

Shame on them

Over 1000 signatures collected already.....

On 7 April 2005 the UCL Estates Management Committee (EMC) decided to privatise the Refectory. (see list of EMC members on page 3) We have been informed that this decision was not taken lightly, the committee took 45 minutes to decide the fate of all the staff and the Refectory Service! UCL will appoint a private contractor at the end of April and the contract will begin on 31 July 2005 and will run for a period of 10 years. UNISON were not consulted about the process and up to this date have not received the business case, the in-house benchmark nor the minutes of the EMC. All of these are now the subject of a Freedom of Information Act request by UNISON. It is UNISON's view that this was the wrong decision, that while other sectors are bringing privatised services back in-house after failed privatisations UCL has decided to go the other way. This is not in the interests of students or the staff in the Refectory. We have well founded fears not only about the service but also the well being of the Refectory staff many of whom are UNISON members. These members have asked the union to continue the campaign and we have pledged to do this. We believe we can win this campaign as there is a precedence by Glasgow Hospitals UNISON branch in very similar circumstances. We already have over 1000 signatures and will continue petitioning up to 31 July so keep collecting.... Details of the campaign are on page 2.

NEXT BRANCH MEETING

**Wednesday
4th May
2005
1-2pm
Council
Room**

**Please send agenda items to
the Chair Wendy Biggin c/o**

UCL UNISON Office

Brook House

2-16 Torrington Place

Or email: unison@ucl.ac.uk

by 5pm on

Wednesday 27th April.

**POSITIVELY PUBLIC
Save Our Refectory**

SAVE OUR REFECTORY CAMPAIGN

“Food for Thought Not for Profit”

The campaign continues despite UCL making the decision to privatise. We believe that we can win this campaign and after some sustained petitioning over the past 2 weeks have already collected over 1000 signatures. Other UNISON branches have succeeded in similar circumstances. We are extending the petitioning deadline to 31.7.05. Thanks to all of you who have sent in petitions but we are asking you to send more. These are going to be a valuable tool when making the argument to management to reverse their decision as it will show the strength of feeling about this issue.

What you can do to help the campaign

Come to one of the Campaign Meetings which are every other Thursday 5-7pm.

Date	Place
28 April	Council Room
12 May	Committee Room
26 May	Council Room
9 June	Council Room
23 June	Council Room
7 July	Council Room

Petition

Pass the petition round your department or e-mail the on-line petition which is on the branch web site www.uclunison.org. Join the petitioning rota. We are petitioning outside the Lower Refectory every Tuesday and Thursday. To go on the rota e-mail unison@ucl.ac.uk or ring ext 46587

Letter Writing

Write to UCL management to express your concern and copy UCL UNISON into your letter:-

Guy Kershaw, Deputy Director of Estates & Facilities, UCL, g.kershaw@ucl.ac.uk

Richard Furter, Director of Estates & Facilities, UCL, r.furter@ucl.ac.uk

Malcolm Grant, The Provost and President, UCL provost@ucl.ac.uk

UCL's governing body, UCL Council c/o Mr Tim Perry, Secretary to Council, 5, Gower Street, UCL t.perry@ucl.ac.uk

SAVE OUR REFECTORY CAMPAIGN

“Food for Thought Not for Profit”

SHAME ON THEM

Below is the list of members of the Estates Management Committee (EMC). The EMC decided to privatise the Refectory on 7 April 2005. We do not know who was in attendance at that meeting as we have not seen the minutes which are currently the subject of a request under the Freedom of Information Act. If these people are in your department or you know them ask them and express your dissatisfaction as they are probably party to the decision made on the your behalf, the Refectory staff and the students at UCL. They should be able to account for the decision of the EMC.

Ex-Officio Position	Name	E-mail Address
President and Provost (Chair)	Professor Malcolm Grant	provost@ucl.ac.uk
Vice-Provosts	Professor Dave Delpy Professor Richard Frackowiak Ms Marilyn Gallyer Professor Michael Spyer Professor Michael Worton	d.delpy@medphys.ucl.ac.uk r.frackowiak@fil.ion.ucl.ac.uk m.gallyer@ucl.ac.uk m.spyer@medsch.ucl.ac.uk m.worton@ucl.ac.uk
Director of Estates and Facilities	Mr Richard Furter	r.furter@ucl.ac.uk
Director of Finance	Mr Jack Foster	j.foster@ucl.ac.uk

Deans of Faculties:

Faculty	Name	E-Mail Address
Arts and Humanities	Ms Jane Fenoulhet	j.fenoulhet@ucl.ac.uk
Built Environment	Professor Christine Hawley	c.hawley@ucl.ac.uk
Clinical Sciences	Professor Leon Fine	l.fine@ucl.ac.uk
Engineering Sciences	Professor Chris Pitt	c.pitt@ee.ucl.ac.uk
Laws	Professor Michael Bridge	m.bridge@ucl.ac.uk
Life Sciences (Biological and Medical)	Professor Peter Mobbs	p.mobbs@ucl.ac.uk
Mathematical and Physical Sciences	Professor Fred Pearce	f.l.pearce@ucl.ac.uk
Social and Historical Sciences	Professor Ray Harris	ray.harris@geog.ucl.ac.uk

SAVE OUR REFECTORY CAMPAIGN

“Food for Thought Not for Profit”

