

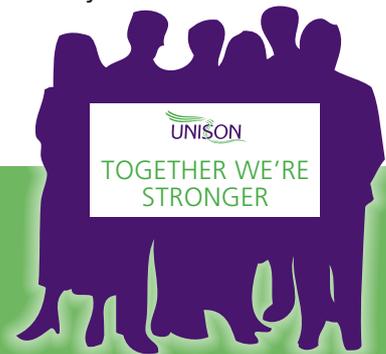
# Barnsley *matters*

## Recruit a Friend Scheme

***How would you like to earn £15 to spend at the shops every time you help strengthen your union's voice? With the branch's 'Recruit a Friend' Scheme, you can earn £15 for every new member who joins UNISON on your recommendation.***

Application forms should be available on the noticeboards in your workplace for you to pass to friends or colleagues. Extra forms and freepost envelopes can be requested by emailing the Branch Office. Please write your name and membership number clearly on the top of all completed application forms so we can tell who you have recruited and ensure all forms are returned to the Branch Office address below.

The more people join UNISON, the stronger your union becomes. Research shows the biggest reason people don't join a union is "No one asked me". A union is only as strong as its membership. The more members we have, the stronger we become, the more protection we can offer to you, your colleagues and your family.



***These are some of the reasons people give when asked why they haven't joined yet, and what they need to know:***

**It's too expensive.** It depends on your pay and starts from £1.30 per month. It doesn't automatically increase every year, and we even offer concessions for students. It's not as expensive as losing your job and having no one to fight your corner. It's a premium service including free legal advice that offers peace of mind and security - that's value for money!

**I've never needed to join.** The chances are that the union has already fought and won collective issues for everybody, including you. The workplace is always changing - by being a member, you will be

represented in situations such as disciplinarys or redundancies. Our rules state that we can't represent you if you only join after you encounter an issue. Join now so you're covered in the future.

**I can get all the benefits without joining.** You may be able to get certain benefits, but you're vulnerable without proper representation at disciplinary or grievance meetings. By being part of a democratic process such as consultation and negotiation, you have a voice. "Freeloading" can undermine the strength of the union, which can have a negative

effect on deals and agreements.

**I don't want to go on strike.** A strike is a last resort and only happens if members vote in favour of action. 90% of members have never been on strike because negotiation usually settles disputes. Occasionally it's necessary as part of negotiations, but you'll be balloted to have your say on any such action.

*Continued overleaf >*

### CONTACT US

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## **Farewell to Paul Bonds - retiring steward**

In July the Branch said farewell to Paul Bonds, UNISON steward based in Westgate Plaza. Paul was a long-standing steward and a loyal council employee having worked for BMBC for 41 years! We thank Paul for his support and wish him all the very best for his retirement.

### **Do you work in Westgate and might be interested in becoming a UNISON steward?**

There are also various other roles if you are interested in becoming more involved in the branch such as health and safety rep, equality rep, learning rep. **Find out more at [unison.org.uk/get-involved](http://unison.org.uk/get-involved)**

We are always happy to talk to new activists, wherever you are based, so please do contact us. You would receive paid time off for trade union duties and full training.

The branch is pleased to welcome the following new stewards to the branch. Lisa Jones from Gooseacre Primary Academy (Astrea) and Kathryn Broadbent from Northern College.

## **Can you help us with social media? Volunteer opportunity**

Are you social media savvy? Do you know your tweets from your #hashtags?

We're looking for somebody to support your UNISON Branch to communicate more effectively via social media. We want to explore new opportunities to engage with our members on both an individual and collective basis and make sure you are receiving the information that matters to you in a format that works for you. If you think you could help, please contact the branch – you can send us a facebook message ([facebook.com/UNISONbarnsley](https://www.facebook.com/UNISONbarnsley)) or tweet us [@UNISONBarnsley](https://twitter.com/UNISONBarnsley)



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## **More reasons people give when asked why they haven't joined yet!**

### **It could harm my career.**

Your employer doesn't need to know you're a member and you can pay by Direct Debit rather than through your salary. We have a lifelong learning agenda – learning new skills and ongoing training opportunities will help your career, not harm it.

### **Unions don't have any power and don't do anything.**

All workers' rights have been won because of unions – paternity leave, local government pension scheme, national minimum wage, family friendly policies and more. UNISON campaigns to protect these rights, and with you we will have the strength to further improve life inside and outside the workplace.

### **I'm worried about management reprisals.**

You're more likely to be targeted by management if you're not a member. Employers can't discriminate against employees for their participation in a union—it's against the law. But your employer doesn't need to know that you're a member; you can pay by Direct Debit and don't have to tell them or anyone else. Our aim is always to work positively with employers for the betterment of your workplace.

### **I can't join because I'm an agency worker.**

Agency workers can join and pay by Direct Debit. We represent thousands of agency workers.

### **There's no personal benefit to me.**

Membership benefits include free legal representation, access to There For You (UNISON Welfare)

and many training and development opportunities. There's also a range of exclusive member-only financial benefits and deals from free wills to cashback at the shops.

### **Why bother? It's a waste of time.**

UNISON will always bother if a problem affects you. Together we have won higher wages, defeated the government on unjust legal fees, kept hospitals open and much more. If you get actively involved, you can help yourself, your colleagues and your community – that's a very good use of your time.

### **My manager is a member.**

UNISON is inclusive so every staff member can join. You can be represented by UNISON whether or not your manager is also a member.

### **I've had a bad experience with UNISON in the past.**

Times have changed and by being part of a collective and getting involved, workplace situations can be resolved. A union is as strong as its members and with you we can move forward and provide the support you need in the future.

