

BRANCH UPDATE

Following the AGM that was held in March the following Branch Officers have been confirmed in post:

Shirley Forbes	Chairperson
Josephina Pickering	Vice Chairperson
Pam Howard	Joint Branch Secretary
Jason Horan	Joint Branch Secretary
Julie Pickles	Treasurer
Pearl Bowden	Woman's Officer
Tony Sweeney	Welfare Officer
Albert Hartley	Retired Members
Dave Eatock	Education Officer
Ivor Sobers	Black Members Officer
Josephina Pickering	Equality Officer
Sian Noonan	Branch Auditor
Anne Sweetman	Branch Auditor
Pam Howard	Labour Link Officer

All officers work together to ensure that the branch is run effectively and to ensure that our members will be represented at all levels.

The Branch Executive also has vacancies for the following positions:

- Terms & Conditions Officer
- Lesbian, Gay, Bisexual & Transgender Officer
- Sports & Social Officer
- Disabled Members Officer
- Health & Safety Officer
- Membership Services Officer
- International Relations Officer
- Communications Officer
- Young Members Officer (under age 27)

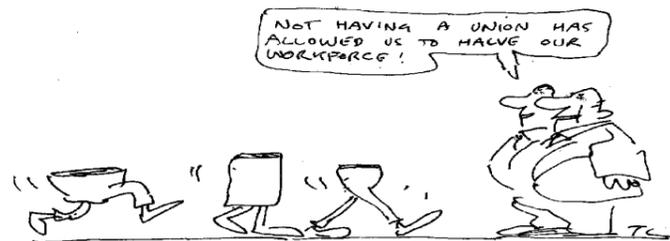
We also require Workplace Representatives, Union Learner Representatives and Workplace Contacts. If you would like further information on any of these roles or any of the positions above, please contact the Branch Office (01925 44-2186/2187) for more information and an informal discussion.

Fiver Fever

Fiver Fever is back! Earn yourself a £5.00 gift card for every friend or colleague you recruit to UNISON. Face to face recruitment has proven to be the best and most effective way to attract new members. This means that existing members share with others what they know and like about their union. Tell them about our branch website and the vast amount of benefits they can access as a UNISON member. UNISON's role as a trade union is to ensure our place at the negotiating table is maintained. Whether backing you up at work or weighing in on a national policy issue, UNISON draws its strength from its numbers. The more members we have means UNISON will have greater influence locally which helps us campaign to improve public services, to stop discrimination, for equality of opportunity and for better pay and conditions of service.



'Nobody asked me!' That's the single biggest reason people give for not having joined a trade union. The best people to recruit new members are the UNISON members who work alongside them. So go on why not ask your work colleagues if they are in a union.



The more people you recruit the more you earn.

Don't forget to write your name on the front of the application form!!!!



WARRINGTON BRANCH NEWS

Unison Office, East Annexe, Town Hall, Warrington, WA1 1UH

Telephone: 01925 637927/442186/7 fax: 01925 443875

www.unisonwarrington.org.uk

JUNE 2008

BRANCH WEBSITE LAUNCHED

Warrington Local Government Branch

UNISON Direct: 0845 355 0845

HOME
ABOUT UNISON
WHY JOIN UNISON
MEMBERSHIP SERVICES
USEFUL LINKS
CONTACT US
NEWS
LOCAL NEWS
NEED HELP
LEGAL SERVICES
EQUAL PAY
EQUAL PAY LATEST
NUT INDUSTRIAL
ACTION
2008/09 PAY OFFER
WHO'S WHO

UNISON Warrington Local Government Branch

[Homepage](#)

Welcome to our branch website. UNISON represents over 2300 staff within Warrington Borough Council & the private sector, including care workers, refuse operatives, street scene operatives, school support staff, admin & clerical staff etc etc. We negotiate for better pay and conditions, help individuals in trouble and campaign for a safer, fairer society.

UNISON is Britain's leading and fastest growing Trade Union with over 1.3 million members. UNISON campaigns to improve your working life and make sure you get the best deal from your employer.

On this site you can:

- get help and advice
- contact the branch
- find out about UNISON membership
- check up on branch news and info
- connect to other useful websites
- Find out information on how to become a steward

If you have any problems using the site, please tell us!

Some documents contained within this website are in Adobe Acrobat (pdf) format. If you do not have a copy of the free Adobe Acrobat Reader [CLICK HERE](#) so that you can view the documents.

