



time to deliver - UNISON  
IN HIGHER EDUCATION

**PAY FRAMEWORK UPDATE;  
CLOSE TO A DEAL!**

17 August 2005

Dear UCL UNISON member,

At last the unions are nearing completion of negotiations on a package at UCL! I would like to ask again for your patience while the last parts of the deal are ratified. I am hopeful that we will be able to publicise this in the next few weeks.

I have spent over a year living and breathing the pay framework agreement and it is my view that the package which we have developed so far, is the best that can be achieved through negotiation. The branch committee will also need to take a view and the documentation will need to be checked by both regional & national UNISON full time officers

It will soon be your turn to decide whether to accept this deal. Once an agreement has been reached a pack will be sent to you. I would urge you to read all the documentation included within this pack and attend the UNISON briefing sessions before making your decision. Details of the briefing sessions will be included within the pack.

Once you have made your decision you would need to complete a ballot form.

Yours sincerely,

Tom Silverlock  
Branch Secretary  
UCL UNISON

(UNISON lead negotiator on the Pay Framework Agreement)

## NEXT BRANCH MEETING

**Wednesday  
September 7th,  
1-2.30pm,  
Galton Lecture  
Theatre,  
1-19  
Torrington Place**

Please send agenda items by 5pm on Friday September 2nd.

### Send items to:

Wendy Biggin  
UNISON Office  
Room 118  
Brook House  
2-16 Torrington Place  
LONDON WC1E 7HN

### Or by email:

[unison@ucl.ac.uk](mailto:unison@ucl.ac.uk)

# British Airways Chaos; Unions Not to Blame!

The Daily Mirror has reported on the real reason for the recent disruption at Heathrow Airport - a secret strategy to casualise British Airways catering in order to boost profits at the expense of the wages, working conditions and pensions.

In a secret internal briefing entitled "Mile Stones" and marked "Confidential", BA's caterer Gate Gourmet declared "Recruit, train and security check drivers. Announce intention to trade union, provoking unofficial industrial action from staff. Dismiss current workforce. Replace with new staff."

The shocking move was part of a 15-week timetable, first mooted a year ago, to provoke workers into striking so they could be replaced with cheap East European labour trained at secret bases. A steering committee cited the top risk as "potential for wider Heathrow based disruption".

But if the risks were high, so were the rewards. The dossier forecast the £2.5 million sacking plan would save up to £6.5 million a year. An industry expert estimated there could be annual pension savings of up to £7 million.

An insider claimed that action like that detailed in the leaked documents culminated in last week's crippling protests at Heathrow. Gate Gourmet sacked 670 workers following an unofficial stoppage over the employment of 130 casual staff. The move led to wildcat strikes by 1,000 other airport workers which stranded up to 100,000 BA passengers, some of them for several days.

An insider said: "This is all about pure greed. They deliberately made the workers lives absolute hell, then told them they were outsourcing their posts to spark a reaction. It's a shocking way to treat people."

TGWU shop steward, Sarjit Singh Sandu, declared: "We've always believed the actions were pre-planned. Now we are in no doubt."



The sacking plan was drawn up by a tight-knit team of hard-line businessmen from Gate Gourmet's US owners, the Texas Pacific Group. Once a month directors came over from America for updates. into unofficial action they could all be sacked and have no legal redress. It would also mean the company could seek damages from individuals.

Towards the end they came every week. The timetable of action kicked in as soon as Gate Gourmet lost a Virgin contract a few months ago.

An insider source said a solicitor was consulted. The source said: "He said if staff could be provoked Referring to the firm's drivers, the dossier details how staff could be told their working conditions were going to be dramatically worsened, so provoking fury. Among the threats listed were "No redundancy packages, no leaving early, no extra pay for extra work, random drug testing, no smoking, eating or drinking in cabs."

The plan also advises how to sack staff. It reads: "Immediate dismissal without legal protection. Collect ID cards, airside passes, locker keys. HR to issue dismissal letters, extra security presence. Security to escort dismissed staff from the premises."

