

Single Status Action News September 2008



News www.birminghamunison.co.uk

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Non-Manual Members

Lodge Your Equal Pay Claim NOW

So far the Council has recognised that women in some manual grades (eg, cooks, cleaners, carers etc) have claims for compensation over sex discrimination in their pay. We believe that some Non-Manual staff can also win equal pay claims and gain compensation for up to six years backpay.

The group includes former Administrative, Professional, Technical & Clerical (APT&C) staff.

If you believe you may have an equal pay claim, you must lodge your claim within 6 months of a change in your contract your deadline is Friday 28 September. **IT IS YOUR RESPONSIBILITY TO ENSURE THIS DEADLINE IS MET. BUT DON'T LEAVE IT TO THE LAST DAY!** We need some time to advise you and handle the paperwork. UNISON WEST MDILANDS EQUAL PAY UNIT NEED TO KNOW THAT YOU WANT TO MAKE A CLAIM BY Monday 22 September.

Is your job mainly done by women ? See the list below for the top 30 most common jobs mainly done by women. You should check the Job ID Code on your contract for the job you have been matched to. A fuller list of all jobs we believe are mainly done by women can be obtained from our website – www.birminghamunison.co.uk

Are you a man in a job done mainly by women ? You can also make an equal pay claim.

Open sessions for members to get help and advice on this will be held in the branch office as follows :

9.00am – 6.00pm Thursday 18 September Friday 19 September Monday 22 September

You don't have to come to the open session you can Tel. on our **HOTLINE no. 0121-622-8740**

Whether you attend one of our open sessions or tel. our hotline we need you to have your personal information at hand including:- your payroll number, job ID code (which is found on your new contract) & your full workplace address.

Don't Miss Deadline – 26 September

Top 20 Non Manual Jobs Mainly Done By Women – See Our Website for Other Jobs

AC0086BX	Secretary	CE0303BV	Play Worker
AC0089BX	Clerical Assistant	CE0740BV	Pupil Guide
AE0109BX	Clerical Assistant	CS0171BX	Senior Social Work Asst
AE0120BX	Clerical Assistant	MS0167BX	Team Manager
AL0176BX	Admin Assistant	OL0032BX	Library Assistant
AL0181BX	Clerical Assistant	PS0056BX	Senior Social Worker
AL0202BV	Receptionist	PS0143BX	Social Worker
AL0225XV	Administration Officer	PS0278XV	Senior Practitioner
AS0236XV	Clerical Assistant	TL0060BX	Benefits Officer

Join UNISON & You Can Still Be Represented

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Outrageous !

Council Withdraws Second Pay/Grading Offer

Members are angry and outraged at the Council's withdrawal of the offer made after two weeks of intensive talks on 11 March 2008. 'Red circle losers' stand to lose a third year of protection. High scoring 'green circle' gainers will not get the higher and faster assimilation offered. Tens of thousands of manual members will be forced to repay loans after a transfer from weekly to monthly pay.

Management claim the unions "supported the offer in March and that they were prepared to ballot on acceptance of the offer". This is untrue and misleading.

All the unions agreed to do in March was to relay the offer to members at a series of mass members meetings. The meetings overwhelmingly called for further industrial action, which took place in April.

UNISON has always intended to put the final package to members in a ballot, provided the package reasonably addresses the legal implications of sex discrimination. The March talks also agreed to continue negotiations on the mechanism by which people will move up the increments within each grade. The completion date for this is the end of September. UNISON offered to ballot members after this crucial element of the package, the 'Progression' talks, is completed, and to speed up the talks if the management wished to.

Management have withdrawn the offer before these talks are complete and within only six weeks of when we would look to hold a ballot.

Why are the Progression Talks so important ? The council's pay and grading structure puts huge numbers of women in low paid jobs at the bottom of each grade, regardless of the points they scored. This we believe continues the historic sex discrimination. High scoring jobs in our view should jump to the top of each grade. The Progression process is the means by which people in future will move up the increments within each grade. The talks could produce a mechanism to get the low paid women quickly to their proper pay salary, significantly reducing the continuing pay discrimination.

What do we do now ? We are seeking urgent talks with the council and putting every pressure we can on the council to get the offer put back on the table. We are also encouraging members to get ready to support further lobbies and action over the pay and grading exercise.

Weekly to Monthly Pay

Management are now offering a loan of 1 month's pay (minus tax and deductions) to around 18,000 weekly paid staff ahead of a mass transfer to monthly pay in November. Members have been given a deadline of the end of September to accept the loan. The loan will have to be repaid over 6 months starting in January 2009.

We are asking for an extension of the deadline for the loan and also for the repayment period to be delayed until February, to get over the Christmas period. These are stop-gap measures as ultimately we want the council to honour their offer to have the loan repaid when people leave the council, with major discounts for long staying staff.

Appeals – Home Carers and Others Missing Deadlines

We are receiving reports that large numbers of members have missed the deadline for continuing their appeal after they receive the outcome of the Chief Officer's consideration of their case.

This is after Stage 1 Step 3 'Employee Appeals Against Line Managers Decision To Chief Officer or Designated Officer'. If your Chief Officer still does not agree your evidence you can appeal to the Job Evaluation Appeals Panel, but you must do so within 10 days of receiving notification of the decision.

If you have missed this deadline and still wish to appeal, we are urging members to write straightaway to the Directorate HR Team to say they want to appeal, even if the deadline is missed. Please copy this to us at the branch office and we will be trying to persuade management to still accept these appeals. Management have missed their deadlines with no adverse effects.