Customer Concerns

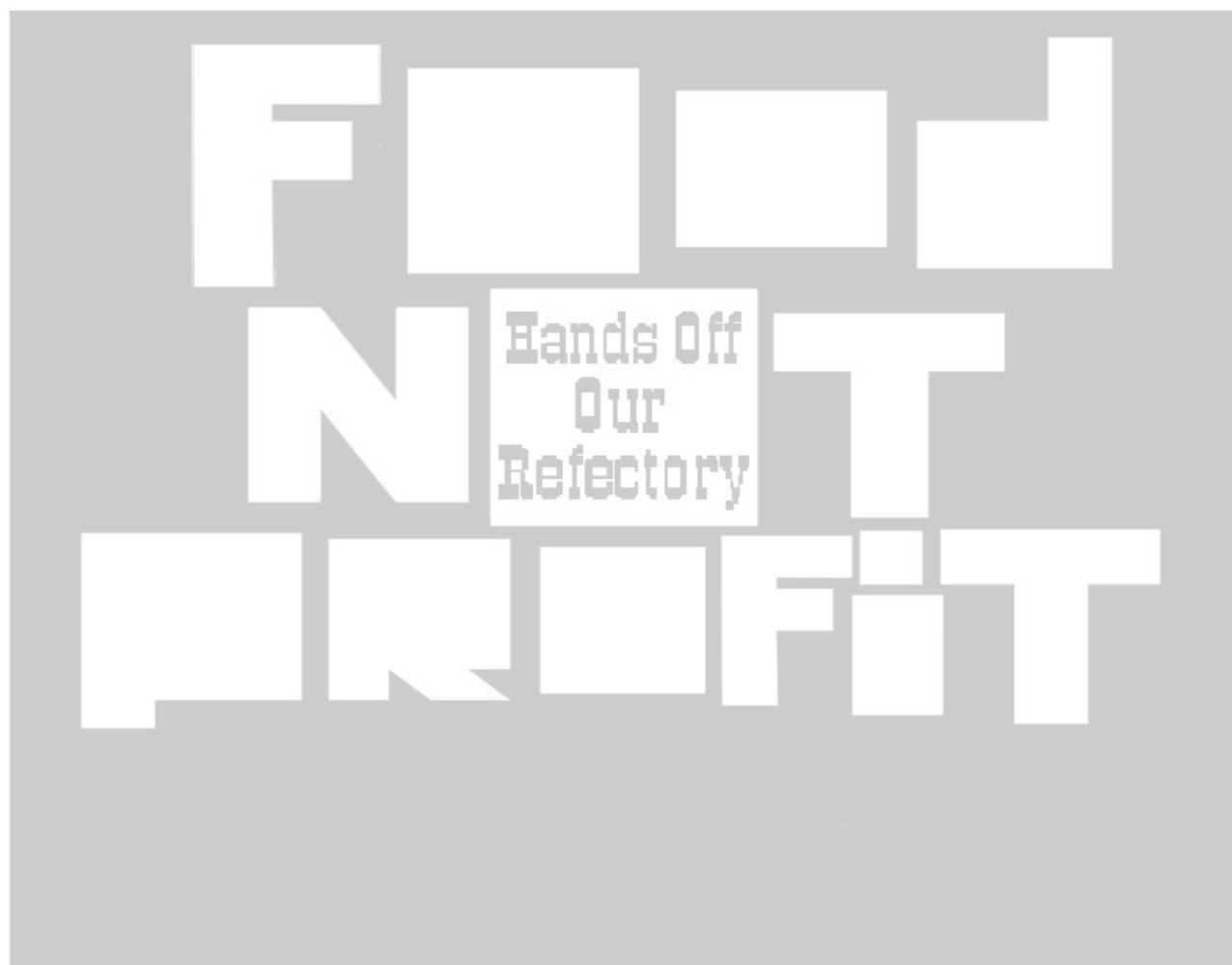
The entire service will be out of UCL control and will be tailored to meet the demands of private profit and not the wishes and requirements of college staff and students. UCL will have no control over price or quality of the food and services offered. This is particularly important for students managing on a low budget, especially those who also live in students residences where some of the catering will be transferred to the private company. UCL has refuted this and stated that there will be some contract management, but have not provided details of how this will work.

UCL has spent thousands of pounds on a consultant as part of the review process. This money could have gone towards building an in-house management team and the refurbishments required to bring the facilities up-to-date.

The private contractor who make the successful bid for providing catering services will be given a 10-year contract in the first instance with a 6-month termination clause. This means that whatever the services provided, UCL will be stuck with the same contractor unless it is prepared to incur the penalty of breaking the contract.

UCL seems to be a late arrival at the 'private sector is best' ball – so late, in fact, that some of the earlier guests are already leaving. Cleaning services provided by the private sector, once lauded for their money saving potential for the NHS, are being abandoned following increases in deaths from hospital-acquired infections. Railtrack has been brought back under public sector management. Despite the numerous examples of poor management, delivery and accountability, UCL presses on with creeping privatisation in the Security department, the porters, domestic services and maintenance. Academic and academic-related staff may think this is not their concern, but there are now many professionals, including in the HE sector, who never imagined they would end up working for a sub-contractor or an agency.