## Apology from the Editors:

UCL UNISON received a complaint from a member about the article entitled "Tragic Mistake" in the July UNI News. This article was about the unfortunate killing of Jean Charles De Memzes the Brazilian national who was mistaken as a terrorist and shot dead by police in Stockwell . The complaint was about the following section in the article:

"Subsequently it has been revealed that the police have been operating a secret shoot-to-kill policy. Armed officers have been undergoing training with the Israeli defence forces. This is the result."

The complainant believes that the comment: -

"...was unnecessary, ignorant, and designed to encourage anti-Israel and even anti-Semitic attitudes"

We refute any intention by the author to encourage anti-Semitism. However, the article should have been attributed. The offending part of the article was also cut and paste from an external web site but again was not attributed. The complaint is therefore upheld.

We have apologised to the complainant and also as a consequence revised our practices of attribution.

The complainant declined a right of reply.

The editors would like to stress that the UNiNews is written by volunteers, members of the branch in their own time. This is a labour intensive operation and producing a monthly newsletter means tight deadlines and mistakes are inevitable. While this in itself is not an excuse it contextualises the above.

**Any member can write an article for UniNews and all contributions are welcome.**

## Discount on Books Bought at Waterstones Gower Street Branch!

Waterstones are offering discount to **all** UCL staff (not just academics!) on books bought at the Gower Street Branch of Waterstones.

Just fill out the form below and send it to the address at the bottom of the form.

Non-academic staff need not fill out the "course taught" and "area of specialism" section.

## Waterstone's Lecturer Loyalty Scheme Application Form:

To receive your Waterstone's Lecturer Loyalty Card, simply visit [www.waterstoneslecturerloyalty.co.uk](http://www.waterstoneslecturerloyalty.co.uk) or fill in the form below and post it to: Lian Britchford, Communisis c/o Robinson Media, Unit 5, Ashbourne Court, Manners Industrial Estate, Ilkeston, Derbyshire, DE7 8EF.

In order to ensure that your card is delivered on time to the correct address, please print your details clearly.

TITLE.....  
NAME.....  
UNIVERSITY/COLLEGE.....  
DEPARTMENT.....  
COURSE(S) TAUGHT.....  
AREA OF SPECIALISM.....  
DAY TEL No.....  
EMAIL ADDRESS.....

ADDRESS TO WHICH LOYALTY CARD SHOULD BE POSTED;

POSTCODE

Your contact details will only be used in agreement with your Campus branch of Waterstone's. If, however, you wish to receive any further promotional information from Waterstone's outside of this agreement please tick here:

## Pay Offer; Correspondence with the Provost

At the last members meeting the Branch Secretary was mandated to make representations to the Provost about the imposed Pay Offer. A transcript of this communication is below along with the Provosts Reply

**E-mail sent on 9 August 2005 by UCL UNISON Branch Secretary Tom Silverlock;**

Dear Malcolm,

UNISON would like to express their disappointment that UCL have decided to implement the pay offer before the balloting process has been completed. This undermines the process of national bargaining.

UNISON have raised this in the context of the pay framework negotiations and have received assurances that the pay offer will also apply to the single spine. This I assume would include the lump sum payments.

Your e-mail caused some consternation amongst my members and suggest in hindsight that it would have been best to clarify with the PFA negotiating team the consequences of implementing the pay offer in the way you have suggested. It would also have allowed us to make representations if necessary.

Yours sincerely,

TOM SILVERLOCK

**E-mail response from the Provost Malcolm Grant received 10 August 2005:**

Dear Tom

Thank you for this message. I am sorry if my message caused consternation amongst your members, but I hope you and they can understand my wish simply to get on with implementing the 3% increase from 1st August in advance of final confirmation that negotiations are concluded. I wanted all our staff to benefit from the pay-rise as soon as possible, and to avoid the heavy administrative costs of having to back-date it were we to delay implementation, at a time when there are so many other heavy administrative tasks for HR, and real financial constraints on all our actions.

I do very much appreciate the work that you and your colleagues have been putting in to developing the detail of the new pay structure, and towards producing proposals to be put to a ballot this month, and there is no intention on my part to pre-empt that process.