Warrington Local Government Branch has recently launched its own branch website. You can find out all relevant information that you are entitled to as a UNISON member. Most UNISON members pay their monthly subscriptions without realising the full benefits they are entitled to as a member. There's the obvious areas i.e. pay negotiations, representation at hearings that members use frequently. However, there is much more to UNISON than representation. Why not check out the membership services page on the website to find out in more detail what you are entitled to. You will find things like discount on new cars, savings on family days out, discount holidays, these are just a sample of the great discounts available to you as members. You can also find out what legal benefits you are entitled to both for work related and personal circumstances. There is a free will's service, free initial legal advice for matters unrelated to work plus an online accident form. Again these are just a sample of the many legal benefits that you are entitled to. You can also get the latest update on local and national news. When you have checked out the many benefits that you are entitled to why not click on the who's who page and take a look at rogues gallery. www.unisonwarrington.org.uk

JOB EVALUATION UPDATE

The increasingly lengthy saga of Warrington's Job Evaluation exercise starts with news of another lengthening of the deadline for implementation. Warrington Borough Council have advised us that they intend to implement in October 2008 which we believe is a more realistic deadline. However there is still a large amount of work Warrington Borough Council still have to complete. Negotiations over the implementation of the Total Rewards Package is ongoing and the Trade Unions are awaiting proposals to be placed on the table regarding the new pay and grading structure. Discussions are also yet to take place on back pay, protection and how premium rates will be incorporated into the final grading structure. When negotiations are completed Trade Union members will be balloted and will have a say as to whether the final package is acceptable or not.

The reasons for the delay in the job evaluation is the amount of work that has to be undertaken. Job evaluation is a complexed area of work and requires a lot of resources. All interviews have now been completed along with 100% moderation. There have been hundreds of appeals lodged relating to the content of the job overview and the appeals panel are working through these. Schools have also been a complexed area due to the different amount of job titles which in many areas are very similar jobs. The process within schools has taken many months to complete and finally the last batch of overviews are being returned back to Warrington Borough council.

However it is UNISON & GMB's view that the main reason for the delay in the implementation of a new pay and grading structure is down to an individual directorate implementing there own pay and grading structure without agreement of the Trade Unions. This was in advance of job evaluation and there had been no scoring mechanism used to evaluate the new grades proposed for the new structure. This action was time consuming and was against the advice of the Trade Unions. This has led to tribunal proceedings against Warrington Borough Council which is due to be heard in August.

Members will remember some time ago Warrington Borough Council embarked on an equal pay strategy without Trade Union Agreement. Employees were offered lump sum payments as a 'buy out' who the council considered may have had an historical equal pay claim, albeit without admitting any liability. Any payments that were accepted were subject to a legally binding agreement known as a COT 3, this meant that employees who accepted the payment and signed the COT 3 waived any right they may have had to pursue an equal pay claim against the council. However the end date of the COT 3 agreements has now expired and the council still has no new pay and grading structure in place. Those members who did sign upto the offer and signed a COT 3 can now make an equal pay claim against Warrington Borough Council which will be valid from the expiry of the COT 3 Agreement (31 March 2008). Any members who were offered settlements and did not sign at the time and other members who were not made offers by the council but believe they may have a claim can seek advice by contacting the UNISON branch office. There are very strict time limits for presenting equal pay claims and each of the following acts will trigger the time limit:

- A) If you leave your job (including retirement)
- B) If you change your job
- C) If you are promoted
- D) If your employment is transferred to a different employer



Equal pay claims must be submitted to the Tribunal within 6 months less one day of the above acts taking place. It is **your responsibility** to advise us of any of the above actions so that we can diary the correct limitation period for your claim. If you fail to provide us with this information it may result in your claim becoming time barred and as such it will have no prospects of success.

Local Government Pay Update



The Branch Office recently held a consultative ballot of all Local Government members on the proposed pay offer. The results saw 616 valid ballot papers returned, with 332 members (53.9%) voting to reject the offer and 269(43.7%) voting to accept the offer. 2.4% were classed as spoilt papers.

The results were fed back to the UNISON regional office and as a result UNISON members working in local government or attached to the NJC pay scales have been given the green light for a ballot on industrial action after rejecting the offer from the employers.

The national ballot officially opened on the 30 May and will close on the 20 June.

If members vote Yes to industrial action, it is likely to start with a two-day all-out strike in early July, and be followed by a sustained campaign of escalating action, involving strikes of more than two days.

The offer is for a 2.45% increase on all grades from scale point 7, with an additional £100 flat rate increase on scale points 4, 5 and 6, giving workers on those points a 3.3% rise.

The offer is below the current inflation rate of 4.2% and less than the increase in average earnings across the economy.

Asking members to vote for action, the union is making it clear that the employers' offer is final, and "solid and sustained" industrial action will be needed to convince the employers to reopen negotiations.

Why has UNISON rejected the pay offer and recommending industrial action?

Take a look below. Prices are high.... The pay offer doesn't match up....and the employers want us to agree pay rises for the next two years by December.

