

Makes a Difference

April 2009

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Pay & Grading Consultation Period Extended

Due to the background work between UNISON, Unite, GMB and management, the consultation period has been extended.

The new deadline is the 30th June 2009. If you have not already done so, please put your thoughts/comments regarding the pay and grading exercise to your Head of Service.

This is your chance to tell the Elected Members what you think. All your comments will be

collated and made known to Councillors before they take a final decision on the new terms, conditions and pay scales.

Your Job Evaluation Appeals should now have been submitted to the pay and grading team.

The Unions did request an extension to the appeals process, unfortunately this was not granted.



NJC Pay Campaign 2009

The Local Government Employers have made an offer on NJC Pay for 2009-10 of 0.5%. They will withdraw the offer by 1 June 2009 if it has not been accepted. This unions are currently in talks with the employers in an attempt to improve the offer.

0.5% is obviously a dismaying offer and one which is quite out of line with increases this year in the rest of the public sector and MPs own 2.33% increase. It is also lower than the increases budgeted for by most Councils. We know that Rochdale Council have already put aside money for an increase of 2%.

This is a mean offer of a paltry 3p an hour extra – just over £1 a week or £55 a year for hundreds of workers in Rochdale, including nursery nurses, teaching assistants, care home workers, care assistants, road sweepers and refuse workers, school meals staff, social work assistants, cleaners, admin staff and library assistants.

For groups such as social workers, where there is a national shortage the increase amounts to no more than 7p per hour.

This is a double blow for employees of Rochdale when we consider the impact of the Pay and Grading review.



EUROPEAN ELECTIONS 4TH JUNE

UNISON stands against racism and bigotry at work and in the community. In the run up to the European elections in June 2009, UNISON North West will support the "Hope Not Hate" campaign against the far right. To get involved or to find out more information log on to:

www.hopenothate.org.uk

**USE
YOUR
VOTE
KEEP THE BNP
OUT!**



Happy Birthday Minimum Wage

"The minimum wage is an historic achievement for UNISON and it's 10th anniversary is cause for a huge celebration," said General Secretary Dave Prentis, as he cut a cake at the House of Commons to celebrate the wage's 10th anniversary.

UNISON led the campaign for the minimum wage and is calling for it to be boosted after the Low Pay Commission delayed its decision on whether to increase the rate until 1 May.

The union is demanding a minimum wage of £7.45 an hour by 1 October 2010—and wants it extended to

cover apprentices. The union also says the "development rate" - which pays people under 22 less for doing the same job—should be scrapped as it discriminates against young people.

Mr Prentis was speaking at a special event in Parliament on 1 April 2009, organised by UNISON.

Speaking to an audience of coalition partners, campaigners and MPs, he said "the decision date for this year's rise was delayed and so we are unable to celebrate fully until we hear the new rate.

"We are calling for the minimum to be defended and improved to help the economy and protect low paid workers during the current crisis.

"Food and energy costs continue to take up too much of the family budget, leaving little or no room for anything else.

"The Government must also clamp down on rogue employers, who seek ways to evade paying the minimum wage," he added.

"This is why we welcome the increased penalties for employers coming in on 5th April 2009.



In these testing financial times it is important members are fully aware of help that is out there for them. UNISON Welfare is a charity set up to help

our members who find themselves in financial difficulties. We can help with all sorts of payments and it is not means tested against your income.

Please don't suffer in silence visit our website or email:
welfare@unison.co.uk
or call us on
020 7551 1620.



Your Union, Your Vote

The more members that vote in the National Executive Committee (NEC) elections the more representative our union is.
Play your part, use your vote

UNISON ELECTIONS APRIL - MAY

In April, UNISON members will be asked to vote in the union's National Executive Committee (NEC) elections. The ballot will run from 14th April to 15th May 2009.

NEC NOMINATIONS

In January & February Rochdale Local Government Branch Committee agreed to nominate the following candidates.

North West Female Seat

Angela Bowen—Stockport Branch

Local Government General Seat

Carol Lukey—Lancashire County Branch

Bob Oram—Manchester Branch

North West Male Seat

Roger Bannister—Knowsley Branch

NEC Local Government Male Seat

Glen Williams— Sefton Branch

NEC Black Members Male Seat

Mark Clifford—Carlisle Branch

NEC Black Members Female Seat

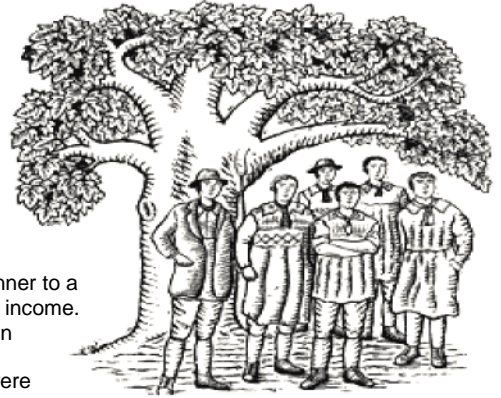
Elizabeth Cameron —Salford City Branch

Young Members Seat

Lisa Waldock—North Yorkshire Police Branch

**If you have not received
a ballot paper by 21 April,
Please phone the election
helpline on 0845 355 0845.**

175th Anniversary of the Tolpuddle Martyrs



James Loveless John Standfield James Brine
James Hammett George Loveless Thomas Standfield

This year is the 175th anniversary of when six Dorset farm labourers were sent to an Australian penal colony, but their 'crimes' helped change the face of employment rights for generations to come - and it all began in the small village of Tolpuddle. In 1834, six farm labourers from Tolpuddle were arrested. They were members of a 'friendly society' - a forerunner to a trade union. And, in a time of falling wages, they each swore a secret oath to help protect their income.

