

# UNISON MANCUNION

July 2008

**STRIKE**  
**FOR**  
**FAIR PAY**  
**16/17 July**

It's official. UNISON members in Local Government in England, Wales and Northern Ireland have voted yes to industrial action over this years pay claim. Members voted by 55% to 45% to take industrial action because the employers are asking them to take a pay cut. Again.

There will be two days of strike action on the 16 and 17 July, designed to bring the employers back to reality and back to negotiations. This industrial action will affect all City Council services, but we are not alone in taking action. UNITE (formerly the Transport and General Workers Union) will also be on strike on these days.

The Branch is holding meetings in work places with members from across the Council, explaining why we have been forced to take action and how we are going to make the strike effective. The Branch is organising pickets at all council offices for both days of action, and as ever, we need everyone's help to make the action successful. There's plenty of work to do; from recruiting new members to picketing and keeping staff and the public informed. If you want to get more involved, please contact your local steward or the Branch Office immediately.

No one likes going on strike - we've all got plenty of work on and would much prefer getting on with trying to deliver excellent public services - but local government workers have suffered years of below inflation pay settlements. Enough is enough. Lets make this two day action a success so our hard work is properly rewarded.

#### How to contact the Branch

Address	3 - 5 St John Street Manchester, M3 4DN
Telephone	0161 254 7500
Fax	0161 254 7515
Web	<a href="http://www.unisonmanchester.org">www.unisonmanchester.org</a>

# STRIKE FOR FAIR PAY

This month promises to be a crucial one for UNISON members up and down the country. Nearly 600,000 members will be taking strike action on 16<sup>th</sup> and 17<sup>th</sup> July to force the employers to make an improved pay offer.

We know that it is never an easy decision for members to take part in strike action. We would prefer to continue to provide quality services for the communities we serve.

However, UNISON members have had enough of poverty pay. At a time when our household bills are going through the roof, the employers' paltry, below inflation offer of just 2.45% is simply not good enough.

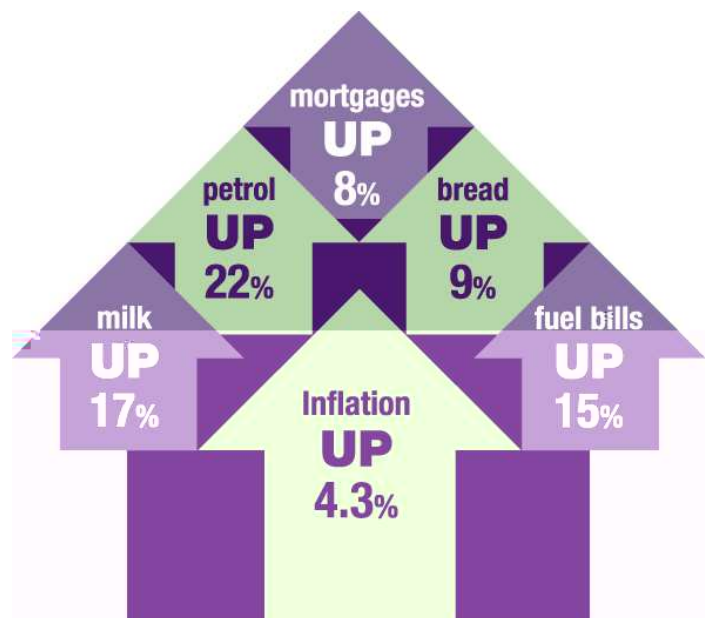
But we need the action to be absolutely solid if we are to get the employers to offer an improved pay deal. I hope that every UNISON member contributes by taking part in the official strike action. We need to make the action a success if we are to get the employers to come back to the negotiating table.

This is YOUR action about YOUR pay. Please support YOUR union by taking part in the action. Together we can make a difference.

**Tony Caffery**  
UNISON Manchester Branch Secretary

## Key facts:

- The Local Government Employers say 2.45% is the limit of affordability, but have never justified their statement.
- That didn't stop them making efficiency savings of £1 billion more than the government required last year.
- The offer is too low and represents a pay cut for members (CPI is 3.3%, RPI 4.3%)
- The lowest paid spend most of their pay on bills. Food costs are rising by 20%, gas and electricity by 15% and petrol by 22% (with more rises to come)
- The government's pay policy of keeping increases within 2% is wrong, and hits women (75% of the local government workforce) hardest.



- Local government workers don't cause inflation. The government's own office for national statistics says recent inflation rises have been caused by increased housing costs and higher food, petrol and oil prices – not public sector pay.
- 250,000 local government workers are paid below £6.50 an hour
- 57% of workers in local government earn less than £15,825 pa – that's £8,175 less than the median average full time salary across the economy of £24,000.
- If we accept the current offer it will mean that we have had below inflation pay rises for the last 4 years – and it gets worse: the government has indicated that it wants to peg pay rises to just 2% for the next two years as well.
- The employers will not budge without us taking strike action – that's why members have decided in a ballot to take strike action now – we cannot afford for our pay to continually fall behind the rise in the cost of living
- A lot of people will, rightly, feel uncomfortable taking 2 days strike action. We fully understand that people don't want to lose money by going on strike. But the simple fact is – in real terms we're losing money now



- This branch has always been really solid in the past when we've been forced to take action. In the pensions dispute 2 years ago we had the highest percentage of employees out on strike of any council in the country
- We need UNISON members in Manchester to be just as solid this time. We need to shut every council building on 16 and 17 July – it really is the only chance we've got of seeing a decent pay rise.
- Local government workers have suffered 10 years of below inflation settlements. No wonder there are recruitment shortages. Over 70% of councils can't recruit social workers.
- **WE BELIEVE OUR MEMBERS DESERVE TO MATCH UP TO OTHER PUBLIC SERVICE WORKERS**
- **Strike on 16 and 17 July**

# 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

First name  Other initial(s)

Surname/Family name  Date of birth

Home address

Postcode

National Insurance number (from your payslip)

### How would you describe your ethnic origin?

Bangladeshi  Asian  Black UK  
 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)

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

Contact tel/voice/text/email

## 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	£6.80	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	£2.85	£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	£4.88	£20.30	J	<input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly
£673.09+	over £35,000	£5.18	£22.50	K	<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.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

## 5. YOUR AUTHORISATION

*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.

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:**  
**UNISON Manchester, 3–5 St John Street, Manchester M3 4DN**

If you have been a member of a trade union before, please state which one:

**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.