Hands OFF OUR REFECTORY



SAVE OUR REFECTORY CAMPAIGN

“Food for Thought Not for Profit”

On the 7th of April 2005, UCL decided at an Estates Management Committee (EMC) meeting to privatise the UCL Refectory on the main campus. The members of the EMC include the Provost, Deans and representatives from Estates & Facilities. This decision was therefore made at the highest levels of the college. UCL will appoint a contractor at the end of April 2005, and the contract will run from the 31st of July. From that date, all Refectory staff will lose their contracts with UCL and will either be transferred to the private company or will have to resign from their



Until 1996, all Refectory services were provided in-house by UCL staff. In 1996, management of the Refectory was put out to tender and an 'executive leasing' contract was won by a large, private provider of catering services – Sodexho. This move was fiercely opposed by UNISON, the trade union representing the majority of staff in the Refectory. The reason given for this partial privatisation at the time was that the Refectory was losing money – bringing in Sodexho to manage the staff and services was supposed to rectify this situation. The venture proved to be a disaster: casualisation increased, staff were unhappy with the new management, the Refectory continued to lose money and had to be subsidised to a significant level by the college. Drunk with the 'success' of this initial venture into the private sector, UCL has decided to tender all Refectory services and are currently seeking bids from private contractors, including Sodexho. It is interesting to contemplate why Sodexho would even be interested in tendering for a service that under their management was such a loss-making concern.

As when the management function was contracted out in 1996, there has been little meaningful consultation with UNISON and Refectory staff. UNISON were not consulted about the process and have had to put in a request under the Freedom of Information Act about such things as the in-house benchmark, the business case for privatisation and minutes of the meeting that made the decision.

When the sale to the private contractor goes through, all existing UCL staff who work in the Refectory will be transferred to the private contractor under the Transfer of Undertakings and Protection of Employment (TUPE) regulations. The provisions in this legislation mean that staff will transfer on their existing terms and conditions. The length of time that TUPE applies will be one of the terms negotiated during the process. However, if a member of staff has a contract with a one-month notice period, there is nothing to stop the new employer giving him or her one-month's notice from

Background & the Privatisation

In addition to being concerned about their level of protection under TUPE, staff are also concerned that they will no longer have a guaranteed worksite. For example, a large company (such as Sodexho) may wish to move staff to work in any of the different locations in which they currently have contracts. UCL have given assurances that this will not be the case, but they will not be running the show!

Many of the most vulnerable staff in the Refectory are members of UNISON. They wish to continue to be part of the UCL UNISON branch and want UCL UNISON to be recognised as their legitimate negotiator for terms, conditions and casework. A number of the big private contractors in the catering sector have a very bad reputation when it comes to union recognition. In 1999, the Hotel Employees and Restaurant Employees International Union obtained a copy of a 'Union Avoidance Manual' used by Sodexho managers and bearing the Sodexho logo. The manual gives advice on anti-union strategies including how to prevent workers from distributing union literature, how to hold captive meetings where managers denounce unions and how to prevent union organisers from gaining access to workers.

UCL provides a number of advantages for staff in the shape of basic skills courses and English as a foreign language, which is especially important for staff who do not have English as their mother tongue. It is unlikely that these benefits will be part of the TUPE transfer package.

Very few, if any, of the major private contractors providing catering services have terms and conditions that are as good as those at UCL. For example, pension schemes are usually not as good as the occupational schemes enjoyed at UCL, although the private contractor does have an obligation to provide a 'comparable' scheme. Once the service has been transferred to a private contractor, new staff will not be on the same terms and conditions as ex-UCL staff. This creates a two-tier workforce and increases the fear of job loss among staff with more expensive terms and conditions.

Staff Concerns

APPLICATION FORM *Join UNISON altogether a better union*

1. Your PERSONAL DETAILS

Please tick box below

Mrs	Ms	Miss	Mr	Other
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First name	Other initial
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Surname/Family name	Date of birth
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Home address

National Insurance number (from your payslip)

<input type="text"/>									
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Please tick if you require materials in a different format (eg large print or Braille - Be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you - indicate if work

Contact tel/voice/text/email

2. Your EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

Postcode

Payroll number (from your payslip)

PLEASE RETURN YOUR COMPLETED FORM TO:

**Stephanie Smith, c/o Epidemiology,
1-19 Torrington Place
London WC1E6BT**

3. WHAT YOU PAY – CURRENT RATES (set Oct)

Please tick the appropriate box for your earnings before deductions.

