244 1638), Steve Loker (274 4953), Pete McGivney (244 1485)



Time for Action – Defend Public Services

The TUC have called a National Demonstration against the cuts on March 26th in London. Every trade unionist, every activist, every student needs to go all out to make it a success. TUC General Secretary Brendan Barber said "let's start campaigning and mobilising for our national demonstration against the cuts next Spring in London's Hyde Park on Saturday 26 March. Together let's make that mobilisation the biggest, boldest and best event in our history."

We don't believe the coalition when they say we are all in this together – their public service cuts will hit the most vulnerable the hardest. There is an alternative -

- fair taxation
- investment in our local communities, health and education
- a more equal and just society



This demonstration will be the next and biggest step in the fight to defend jobs and vital public services from the coalition's ideological agenda to reduce the size of the public sector. GMPTE UNISON is working with other branches and unions to raise awareness of the truth about the ConDem cuts and show

the government that their plans to gut the public sector will be met with the strongest resistance.

On the 22nd June a good turnout from the branch marched through Manchester to protest against the cuts, following a rally in Piccadilly Gardens addressed by branch secretary Tony Wilson. The branch also supported the European Day of Action on 29th of September and members from the branch also took part in the national lobby of parliament on October 19th, raising their concerns directly with MPs.

UNISON's national leadership is seeking a pledge from every shop steward to attend the March demonstration, and several of GMPTE UNISON's reps have already made the commitment. If you are interested in coming along and marching with the branch then please speak to your local UNISON representative. Our strength comes from the solidarity of our membership – and that means you!

To find out why cuts are not the cure visit the following web sites:

http://www.tuc.org.uk/extras/CUTS_ARE_NOT_THE_CURE.pdf

<http://falseeconomy.org.uk>

AGM & Personal Details

All members should have recently received details of the 2011 branch AGM to their home address. The AGM will take place on the 11th March 2011, at 2 Piccadilly Place. If you have not received this letter then please contact Tony Wilson.

It is very important that we have up to date details for all members, particularly if there are any industrial action ballots in future. If you have moved house, changed your name or your job title in the last 6 months then please

Your union needs you!

UNISON remains committed to building a fairer society—and to fair play at work.

We can only achieve this with the help of staff who are committed to union principles.

If you feel you could make a contribution – no matter how small - please contact us.

We are currently looking for new UNISON representatives across the organisation.

You really can make a difference—and learn new skills and confidence too.

Please speak to your local rep, or contact Tony Wilson at tony.wilson@gmpte.gov.uk.

PROTECT YOURSELF

We would like to remind members how important it is to ensure that you have a union representative with you at meetings with management/HR (especially meetings relating to restructures, grievances, appeals, disciplinaries, and welfare).

SIGN UP A FRIEND

Join UNISON – your friend at work

Please fill in this form in BLOCK CAPITALS using black ink and give it to your UNISON rep or steward or post to the address below



1. YOUR PERSONAL DETAILS Please tick or fill in the boxes below

Mrs	Ms	Miss	Mr	Other	Other initial(s)
First name					Date of birth
Surname/Family name					
Home address					
Postcode					

National Insurance number (from your payslip)

Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below. Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home

How would you describe your ethnic origin?

Bangladeshi Asian Black UK Chinese Chinese other Black other Indian Black White UK Pakistani African Irish Asian UK Black White other Caribbean

2. YOUR EMPLOYMENT DETAILS

Employer's name _____

Your job title/occupation _____

Department/section _____

Workplace name and address _____

Postcode _____

Payroll number (from your payslip) _____

3. WHAT YOU WILL PAY – FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions. YOUR SUBSCRIPTION—WHAT YOU PAY

Weekly pay	Annual pay	per week	per month	band	Please tick the appropriate box to indicate how often you are paid
Up to £38.47	Up to £2,000	£0.30	£1.30	A	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£38.48–£96.16	£2,001–£5,000	£0.81	£3.50	B	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£96.17–£153.84	£5,001–£8,000	£1.22	£5.30	C	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£153.85–£211.53	£8,001–£11,000	£1.52	£6.60	D	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£211.54–£269.23	£11,001–£14,000	£1.81	£7.85	E	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£269.24–£326.92	£14,001–£17,000	£2.24	£9.70	F	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£326.93–£384.61	£17,001–£20,000	£2.65	£11.50	G	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£384.62–£480.76	£20,001–£25,000	£3.23	£14.00	H	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£480.77–£576.92	£25,001–£30,000	£3.98	£17.25	I	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£576.93–£673.08	£30,001–£35,000	£4.68	£20.30	J	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£673.08+	over £35,000	£5.19	£22.50	K	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
				L	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly

4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

It is important that you indicate a choice of fund by ticking one of the boxes below
 Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription. Tick one box only
 - Affiliated Political Fund
 - General Political Fund

Now please sign and date below

Signature _____

Date _____

OTHER WAYS TO PAY
 direct debit cheque

PLEASE RETURN YOUR COMPLETED FORM TO:
 Tony Wilson, IS, 3rd floor
 2 Piccadilly Place, Manchester M1 3BG

DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes.

We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box