An average wage for a farm labourer was 10 shillings a week, but the Tolpuddle men had seen theirs drop as low as 7 shillings a week, with the threat of more cuts. Swearing an oath was illegal, so, acting on a tip off from land owners worried about possible industrial unrest, they were arrested and brought to Dorchester to stand trial. But the trial wasn't seen to be just.

They were tried before an all-male 12 jury. The jury men were farmers, and the employers of the labourers under trial. The farmers themselves rented their land from the gentry - but it was the gentry who had opposed the idea of the labourers uniting. The men on trial stuck to their view. Their leader was George Loveless, and in addressing the judge and jury, he wrote: **"My lord, if we had violated any law it was not done intentionally. We were uniting together to save ourselves, our wives and families from starvation."**

Even so, after a two day trial, Judge Baron Williams found them guilty: **"The safety of the country was at stake"**, he said. They were sentenced to seven years in a penal colony in Australia, where they would have been sold on as slaves. It was the maximum sentence they could have had. They had been made an example of.

But the Old Crown Court in Dorchester where the trial was held was one of the first in the country to have a press gallery. And because of this, news of the conviction spread nationwide. Other members of friendly societies saw the events in Dorchester as a possible threat to their own societies. Huge demonstrations were organised and the authorities were shocked at the scope of the nationwide protest. And then eventually, after a change in Home Secretary, the six men were given a complete pardon, and four years later they returned to England. Only one of the men, George Hammett, returned to live in Dorset. He is buried in Tolpuddle. The others emigrated to Canada with their families.

But it was the courageous actions of these men that helped pave the way, across the world, for the creation of trade unions, and the protection of employees' rights.

APPLICATION FORM *Join UNISON altogether a better union*



1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs	Ms	Miss	Mr	Other
First Name				Other Initial
Surname/Family Name			Date of Birth	
Home Address				
Postcode				

National Insurance Number (from your payslip)

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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 work or home.

Contact tel/ voice/ text/ email

2. YOUR EMPLOYMENT DETAILS

Employer's Name
Your job title/occupation
Department/section
Workplace name and address
Postcode
Payroll number (from your payslip)

PLEASE RETURN YOUR COMPLETED FORM TO:
Rochdale UNISON
Floor 4, Telegraph House
Baillie Street, Rochdale, OL16 1JA

3. WHAT YOU PAY - CURRENT RATES (SET OCTOBER 2003)

Please tick the appropriate box for your earnings before deductions

WEEKLY PAY	ANNUAL PAY	YOUR SUBSCRIPTION - WHAT YOU PAY PER WEEK PER MONTH BAND		
Up to £ 38.47	<input type="checkbox"/> Up to £ 2,000	£0.30	£1.30	A
£ 38.48-£ 96.16	<input type="checkbox"/> £ 2,001-£ 5,000	£0.81	£3.50	B
£ 96.17-£ 153.84	<input type="checkbox"/> £ 5,001-£ 8,000	£1.22	£5.30	C
£ 153.85-£ 211.53	<input type="checkbox"/> £ 8,001-£ 11,000	£1.52	£6.60	D
£ 211.54-£ 269.23	<input type="checkbox"/> £ 11,001-£ 14,000	£1.81	£7.85	E
£ 269.24-£ 326.92	<input type="checkbox"/> £ 14,001-£ 17,000	£2.24	£9.70	F
£ 326.93-£ 384.61	<input type="checkbox"/> £ 17,001-£ 20,000	£2.65	£11.50	G
£ 384.62-£ 480.76	<input type="checkbox"/> £ 20,001-£ 25,000	£3.23	£14.00	H
£ 480.77-£ 576.92	<input type="checkbox"/> £ 25,001-£ 30,000	£3.98	£17.25	I
£ 576.93-£ 673.08	<input type="checkbox"/> £ 30,001-£ 35,000	£4.68	£20.30	J
£ 673.08+	<input type="checkbox"/> Over £ 35,000	£5.19	£22.50	K

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10 per year.

Please tick the appropriate box to indicate how often you are paid

Weekly Fortnightly Four Weekly 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.

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.

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

The information provided by you shall be recorded by UNISON for statistical purposes and used for sending you UNISON publications, ballot forms and otherwise communicating with you. If you do NOT want any mailings from UNISON, besides those required by statute, please tick this box...

To keep you fully informed of the services we arrange for members we want you to receive details of benefits offered by or in conjunction with UNISON's affinity partners. The affinity partners are organisations with close links to UNISON that share our ambition to provide you with the best possible range of benefits. Under the Data Protection Legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you WANT to receive details of the full range of benefits you MUST tick this...

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 (please tick if appropriate) direct debit cheque