YOUR SUBSCRIPTION - WHAT YOU PAY

Weekly pay	Annual pay	per week	per month	Band
Up to £38.47 <input type="checkbox"/>	Up to £2,000 <input type="checkbox"/>	£0.30 <input type="checkbox"/>	£1.30 <input type="checkbox"/>	A
£38.48–£96.16 <input type="checkbox"/>	£2,001–£5,000 <input type="checkbox"/>	£0.81 <input type="checkbox"/>	£3.50 <input type="checkbox"/>	B
£96.17–£153.84 <input type="checkbox"/>	£5,001–£8,000 <input type="checkbox"/>	£1.22 <input type="checkbox"/>	£5.30 <input type="checkbox"/>	C
£153.85–£211.53 <input type="checkbox"/>	£8,001–£11,000 <input type="checkbox"/>	£1.52 <input type="checkbox"/>	£6.60 <input type="checkbox"/>	D
£211.54–£269.23 <input type="checkbox"/>	£11,001–£14,000 <input type="checkbox"/>	£1.81 <input type="checkbox"/>	£7.85 <input type="checkbox"/>	E
£269.24–£326.92 <input type="checkbox"/>	£14,001–£17,000 <input type="checkbox"/>	£2.24 <input type="checkbox"/>	£9.70 <input type="checkbox"/>	F
£326.93–£384.61 <input type="checkbox"/>	£17,001–£20,000 <input type="checkbox"/>	£2.65 <input type="checkbox"/>	£11.50 <input type="checkbox"/>	G
£384.62–£480.76 <input type="checkbox"/>	£20,001–£25,000 <input type="checkbox"/>	£3.23 <input type="checkbox"/>	£14.00 <input type="checkbox"/>	H
£480.77–£576.92 <input type="checkbox"/>	£25,001–£30,000 <input type="checkbox"/>	£3.98 <input type="checkbox"/>	£17.25 <input type="checkbox"/>	I
£576.93–£673.08 <input type="checkbox"/>	£30,001–£35,000 <input type="checkbox"/>	£4.68 <input type="checkbox"/>	£20.30 <input type="checkbox"/>	J
£673.08+ <input type="checkbox"/>	over £35,000 <input type="checkbox"/>	£5.19 <input type="checkbox"/>	£22.50 <input type="checkbox"/>	K

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10

4. POLITICAL FUND

UNISON's Affiliated Political Fund

(APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund

(GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

If you have been a member of a trade union before, please state which one:

The information provided by you shall be recorded by UNISON for statistical purposes and used for sending you UNISON publications, ballot forms and otherwise communicating with you. If you do **NOT** want any mailings from UNISON, besides those required by statute, please tick this box

To keep you fully informed of the services we arrange for members we want you to receive details of benefits offered by or in conjunction with UNISON's affinity partners. The affinity partners are organisations with close links to UNISON that share our ambition to provide you with the best possible range of benefits. Under the Data Protection legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you **WANT** to receive details of the full range of benefits you **MUST** tick this box

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and
- I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: Tick one box only

Affiliated Political Fund

General Political Fund

Now please sign and date below.

Signature Date.....

PAY FRAMEWORK UPDATE

As the job evaluation exercise is nearing a close the negotiations on the implementation are now accelerating with weekly negotiating meetings. Progress and the respective positions are outlined below: -

Element	UNISON position	AUT/amicus position	UCL' s position	Progress	Comment
Market Pay	UNISON position is to not negotiate on this element. However this decision came late in the process and negotiations had already advanced considerably	Support a Market Pay Policy but one which is tightly defined and evidence based	Support a Market Pay Policy	Policy has now been finalised. Will be included in total package	
Appeals Procedure				Appeals procedure has now been finalised. Will be included in total package	
Grading Structure	Uplift of bottom grades so as to tackle the low pay areas in manual and clerical sections. Grades should be of equal length with equality of progression and MOU compliant		MOU compliance	Negotiations ongoing	The development of the grading structure will depend largely on the data received in the job evaluation process. There are moves to project the existing data and develop a grading structure on this limited data so as to appease the "pause". UNISON is resisting this on the basis that any projection could foster inaccuracies in the final grading structure
Harmonisation	35 hours week and 30 days holiday. Harmonisation of other terms and conditions across the institution including, Maternity Pay, Sick Pay. Also harmonisation of overtime, unsocial hour payments, notice periods, call-out charges, shift allowances and arrangements for time-off in lieu (TOIL) and flexi leave arrangements	Amicus have similar positions to UNISON. AUT have a concern that harmonisation is going to have a disproportionate affect on its members as they generally currently enjoy the most favourable terms and conditions	UCL position is to support the idea that harmonisation should include other elements in addition to annual leave an working hours. UCL have put forward a position to significantly increase annual leave but to increase the working week. UCL's proposal constitute a significant improvement for manual members	Discussions centred around each side moving their position and UCL will be consulting with the Steering Group to see if any movement can be achieved. UNISON expressed its reservation that anything more than 35 hours a week would be unacceptable to its members but accepted that any movement on annual leave would be regarded as progress and a positive development	These part of the negotiations are going to be the most difficult because UCL is unwilling to put any extra money in and are therefore going for a cost neutral option. Their current proposal actually increases the annual hours being worked by most staff at UCL although UNISON manual members they will win considerably with increases in annual leave, decrease in the working week and the subsequent increase in hourly rate.
Assimilation	UNISON have advised its negotiator that any protection arrangements of over 2 years could leave it vulnerable to equal pay challenges by members. UNISON have also made representation that assimilation should include a back pay element for green circled staff	AUT and amicus have restated their position that 4 years protection for red circled staff is their preferred option and are concerned about any back pay elements impinging on the total budget	UCL have put forward a proposal of 2 years pay protection, with ring fencing for red circled staff who want to apply for other jobs at UCL. Stated its opposition to any back pay element for green circled staff	Progress on this issue has been slow because of conflicting legal advice coming from the other unions. UNISON put forward a compromise at the last meeting which would be a one year back payment for all green circles along with 3 years protection. These discussions will be fed back to the Steering Group	The issue of back pay is key for UNISON. While appreciating the cost implications of such a proposal natural justice would point to these staff receiving some of the monies available in recognition that they have been relatively undervalued for some time maybe many years.