Yours sincerely

Malcolm Grant



## Topically Tropical

*Welcome to the  
column written for  
LSHTM members to  
keep you posted on  
what your union is*

*doing in the School.*

Most of you will be aware of the Teaching and Research Degrees Management review. This reorganisation which will affect our members involved in teaching support, particularly course secretaries and administrators. UNISON and AUT are having joint meetings with management, and we are committed to providing maximum support and advice to members. We are also seeking a written guarantee on no compulsory redundancies.

I am pleased to report that Sandra Adedapo has recently completed the UNISON safety representative training course. If you have any health and safety issues in your workplace, please contact Sandra on x4652, or Andre on x2836.

UNISON needs to make a number of decisions on the Pay Framework implementation at the School, which will differ in some respects from the UCL process. On the positive side, manual, clerical and technical staff now have a 35 hour working week, with no threat of upward harmonisation. UNISON has two role analysts who will be scoring HERA interview records alongside management: Lucy Paul and Leroy Alade. It is important to note that they will not be representing members in the process – if you need representation at any part of the process, contact a HERA rep. We have booked meetings for members on Monday 5 September and Monday 12 September, room 49/G2 Bedford Square at 10.30am, 1pm and 5pm. You need only come to one of these meetings.

Time-off has been agreed; please come and have your say. All members will receive a written report which will be discussed and debated at the meeting.

## Member gains £31,000 damages after legal case

A UCL UNISON member has won £31,000 damages against UCL after an accident at work.

Once again, we remind members that it is so important to fill out an accident report form if you suffer injury at work, even if it seems minor. Your head of Department or Departmental Safety Officer will be able to give you a form.

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## Unions sign partnership agreement with disability charity

UNISON has signed a partnership agreement with the disability charity Scope that guarantees union representation in the running of the organisation and promises to boost recruitment.

The deal, that has been signed between Scope, UNISON, Amicus and Scope's disabled staff group, gives the two unions, each of which has around 400 members at present, incentive to enlist from the remaining 3,000.

"Traditionally Scope has had no relationship with trade unions," said UNISON national officer Mike Short. "But new management decided on a new approach, and to work more constructively with the unions.

"I think Scope is particularly keen to work with UNISON as they recognise the leading role we have played in promoting the equalities agenda. Scope is keen to employ more disabled staff, reflecting the work that the organisation does, and our strong self-organised groups make us a natural partner in that."

The agreement does not provide recognition but does allow for consultation on a range of workplace issues, Short added.

It guarantees UNISON representation on Scope's national and local works councils and includes a comprehensive facilities time agreement. Scope has also undertaken to assist with recruitment.

## Support staff in Higher Education abused by managers, colleagues and students

Non-teaching staff in Higher Education are not only the lowest paid in the public sector, but also face abuse from managers, colleagues and students, with 20% suffering some form of violence, a UNISON survey has revealed.

In a survey of its members in Higher Education, the union has found that support staff are treated with very little respect for the services they provide to academics and students.

Around 20% of staff surveyed replied that they had faced some form of violence. 84% of this was serious verbal abuse, but 15% had suffered a violent attack. One third of women responded that they had endured sexual harassment and 20% of minority ethnic groups surveyed faced some form of racism.

Speaking before the union's annual conference, Christina McAnea, UNISON Head of Education Services said: "It is an undeniable fact that support and professional staff are treated poorly by managers, colleagues and students. The sector needs to look long and hard at how it treats and protects its staff. "Our lowest paid members are the ones who clean students rooms and serve their food and they deserve to be treated with more respect. Support staff take a great deal of the burden of day-to-day life away from students and lecturers so that they can concentrate on their academic work. Without support staff higher education couldn't function properly. "It is disturbing to see that there is an underlying problem of sexism and racism. Not just from one group, but right across the board from managers, colleagues and students. We want to work with University managers to make sure we do more than just pay lip service to getting rid of this sort of behaviour." The survey also showed that pay and working hours still remain a problem for staff. 74% of support staff earn under £20,000 a year and 75% reported that they worked unpaid overtime and received no time off in lieu.

