

UNISON BIRMINGHAM BRANCH



**UNISON MEMBERS
IN BIRMINGHAM
GATHER AT MASS
MEETINGS
TO SAY**

NO

**TO NEW
EMPLOYMENT
CONTRACTS !**

**UNISON MEMBERS OVERWHELMINGLY SUPPORT THE
BRANCH MOTION AT MASS MEMBERS MEETINGS.**

***Why the council's imposed 7 wide bands structure is bad for us
all :***

Under the councils proposed pay model of seven wide bands, containing 8 or 9 steps linked to performance, the equal pay gap does not close soon enough.

It would take another 10 years to close the gap if everyone travelled to the top of the incremental steps in the lower grades. But the truth of the matter is that the council can not afford for everyone to go all the way to the top, so it is highly likely under the councils model that the ultimate prize of equal pay may never be delivered ! Unison will not allow this to happen, but we need the backing and support of ALL OF YOU, to carry this fight and achieve our goal.

In Unison's July Single Status update you will have seen the steps chart tabling the fate of Mrs Smith and Mr Jones, and this demonstrated that under the councils pay model the equal pay gap between men and women will not genuinely close, and certainly not within an acceptable timeframe.

The Council reports 5000 losers, we think it will be much higher as they are playing with statistics to paint a rosier picture. Some people will suffer pay cuts of 50%. This is unacceptable as Unisons policy remains 'no losers'. – none of us should have to endure pay cuts to pay for the Councils past crimes of historic discrimination of low paid women workers.

If you are a loser under single status their wide band structure may also disadvantage you on appeals. There will be many people who succeed on appeal but will still not acquire enough additional points to take them into the next band because of the bands being too wide !

CONTRACT ADVICE / LETTER ENCLOSED

Performance Related Pay.

One of the things that unites all of us are the threats of performance related pay, this process which links your annual Performance Development Review to pay progression will open the door to all manner of victimisation, discrimination and prejudice. You all need to fully appreciate that performance related pay is an integral part of the employers new employment package.

The council has budgeted that incremental progression will be cost neutral. This means folks that when some increments are awarded there is a pretty good chance that someone else is moving down the ladder to balance the books.

The Council already have the performance management policy to control performance so we believe that there is no real need for performance related pay at all !

Reject your new contracts of employment.

We can not let them get away with this and the only way we can stop this effectively is by REJECTING your new contracts - warts and all !

And its no use signing it 'under duress' because our solicitors now inform us that the words 'under duress' no longer have any legal standing, so be bold and REJECT your contract, don't sign it. There is a letter enclosed for you to attach to your contract when you return it.

The Council already expects that you will REJECT your new contract, this is why they sent a section 188 notice to the DTI some months ago to advise them that they intend to terminate and re-engage up to 40,000 employees.

UNISON think this is a fight worth having, we have a sensible strategy, we have the support of all the other trade unions and the regional secretaries are discussing co-ordination of industrial action ballots to support our campaign.

Don't Be Fooled: YOU ARE NOT ALRIGHT JACK

Do not believe for one instance that you will come out on top under single status. There may be those that feel they have come out financially better off than others. Think of the long term!!!!

You may have looked at the draft scores on job evaluation, you may have looked at the increments within your grade, don't expect to get them automatically. In fact don't be under any illusion that you will get them at all.

The fact is that you could have increments taken off you, down graded.

Do you believe for one minute that everyone in the City Council will continue to shoot up the grades?

No; of course you don't. Common sense tells us that the City Council would have to pay out large amounts of money within a very short period of time.

There are numerous factors that could prevent you from getting increments, some are already in the pipeline, one of which being performance related pay. There will be lots of other obstacles, budgets etc or maybe even down to the fact that your manager does not like you.

Don't think the Council wants to give you money; they want to get as much as they can for as little as possible. The fact that we have thousands of underpaid employees which the Council has now admitted to is proof in itself. If you want increments after 2010, you will have to justify your job, are you

FACT! The proposed new martini style contracts impose flexibility to the max.

FACT! You can be told to go and work anywhere.

FACT! You can be made to do almost any job.

Fact! You can be forced to work in any directorate at any location.

Fact! Your job description is worthless; you have flexibility in your contract.

FACT! A totally flexible work force is ideal for privatisation, no one is safe.

FACT! Redeployment agreement has gone out the window; you will work where you are told.

**JUST
SAY
NO**