PAY FRAMEWORK ORK UPDATE

Element	UNISON position	AUT/amicus position	UCL's position	Progress	Comment
Red Circles	UNISON support any proposals that are going to help and support those staff that are going to be red circled including provision of training and developmental opportunities. This is also why UNISON welcomes UCL's proposal for ring fencing	Same as UNISON	UCL have also indicated that they agree with the sentiment of the unions position and have already stated that monies will be available for the training aspect of this support		Arrangements for red circled staff when agreed will be publicised in the overall package.
Transparency Issues	UNISON support any proposals to allow transparency of the process	AUT and amicus have a position that there are certain outstanding transparency issues, these include publication of the Guidance for Role Analysts (this is something amicus is less worried about), publication of score when role holder informed of new grade and salary and publication of new grading structure before the job evaluation process is complete	UCL do not agree with publicising the questionnaire for role analysts and have already stated that the score will be part of the overall information provided to the role holder. At this point it is unclear whether UCL agree to start developing grading structure now	Progress is steady on these discussions. UNISON proposed developing an information booklet for staff when they receive their letter informing them of their new salary and grade which is currently in developmental phase	UNISON support the idea of publicising the score and where that score will be within the grade. However is does not support the publication of the questionnaire for role analysts. This is in line with the decision made by all the unions and UCL early on in the process. UNISON also has some concerns about developing a grading structure on the basis of the current data from the job evaluation process as late data (i.e. from the "pause") could cause a realignment of the grading structure which could cause a number of problems in terms of credibility and re-costing the process.
Job Profiles for Academic staff	UNISON does not support using job profiles for academic staff but recognise that this is part of the framework agreement and therefore our "hands are tied". UNISON believes that academic staff should be treated in the same way as all other staff – i.e. they should have to fill in a JDOI	AUT and amicus support the use of profiles for academic staff. AUT also want them used for Academic Related staff which UNISON and amicus have opposed throughout the process. Amicus support the current process where academic jobs are treated as Multiple Role Holders	UCL support the use of job profiles for academic staff	Work is currently progressing and individual academics will be selected for interview with a role analyst. The notes form this interview will be used as the basis of a JDO and will inform the grading of the academic staff	AUT and amicus have also put forward a position that profiles be used for post job evaluation which could be used to inform staff of the types of responsibilities that are required in types of jobs. These will NOT be used to grade staff. UNISON support this idea but with reservations, as the AUT specifically have an agenda to have their academic related staff graded using job profiles.

Report from UNISON Joint Consultative Meeting (JCC) on 21 April 2005

As you know UNISON have a regular consultative meeting with UCL to discuss and make representation to UCL on a wide range of issues. A summary of these discussions/representations can be found below along with what we agreed. Present at the meeting were Wendy Biggin (Chair UNISON), Sarah Allee-mudder (Equalities Officer UNISON), Oliver Thomas (Black Members Group UNISON), Tom Silverlock (Branch Secretary UNISON), Sarah Brant (Director of Human Resources (HR)) Tom Reilly (Asst Director of HR), Neil Henderson (Asst Director of HR) and Sarah Pennycard (HR Admin)

Issue	UNISON representation	UCL response	Action
Sickness Absence Policy	UNISON highlighted the fact that UCL had not yet done a review of the policy and expressed some concern of our perception that the policy was being implemented inconsistently over the different staff groups	UCL acknowledged that they had not been able to review the policy as soon as they would have liked and promised to undertake this by October this year	Neil Henderson (HR) to complete this review by Oct 2005
Data Protection requests for information relating to disciplinary hearings	UNISON expressed some concern that its members were having to go to the Data Protection Officer to make requests for things like HR notes of hearing	UCL acknowledged that this was not good practice and agreed that part of the duties of HR was to provide written notes of formal meetings. These would be provided on request without having to go through the data protection officer in future.	
Statistics on Disciplinary, Grievance, Capability and Probation	UNISON questioned some of the conclusions arising from these stats which seemed to conclude that there were not issues of unfavourable treatment for certain staff where it is possible the opposite conclusion could be drawn	UCL assured UNISON that no conclusions had yet been reached and all explanations for the patterns arising out of the stats would be investigated	
Time-Off for Domestic Violence	UNISON raised a concern that managers were not necessarily aware of issues relating to Domestic Violence and how these would be dealt with sympathetically in the workplace e.g. in terms of granting Special Leave. UNISON wanted a specific policy on this issue with dedicated training for managers	UCL appreciated UNISON's concern but did not feel this warranted a specific training course or policy. However UCL agreed to look at possibly including a form of wording in current policies and investigating the possibility of incorporating it within existing training for managers	
Communication to manual staff	UNISON expressed some concern that manual staff were not being informed about policy & other changes in the same way as staff who have ready access to e-mail and the internet. UNISON proposed that guidelines be developed for managers to assist them in this communication exercise. There was also concern raised as to the non-attendance of manual staff to induction sessions	UCL felt that there were good systems currently in place but would appreciate any suggestions on how these could be improved	UNISON to send draft proposal