Commenting on the low rates of pay and long hours, Christina McAnea went on to say "HE staff are the lowest paid in the public sector with an hourly rate currently starting at £5.27, little above the minimum wage. For the lowest paid worker this means they have an annual salary of just £10,400 for working a full week.

"It is completely unacceptable that universities ranked amongst the best in the world pay their manual workers so little. This explains why universities are four times more likely to have problems recruiting manual staff than academics."

# Officer Post of the Month

## YOUNG MEMBERS

If you are 27 or under, and feel that you would like to make sure that issues of special concern to young workers (e.g. treatment of student workers, top-up fees, increase of the national minimum wage, etc.) then come and help us with our campaigns on these—and many more— issues!

UCL UNISON is looking for someone just like you to raise issues affecting young members within the Branch.

If you are a student working part-time at UCL, a Sabbatical Officer working in the Student's Union, or are a young employee in a clerical or manual job at UCL, we would like to invite you to help us with our identifying our young member's needs and the issues of interest to them.

As Young Member's Officer you would be a member of our Branch Committee and liaise with other Branch committee members, UNISON officials at regional level, the Student's Union and, of course,

We would also like you to help us set up a Young Member's Group within UCL UNISON which would meet regularly and would provide a forum to air and discuss equality issues pertinent to them.

In return you will receive training from UNISON and develop skills such as organising events/ meetings, recruiting new members into the union, plus working as part of a team and on your own initiative.

You will also gain experience in participating in meetings, discussions and deciding how the Branch can work with other organizations such as the student's union and other special interest groups.

If you can find a small amount of time on a regular basis, then do not delay! contact UCL UNISON : [unison@ucl.ac.uk](mailto:unison@ucl.ac.uk), or ring us on ext 46587

# Are You 27 or under?

UNISON boasts 50,000 young members and rising, one of the fastest increasing young memberships in a UK trade union.

Where young people are part of a workforce represented by a trade union they get a better deal, including improved pay and career opportunities, and are less at risk from exploitation, accidents and injury compared to young workers in non-unionised workplaces. That's why our priority is to recruit and support more young members.

UNISON young members have a strong voice in the union through young members forums, held both regionally and nationally.

Members of the regional young members forums work together to ensure that the opinions and issues of young members are represented within your region. For more information on the forums please contact us: [unison@ucl.ac.uk](mailto:unison@ucl.ac.uk), or tel. x 46587



## BMG MEETINGS

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.

Next Meetings: -  
31st August, 8.30-9.00am,  
Anatomy Building, room B08  
For further details contact Stephanie Smith on ext 45621



### Calling on all Lesbian, Gay, Bisexual and Transgender members.....

We are looking for someone to take up our Lesbian, Gay, Bisexual and Transgender (LGBT) Officer post.

Just a small amount of your time every week would make all the difference.....Support and Training is provided.

If you are not "out" at work but would like to join an LGBT group, please send a note stating "LGBT" and give your contact details in the strictest of confidence to: -UNISON Office, Room 118, Brook House, 2-16 Torrington Place, LONDON WC1E 7HN



The next women's group meeting is on Wednesday September 14th, 1-2pm. Venue: Cruciform Building Room B.09

The group discusses equality issues related to women, e.g. maternity rights, equal pay, etc.

For further information please contact Wendy Biggin  
Email: [unison@ucl.ac.uk](mailto:unison@ucl.ac.uk)  
Phone: ext 46587 (voicemail)

UNISON Welfare offers a confidential and free service to members, offering the following: -

- **Financial Assistance:**

if you are struggling to make ends meet, or have an unexpected bill which has put you "in the red" financially, we may be able to help.

- **"Get Well" breaks:**

any member who has been ill recently, may be able to get a free (or very reduced rate) holiday at one of many of our outlets at UK holiday locations

*We cannot put into words how much this break did us the world of good."*



- **Family Holidays:**

Members on low incomes, or those who are suffering hardship can apply for a free—or very cheap—holiday. As with the "get well" breaks, there are a selection of UK holiday resorts to choose from.

