

The only news worth reading, from UCL UNISON —Your workmate in the workplace

IT'S THAT TIME AGAIN

Seasons Greetings

UCL UNISON

PROUDLY INVITES YOU TO OUR

**** Seasonal Social ****

5.30pm till late

19th December 2003

Garden Room, South Cloister, UCL



Throughout history people have always had winter festivals with exotic names like Zagmuk, or Kwanzaa, but who cares what we call it, its going to be the best party in College!



The Seasonal Social is **FREE** to all UCL and Birkbeck UNISON members and those who join on the day and **ONLY** £5.00 to non-members!



Whoood! I'm off to the seasonal social!!!



UNISON
the public service union

STEWARDS' SURGERY.

All the things you wanted to know
but were afraid to ask!

"UNISON AND CHRISTMAS?"

Well, this has certainly been an eventful year for us all at UCL and an active time for UCL UNISON members. We've seen an increase in attendance at Branch Members meetings, continued action and support for our Four Grand in the Hand strike campaign and small, but increasing, membership participation in our activities. We always welcome help from any members who wanted to get involved at whatever level they feel comfortable with. UNISON isn't an exclusive club, it's an open and democratic organisation that welcomes and encourages your involvement. Together we can make an altogether better branch. Why not make your New Year's resolution to be more involved in our activities and campaigns? We'd love to hear from you.

It's been a busy year and we've celebrated 10 Years in UNISON, took several more days of strike action (some with the AUT) and campaigned for an increase to £4,000 in our London Weighting. The New Pay Agreement, the upcoming implementation of the single pay spine and HERA (Higher Education Role Analysis) have kept us busy and will continue to do so in the New Year.

Phew, the Christmas Holiday Break from work gives most of the Branch Officers and activists a well-earned break from the trials and stresses of dealing with casework.

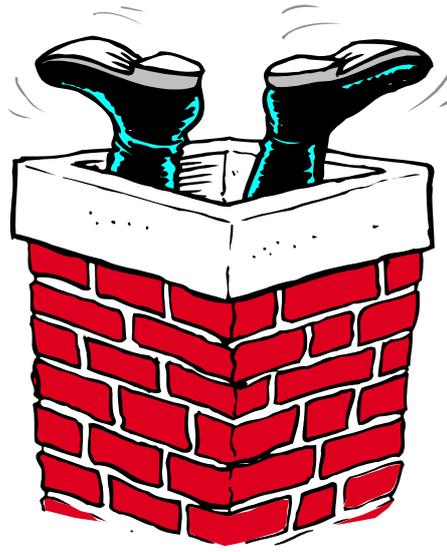
Although the case work never stops coming, the winter break is always welcomed by the Branch. Unfortunately the Season of Goodwill and Peace doesn't always seem to be present in our employers and the inevitable unjust and seemingly punitive Sickness Absence Reviews still take place and Institutional Racism still raises its ugly head.

For some of our branch activists, this time of year brings an enormous increase in casework as UCL try to insist on rushing some issues and cases through before the holidays.

Although Branch Officers take annual leave too, there are still UNISON reps and stewards on hand if you need them. Please bear in mind that at this time of the year, we may face an increase workload so **if your enquiry is not urgent, spare us a thought before calling the emergency mobile lines as these will be stretched to capacity right now.**

Over the College Closure period there are no reps or Branch Officers available so in the unlikely event you do have a problem during this period, please call UNISON direct on; 0845 355 0845

LONDON WEIGHTING DISPUTE Santa Claus Fails to Deliver!



No-one's coming down our chimney!

In a surprise twist to our campaign for an increase to £4,000 London Weighting, UCL UNISON members made a representation to Santa Claus, changing our slogan to Don't be Shocking - Four Grand in Our Stocking. Despite a strong representation, we were disappointed not to receive a reply to our heartfelt plea on the plight of Higher Education Workers. So there'll be no mince pies from us that's for sure.

Well, we might have been forgiven for thinking that with Santa's passion for red clothing that he might have Labour (new or old) or even socialist sympathies and rush to help our low-paid support staff. But alas! No!

The Santa that is universally recognised today is a thoroughly modern construct only dating back to the 1930's: The famous, jolly red garb would have been unrecognisable in Victorian times. The red and white livery, in fact, derives from a Coca Cola advertising campaign in the 1930s when Santa was appropriated by the company and dressed in their colours.

The pre-Coca Cola Santa was an altogether more sinister figure just as likely, if not more so, to punish rather than to reward. (I wonder if Santa ever worked in an HR Department? ...Ed.)

So as we fast approach the Holiday period, we're still waiting for London Weighting.

The New Year will bring us fresh opportunities to consider just where we want to go in our dispute for an increase in London Weighting.

Although there are many options to consider, including selective action, one thing is for sure; with a higher membership we could really get ourselves heard and improve our bargaining power. Why not make a New Year's resolution to recruit a workmate, you'll be surprised at how many people are waiting to be asked to join or didn't know how to. If you want to know more about the London Weighting dispute or get involved in any UCL UNISON activities, log on to: www.uclunison.org for further details. We are always looking for members to help out.