**Report from UNISON Joint Consultative Meeting (JCC) on 21 April 2005
cont.....**

Issue	UNISON representation	UCL response	Action
Representation of support staff on College Council	UNISON reiterated their wish to have support staff represented on College Council as recognition of the important role that support staff play. UNISON also informed UCL of a changed position which is not an insistence of union representation but instead an elected representative from one of the support staff.	UCL restated the position that this was not supported especially as the make-up of Council had recently been reduced but would discuss this with other senior managers and feedback to UNISON.	
Privatisation. In-house Private	UNISON again stated its concern about privatisations that were taking place at UCL. Business cases were not being fed back to UNISON. Concern was expressed about Refectory and domestics (see article at bottom of page)	UCL reiterated its position that there was not an ideological preference for privatisation but instead individual departments and services which would need to make business decisions which would depend on the particular circumstances.	UCL to go back to Domestic to find out why so many buildings were going out to private contractors
Developing relationships post Pay Framework Agreement	UNISON expressed its commitment to implementing the Pay Framework Agreement and noted the more positive relationships that had been developed while working with the employer on this project. UNISON expressed a wish to keep this developing these relationships post PFA	UCL agreed with this sentiment	All parties to consider this for full discussion at next JCC
Social/Sports day for staff	UNISON proposed a social/sports day for all staff at UCL with the aim developing relationships with staff and departments throughout UCL and formalising many of the informal networks that currently exist	UCL agreed with the sentiment of this and would look at different some practical ways to progress this. One suggestion made at the meeting was combining such an event with the launch of the new logo and "visual identity" in August.	UCL to go back and discuss with other members of senior management team

Positively Public: Domestics—Privatisation by the Back Door

In the Domestics Dept, most jobs have gone to the contractors. At a recent meeting, UCL staff were told by management that their work was just as good—and at times better— than the agency staff. They were also told that regarding cost effectiveness, UCL staff and agency staff fare about the same. Even though this is the case, all the cleaning services for new UCL buildings now go straight to private contractors. Also, UCL does not appear to be recruiting any new permanent staff in the Domestics dept and the number of staff has dropped from over 350 to 165 in recent years. UCL UNISON raised this at a recent consultation JCC meeting and hope to get an explanation in the near future.



Unison Black Members Conference 2005 (reports)

Marigold Nunes:

The conference opened with a speech from UNISON's General Secretary Dave Prentis. He said that UNISON, would be pushing the government to introduce a minimum wage of £6.50 per hour which would be living wage allowing employment with out the need for top ups via benefits. Women are still lower paid than men and a gender pay gap of 19% still exists. He said private contractors in hospitals would have to go. Half of the cleaning jobs have been lost since introduction and increasing incident of 'super bugs' has occurred. Dave explained that one of his first jobs was as a cleaner and odd jobs person. He said we must put the BNP back in the gutter. UNISON will oppose any ban on asylum seekers. He said the lack of diversity in the racial mix of UNISON full time officers needed to be addressed. The report on Government quangos highlighted the lack of race diversity and showed that they are populated by white men. Dave said that he will tell Tony Blair that we will not allow pension schemes to be decimated. Dave said the reason why people don't join the union is because they are never asked.

During conference the question of tackling racism in the work place was one of the questions given consideration. One of the views was that tackling racism at branch level was given a low priority. One delegate felt that some BME people did not fill in racial monitoring forms for fear of discrimination. It was suggested that the reason for the monitoring should be made clear to encourage participation. The view was expressed by one delegate that UNISON does not have complete data for its own racial monitoring. Another view was expressed that instead of fighting racism on an individual basis it should be fort collectively.

One delegate from Oldham expressed concern that citizenships panels had been introduced by the government as a penalty for the racial disturbances in Oldham.

When analysing policies in general and at the work place one delegate felt that it was important to ask the question 'who does this benefit' in order to know how to respond to it.

It was felt by one delegate that the human race not race should be our number one priority.

The conference was fortunate to receive and address from a former member of the post apartheid government of South Africa.

Stephanie Smith

UCL UNISON BMG sent 4 delegates to the conference this year (Myself, Patricia Johnson, Marigold Nunes and Oliver Thomas).

The conference was held over the weekend, from Friday to Sunday at the Sage centre in Newcastle upon Tyne. It was my first time visiting the Sage centre and I thought the building was quite impressive. The hotel where we stayed was situated within 5 minutes walk of the Sage centre.

Dave Prentis opened the first day of conference. He talked about pushing the minimum wage to £9 per hour. He also talked about private contractors and the health services and the lack of training which lead to poor cleaning in hospitals. Mr Prentis wanted decent pay, better work services and better conditions for workers. He wanted to see services and the workforce back in house.

Mr Prentis called for all to fight racism and stamp out the far right groups and the BNP, throwing them in the gutter. He welcomed the Northern Ireland members and talked about racism in Northern Ireland and Derry and politicians such as Michael Howard and playing the racist card. Mr Prentis reported that Black and Asian workers earned over £7000 less than other workers.

Over 10% of local government workers die between 61-63 years old. Mr Prentis advised that the pension age will increase from 60 to 65 years for local government workers as of April 2005 and that there were no consultation with the unions.

UNISON will be balloting members as of February, with the 1st stage of action in March. UNISON is talking with other unions such as the AUT etc. Mr Prentis said that pension age will increase in local government this year, and before you realise it would be in health next year.

