



## **Why have we entered into Negotiations?**

The joint trade unions entered into this official dispute and our demands were quite clear. Even though we have entered into negotiations with management our demands have not altered.

The appendix to the joint statement sets out a number of issues for discussion, it does not mean that the trade union side will agree to the proposals. In fact UNISON has always said that the final decision on any proposals put forward as part of the pay and grading review would always be decided by our members.

UNISON Birmingham Branch policy is still for

- No losers
- Withdrawal of the imposed contracts
- Withdrawal of the 7 grade structure
- Scrap performance related pay
- No to flexibility
- No to compulsory monthly pay

This policy has been reiterated at our Branch Committee meeting on 27<sup>th</sup> February 2008.

By taking one days strike action and threatening another day's action we have brought the City Council back to the table for meaningful negotiations. In any dispute there has to be talks to try and find a way of resolving the dispute. The negotiators will be reporting back to the branch regularly and we will be keeping the website [www.birminghamunison.co.uk](http://www.birminghamunison.co.uk) up to date as the talks develop.

Two days have been requested for members meetings in works time following 12<sup>th</sup> March and it is imperative that ALL members attend the meetings to hear first hand the outcome of the negotiations and to have an opportunity to raise any questions they may have. As soon as the dates, venues and times for the meetings have been arranged they will be advertised to members.

It is important that members understand that the unions are working together as a joint trade union side to keep solidarity. Together we are stronger, we must not let management divide us at this crucial time in the dispute and we cannot relax the momentum we have at present. This is not the end of the dispute, it is a suspension of action. **Action that WILL be resumed if necessary.**

UNISON will be arranging as many workplace meetings as possible over the next two weeks to keep up the support and solidarity we have amongst the workforce. If your workplace does not have a steward or a workplace contact, you may want to consider electing a steward or contact.

Send your email address to [info@birminghamunison.co.uk](mailto:info@birminghamunison.co.uk) so that we can get information out to you quickly.

We have shown the City Council that we mean business and the fantastic support shown on 5<sup>th</sup> February by members of all the unions and the public was fantastic. We believe that the 26<sup>th</sup> February proposed action would have been bigger and that management knew this which is why they have entered into negotiations.

### **What can you do to keep up the momentum?**

- Ask your steward to hold workplace meetings
- Advise the branch if you do not have a steward so that we can make arrangements for someone to come out to your workplace
- Be prepared to take further action if the talks fail
- Lobby your Councillor – demand that they hear how pay and grading affects you. Details of surgery's are contained in the journal sent to all members or can be found on [www.birmingham.gov.uk](http://www.birmingham.gov.uk) website
- Join us on 1<sup>st</sup> March outside Sutton Town hall to leaflet Councillor Rudge's ward