### **Aren't you affiliated to the Labour Party?**

All unions have a political fund. UNISON members can choose to pay a very small part of their subscriptions into the affiliated political fund (Labour Link), the general political fund, both, or neither.

**I'm too busy.** Completing the membership form will take just five minutes! In return you'll receive a lifetime of support.

## Ladywood Primary School Dispute - UNISON members balloted on industrial action

***The Headteacher and Board of Governors of Ladywood Primary School, Grimethorpe have proposed to make all nine School Meals Supervisory Assistants (dinner ladies) redundant.***

The school's proposals would lead to the hardworking Teaching Assistants replacing the dinner ladies and supervising the children at dinnertime. These plans have been put forward because the school's management do not believe the dinner ladies have the skills to support the children.

UNISON is campaigning hard to save our members' jobs. The redundancies will be devastating

for our dinner ladies, and it's unfair to ask the already over-worked Teaching Assistants to pick up this important job. Our members know how damaging these proposals would be to the school's children.

We believe the proposals are completely unnecessary and the school does not need to do this. The dedicated dinner ladies are at the heart of school life and have been supporting the children for generations. UNISON does not believe the school has to make these redundancies because of budget cuts.

UNISON's members in the school are sticking together and will have



now received their industrial action ballot papers. Industrial action is always a last resort. We call on the Governors and Headteacher to drop the proposals. We are asking all UNISON members to stand together in solidarity and sign our petition at <https://bit.ly/2mdyaBP>

## UNISON Local Government and National Delegate Conference Summary

UNISON's National Delegate and Local Government Conferences take place in June in Brighton. Keep an eye out for the report from the branch delegates, if you haven't already received it. We hope you will find the report informative, it gives a summary of the key motions (policies) which were passed, these will guide UNISON's priorities for the coming year.

All full members of UNISON are entitled to apply to be a delegate to Conferences, past delegates have found them to be an interesting chance to learn more about the union and meet people from other parts of UNISON. Our branch can send 4 delegates. One of these delegate places is specifically for a low-paid female member, another place reserved for a young member

(under 27). **If you think you might be interested in attending next year's conferences and would like a discussion about what's involved, why not contact us for a chat?** All accommodation and travel is paid for by the branch and there is a daily allowance for refreshments so you would not be financially out of pocket.

UNISON also organises conferences for members who belong to Self Organised Groups – Disabled members, Women members, LGBT members, Black members. If you would be interested in finding out more about the work of the SOG's, please contact the branch. Further details about UNISON conferences are available on the national website [www.unison.org.uk](http://www.unison.org.uk).

### Sleep In Payments

*It was disappointing to learn that the Court of Appeal has ruled that employers that require staff to work "Sleep In" shifts are no longer required to pay at least the minimum wage for these shifts, overturning the previous court ruling. UNISON's stance has always been clear - staff are required to remain on the premises for the safety of the service users which means it is work, and all work should be paid at least the national minimum wage.*

*UNISON has applied to take the case to the Supreme Court to overturn this decision. We are still continuing to progress cases as usual and if you feel your wage falls below the national minimum wage you should contact the branch.*

## Pay progression in Barnsley Metropolitan Borough Council (BMBC) Schools

UNISON has been contacted by some members employed in BMBC schools who are concerned that they have not been receiving their incremental pay rises in April. There is a concern that schools may be operating their own performance-related pay policy and preventing staff from progressing up their pay grade. UNISON is clear that members in BMBC schools work under NJC terms and conditions and they should not be paid according to performance criteria.

You should receive your increment automatically every April until you reach the top of your pay grade. The only valid reasons that an employee would not automatically receive their incremental rise is if they



are: on a formal stage sanction of the managing attendance (sickness absence) policy, on a formal stage of the improving and managing performance policy or on a formal stage of the disciplinary policy.

While your school may operate an appraisal system, it should not be using a school performance-related pay policy. If you have been held back from receiving your increment or did not receive it in April and the policies described above do not apply to you, please contact us (*details provided on page 1*).

## The collapse of Carillion

The collapse of Carillion caused UNISON members considerable anxiety and stress earlier this year. Whilst many members had suspicions, nothing can really prepare you for the complete and sudden collapse of your employer. Members were worried what would happen to their jobs and their terms and conditions. As it transpired, everybody was made redundant and the company Amey was awarded the contract. UNISON helped support its members make sure they received the correct amount of redundancy

pay not a straight-forward process, as it involved dealing with former employers from up to two decades ago, liquidators and the few remaining administration staff still left at Carillion. However we were able to help resolve these issues to a satisfactory outcome. We are now working to secure a recognition agreement with Amey, but whilst these negotiations are ongoing we are still providing representation and support for our members in various procedures to ensure their rights are upheld.

## Young members' social event/focus group in the Autumn

**(look out for further details shortly)**

It is essential that UNISON prepares itself for the challenges ahead. One of these is an increasingly ageing workforce and how to engage with the young workers who are the future of UNISON.

The Branch will be arranging an event in the Autumn to engage with our young members. We want to find out why you, as a young worker, joined UNISON, what you'd like to see the branch doing specifically for other young workers. We would like to hear your views on how we can increase trade union membership amongst young workers and educate them about the purpose and importance of trade unions in the workplace. Keep an eye out for further details.

An exciting opportunity has also arisen for the branch to send young worker volunteers to work with the Yorkshire and Humberside Regional Trades Union Congress (TUC). Young UNISON members will be able to get involved in a campaign to raise the public profile of the trade union movement, and help grow the movement. The campaign aims to get young workers thinking about their workplace terms and conditions and informs them about their rights in the workplace. Interested? Look out for further details in the Autumn.