On the Sunday we had a speaker from the Commission for Racial Equality (CRE) who talked about employment tribunals and relating mainly to 3 areas; The Midlands, The North and London.

Black Members Conference– reports cont..

The speaker talked about awards made against local authorities and claimed that they represented 122 complaints in 2001, 137 complaints in 2002 and 37 complaints in 2003. This picture of complaints was spread across the UK. 20% of the CRE's annual budget was used in these types of cases and this figure included staffing costs. Their annual budget is £20 million.

It was reported that 70% of workers do not have access to trade union support and that a lot of organisations are not unionised ie. hotel workers. Most of these people are of an ethnic minority.

Also it has been claimed that there was call for an increase of black MPs. There are a total of 5 black MPs to date.

Another speaker spoke about citizenship tests and said that the BNP should be asked to do it first and the Queen and her family should swear by oath. The speaker also spoke about ID cards and wondered what the information would be used for as the police already knew the criminals. When talking about integration and who needs to integrate.

When asked, 1 in 4 white people would not want to live next door to a black person. As long as you are black, you would always be a stranger attended a workshop on tackling racism in the workplace. The workshop was led by a UNISON National officer. Members at this workshop were very disappointed with the person who led the group as members felt that it was inappropriate for it to be led by a non-ethnic minority person. Also when addressing the meeting the officer was very aggressive and did not have a clue as to what ethnic minority members were feeling the workshop the group discussed whether UNISON should change their solicitors as 93% of race discrimination cases failed in that year.

One of the motions heard at conference, was relating to when BMG conference should take place; whether it should revert to November or move to February.

It was mentioned that if the conference was held in February, the motions would stand a better chance of being heard at national conference. Although, some people were not happy with this as holding conference in February would clash with the Women's conference, making it difficult for members to attend both conferences. The result of the vote showed that the majority of people preferred for the conference to be held in February.

Our branch only received the papers for submitting motions days before the deadline, so were not able to submit a motion. This was probably the case for many branches as there were not many motion submitted by branches.

I felt that the stalls that were set up at the conference were quite poor. There was not anything that was worth bringing back to the branch.

Although I was disappointed by the organisation of conference this year, I still think that it is important that members go along to conference as conference gives the opportunity for members to meet other workers from other branches throughout the country and share any experiences and concerns.

UCL UNISON Black Member's Group

The UNISON Black Members Group (BMG) was set up in 1998 with its main purpose to address the needs of ethnic minority members of staff within UCL. The group intend to achieve this through their aims and objectives.

The BMG meets on the last Wednesday of each month between 1 and 2pm. Any UNISON member who is of an ethnic minority may attend the meetings. Non UNISON ethnic minority members are also welcomed to attend the meetings in order to find out what the group is about and what could be offered to them. The meetings are informal and open to any discussions.

From time to time the group also holds social functions in order to promote good interaction within the group outside of the working environment. For further details and information on the next meeting, please contact

Stephanie Smith on ext 45621

Caterpillar Action

-by Catherine Conroy

War on Want are running a campaign of letters and demonstrations against the heavy duty equipment manufacturers Caterpillar. If you go to the Caterpillar website:

<http://www.cat.com/cda/layout?m=38044&x=7>

you will find that Caterpillar Inc have this to say about corporate responsibility:

"Caterpillar's reputation for making a difference in the world is something we are proud of as a company—and as individuals. Whether it's caring for the safety of our fellow employees, improving the communities in which we live and work, or sustaining the environment we all share, Caterpillar people are fully committed to and engaged in good corporate citizenship. We are doing well by 'doing good' all around the world." - Jim Owens, Chairman & CEO

Funnily enough, Caterpillar seem to square this laudable sense of responsibility with supplying the Israeli military with armoured bulldozers. Caterpillar equipment is bought specifically by the Israeli Army to destroy Palestinian homes in illegally occupied territories (as condemned by the UN), and at the same time used to build the dividing wall between Israeli and Palestinian territories.

If you would like to participate in the campaign either by demonstrating or sending letters of protest, please check the War on Want campaign website:

<http://www.catdestroyshomes.org/>

Even though we have missed the boat for April's day of action, keep checking for future dates and remember that you can make a difference.

Thank you

One Day Women's Seminar

The Regional Women's Committee are holding a one day Seminar for female UNISON members.

The Seminar will include workshops on subjects such as abortion, women and pensions, etc. and is completely free to members.

It is expected the Seminar will run on the first Saturday in July—venue to be confirmed...

Interested? Then contact Wendy Biggin on ext 46587 (voicemail)

or email unison@ucl.ac.uk



UCL UNISON

Women Members Group
(WMG)

The WMG has now been running in its current format for almost 3 years; the group has shown itself as a powerful and effective resource for raising all issues relating to sex discrimination, sexual and gender harassment, and gynephobia within UCL, the trade union movement, and society in general. The group meets every 2nd Wednesday of the month; all women members are invited to come along and raise issues of importance to them.

NEXT MEETING: Weds 11th May, 1-2pm

For further information; Please contact Wendy Biggin on ext 09454(am)/37091 (pm)

FIGHTING BACK WITH FOOD FOR THOUGHT

URBAN



Sweets are the sweet



Guerrilla

Bakers



USING THE
PIPING
TOOL NOT



UGB

MAKE MUFFINS NOT WAR!