*"So restful and peaceful away from everybody and everyday life."*



- **-Debt Counselling/Advice:**

If you are having difficulties coping with your finances and/or repaying debts, help is at hand; in certain circumstances, loans are offered at a low interest rate, and with the option of payments being made 10 months every year so you can have 2 months "breathing space" when you need it.

- **Other Advice/ Help:**

UNISON Welfare has also assisted members who: -  
-are enduring domestic abuse to escape (or take time out) from their situation;  
-have caring responsibilities to get assistance or a break from their responsibilities

## ***Stop Press!!!!***

***This month alone, UNISON Welfare has given £5,000 worth of financial assistance and offered debt advice and counselling to dozens of UCL UNISON members.***

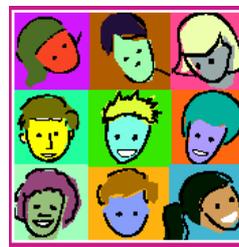
***Don't Delay—Contact us today!!!***

For further information of criteria for assistance or help, please contact your department's Shop Steward or contact Welfare Officer Wendy Biggin: [w.biggin@ucl.ac.uk](mailto:w.biggin@ucl.ac.uk), ext. 46587.

***All help is offered completely confidentially.***



STRONGER IN UNISON



Open to UCL UNISON Branch Members Only (including LSHTM and RVC)

# Recruit A Member - Get A Tenner! Campaign 2005

## Bonus Payment Claim Form

This form must be completed in full for the recruitment incentive payments (any partially completed forms will be returned). Please complete in capital letters.

### Details of new member recruited

F

M

Name .....

Address .....

Name of Department or workplace .....

Job .....

### 2. Details of recruiter

F

M

Name .....

Address .....

Post Code .....

Contact number or e-mail .....

Department or Workplace .....

Bonus Payment being claimed\*(please tick appropriate box)

£10 First member recruited

£5 for subsequent new recruit

### Confirmation Details

(To be completed by Branch Officer not the recruiter)

I confirm that the above new member has been recruited to this branch by the recruiter named above and that a completed application form has accompanied this claim form.

Name .....Date.....

Branch Officer Position.....

Signature .....

Please Return this form together with the completed UNISON application form to your workplace rep, steward, Branch Officer or Stephanie Smith, Department of Epidemiology, 1-19 Torrington Place, WC1

\* Payment will be made after the first subscription is paid by the recruited member.

# 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 or home

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

Please tick the appropriate box for your earnings before deductions.

### YOUR SUBSCRIPTION - WHAT YOU PAY

Weekly pay <input type="checkbox"/>	Annual pay <input type="checkbox"/>	per week <input type="checkbox"/>	per month <input type="checkbox"/>	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 per

## 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 pay-

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.....

# 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 Ann Tucker ann.tucker@ucl.ac.uk
- ★ Education officer Cristina Gardini c.gardini@ucl.ac.uk
- ★ Entertainments Alex Molade unison@ucl.ac.uk
- ★ Equality 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 ,Bisexual 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 Wendy Biggin see above
- ★ Women 's Marcela Wanasen unison@ucl.ac.uk
- ★ Young person's [VACANT]

- ★ ICH Porters Ivan Beckett unison@ucl.ac.uk
- ★ Library Service Wendy Biggin see previous column
- ★ LSHTM Andre Burbidge previous column

**Workplace Contact:-**

- ★ HCS Sarah Alleemudder see previous column

**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
- ★ Cristina Gardini see previous column

**Delegates to Committee for Equal Opprtunities**

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

**Health & Safety Co-ordinator**

- ★ Sam Atack See previous column

**HERA Reps**

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

**Shop Stewards**

- ★ Porters Rob Connell r.connell@ucl.ac.uk
- ★ Security Isaac Aresa unison@ucl.ac.uk
- ★ Security Khalid Inayat unison@ucl.ac.uk
- ★ Refectory Mary Guidera unison@ucl.ac.uk

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

**Deadline for articles for next issue: September 23rd 2005**

**This newsletter is published by UCL UNISON**

**The views expressed in this newsletter are not necessarily those of the editors or UCL UNISON**

**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**