UGB

Bringing you treats down on the street, as- we can address these issues. saulting your tastebuds with something sweet.

URBAN GUERRILLA BAKING celebrates what URBAN GUERRILLA BAKERS—challenging injustice with food for thought. Tired with the trade at the root of poverty as western governments and businesses safeguard their interests through unfair trade and loans. UGB uses is, UGB explores a new, inclusive way of protest that refuses to ignore the link between Fair Trade and organic ingredients or the best profit motives, wars, arms sales, spiralling possible alternatives.

Third World Debt and unfair trade.

Too often the Left ignores broader issues fobbing these off with the time-worn "the end of capitalism by workers' revolution is the only solution" without providing a positive way forward and ignoring the fact that 'workers' aren't the only people in society. Clearly, social injustice will only end with the end of an unjust system based on production for private profit but, in the here and now there are many ways

URBAN GUERRILLA BAKING- challenging unfair Trade, Third World Poverty and production for profit: by ending these, one day everyone will have the opportunity to enjoy food for fun not just for subsistence. End private property! End production for profit! UGB: Karma free cakes. UGB: non-profit making food with a social conscience!

WHO'S WHO IN UCL UNISON BRANCH

Branch Officer Posts:

★ Black Members Officer	(VACANT)	unison@ucl.ac.uk
★ Chair	Wendy Biggin	w.biggin@ucl.ac.uk
★ Communications Officer	{VACANT}	unison@ucl.ac.uk
★ Disabilities officer	(VACANT)	unison@ucl.ac.uk
★ Education officer	Cristina Gardini	c.gardini@ucl.ac.uk
★ Entertainments	Alex Molade	unison@ucl.ac.uk
★ Equalities	Sarah Alleemudder	s.alleemudder@ucl.ac.uk
★ Health and safety	Sam Atack	s.atack@ucl.ac.uk
★ International (joint)	Joan Brennan	unison@ucl.ac.uk
★ International [joint]	Anne Johnson	unison@ucl.ac.uk
★ International (Joint)	Colum Mc Dermott	colummcdermott@hotmail.com
★ Manual Staff Coordinator	Cleveland Davies	unison@ucl.ac.uk
★ Membership	Stephanie Smith	s.smith@public-health.ucl.ac.uk
★ Minutes	Andre Burbidge	andre.burbidge@lshtm.ac.uk
★ Lesbian, Gay and Transgender	[VACANT]	unison@ucl.ac.uk
★ Retired members officer	(VACANT)	unison@ucl.ac.uk
★ Recruitment Officer	Alex Molade	unison@ucl.ac.uk
★ Secretary	Tom Silverlock	t.silverlock@ucl.ac.uk
★ Treasurer	Andre Burbidge	see above
★ Vice-chair	[VACANT]	
★ Welfare (joint)	Wendy Biggin	see above
★ Welfare (joint)	Kenn Brown	see above
★ Women Members (joint)	Wendy Biggin	see above
★ Women Members (joint)	Marcela Wanasen	unison@ucl.ac.uk
★ Young person's	[VACANT]	

Shop Stewards

Library Service	Wendy Biggin	see above
LSHTM	Andre Burbidge	see above

★ Porters	Rob Connell	r.connell@ucl.ac.uk
★ Student Residences	Kenn Brown	see above
★ Security	Isaac Aresa	unison@ucl.ac.uk
★ Security	Khalid Inayat	unison@ucl.ac.uk
★ Refectory	Mary Guidera	unison@ucl.ac.uk
★ ICH Porters	Ivan Beckett	unison@ucl.ac.uk

Workplace reps:-

★ HCS	Sarah Alleemudder	see previous column
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Safety Reps

★ Civil Engineering	Marie Parker	m.parker@ucl.ac.uk
★ Library Services	Bill Martin	bill.martin@ucl.ac.uk
★ Estates and Facilities	Tom Silverlock	see previous column
★ HCS	Sarah Alleemudder	see previous column
★ Residences	Sam Atack	see previous column
★ Residences	Colum McDermott	see previous column

Accredited Learning Reps

★ Sarah Alleemudder	see previous column
★ Wendy Biggin	see previous column

Delegates to Committee for Equal Opprtunities

★ Sarah Alleemudder	see previous column
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Health & Safety Co-ordinator

★ Sam Atack	See previous column
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HERA Reps

Sarah Alleemudder, Andre Burbidge, Hazel Crossley, Jane Ferrie, Wendy Biggin, Maria Cotera, Marie Parker, Bill Savill, Rob Connell Sean Lewis

If you have any news or views you would like to see in **UNI news**, send them to:
unison@ucl.ac.uk

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Everybody needs a helping hand at work sometimes.

Join **UNISON** — Britain's biggest union to get your voice heard. From negotiating better pay and conditions to supporting you in cases of disciplinary or grievance issues, advice on health and safety or education and training, your **UNISON** branch is there to help you. Joining **UNISON** gives you access to a great range of membership benefits and offers too.

Join **UNISON** — altogether a better union.

To Join contact your local **UNISON** rep, e-mail; unison@ucl.ac.uk or telephone 020 7679 6587 (internal extension 46587) leaving your name, department and contact details

If you know someone who is interested in joining **UNISON**, please

Pass **UNI news** or this slip on to them.

Or call the **UNISON** recruitment hotline on 0800 70 70 77