UCL UNISON

Dear Santa,

For over 11 years now, staff in the pre-1992 London universities have not received an increase in their London weighting, despite the cost of living and working in London having risen enormously.

Some time ago, the Bett report indicated that university staff were paid around 30% less than staff in the private sector yet still we have no increase.

All we really want is Four Grand in the Hand - we're not being greedy, please can you help us?

UCL UNISON members

Our letter to Santa - it didn't work

Wishing You all
Season's Greetings,
Have a Very
Happy Holiday,
Best Wishes for the
New Year
UCL UNISON

A Call To Royal Veterinary College Members - Your Branch Needs YOU!



Dear RVC UNISON member

This is to clarify the situation for UNISON members at RVC.

RVC UNISON members were incorporated into UCL UNISON Branch at the time of the merger between NUPE and NALGO in 1992. The reason for this was that UNISON felt that there were insufficient members or organisation at RVC to sustain an independent branch. You were incorporated into UCL branch purely for reasons of geography and because UCL was the largest branch locally in Higher Education.

Since that time you have been represented by a local rep based at Royal College St -Mr Kevin Lyons. Kevin has linked with the branch and we have tried to assist and support him as much as practicably possible. However, Kevin decided at the beginning of this year to resign from his position as

UNISON representative at RVC. Despite the branches efforts we have been unable to find anyone to replace him. This means that at a local level UNISON is not represented. This has repercussions in terms of having your voice heard- whether at the Joint Consultative Committee or other committees along with disciplinary, grievances and responsibilities of a rep in terms of Health & Safety and having a link between the branch, region and the national union. UCL Branch Executive members cannot substitute as an RVC rep on site as we are employed by UCL not RVC- we are dependent on you as RVC members having a rep.

Therefore, we request again that someone- or some persons (it could be a shared role) put themselves forward to take on this role. UCL UNISON branch will give as much support as we can.

UNISON also has excellent training courses which are available. Please contact us if you are interested in taking this on.

In the meantime, if you require advice or assistance then please contact the branch in the same way as UNISON members at UCL- contact numbers are on the branch web site

www.uclunison.org

UNISON is the recognised trade union for manual and clerical staff at RVC. Please notify us if any other trade union at RVC makes an approach to you. This is regarded as "poaching" and is viewed within the trade union movement as a contravention of one of its core principles.

With Best Wishes
UCL UNISON Committee



UNISON *direct*

0845 355 0845

Support for stewards and branches

*Lines are open 6am-midnight, Monday-Friday
and 9am-4pm, Saturday
Textphone 0800 0 96 79 68*





DID YOU KNOW?

By using just two or three of the membership services, you can easily save the cost of your subscriptions to UNISON.

All the companies used have to meet strict criteria on customer service standards and must have good employment practises and ethical trading policies that meet UNISON's aims and objectives.

Of course, in order to benefit, you must be a member of UNISON. Whether it's cheaper motor insurance, great deals on holidays or personal loans at low interest, there's so much more to being a member of UNISON, Britain's largest union.

UNISON—altogether a better union. Why not invite a workmate to join us. Application forms and further information can be found on our website:

www.ucl.unison.org

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UNISON
Direct

UNISONwelfare

Registered Charity No. 1023552

UCL UNISON member gains financial assistance from UNISON Welfare

December saw one UCL UNISON member receive advice, assistance and financial support from our charitable organisation— **UNISON Welfare**. After experiencing unexpected personal difficulties our member was faced with some outstanding debts and other issues to deal with.

Being there in the member's time of need, one of our experienced Welfare Officers, Wendy Biggin, provided confidential advice in support of an application for support from UNISON Welfare.

We are pleased to announce that not only was the member awarded nearly £400.00 in financial assistance but further advice and contact was given in support.

We would like to send our best wishes to the member.

UNISON Welfare is the registered charitable wing of UNISON.

UNISON is the only trade union in Britain to have a charitable organisation there to assist its members in times of hardship or crisis.

UNISON Welfare can offer a wide range of advice and support, especially if you are low paid. Together with UNISON Plus offering a wide range of services to members, UNISON Welfare provides another unique benefit to being a member of UNISON.

We can all, at some point in our lives, find ourselves in difficulties for a wide range of reasons. UNISON Welfare may be able to help you with its trained welfare officers who can lend you a sympathetic ear and confidential advice.

Whether you have been off sick, just come out of a difficult relationship, suffered a bereavement or simply found yourself with an unexpectedly large bill, UNISON Welfare is there for you.

Whilst UNISON Welfare cannot give you strike pay, if you find you have financial difficulties and cannot pay an important bill or council tax, you may be eligible for financial support.

Offering you support through illness to advice on tax credits, from convalescence to holidays, UNISON Welfare can help.

UNISON Welfare is a free service available to all UNISON members, whatever their job.

All advice is free and confidential. Sometimes, just asking for help or advice can be a difficult first step but our friendly, helpful officers will soon put you at ease.

Many UNISON members have benefited from UNISON Welfare. If we can't help you directly with financial support, we can put you in contact with other agencies or services who may be able to help.

If you are in debt through credit cards, UNISON Welfare DEBTLINE can help with confidential advice and assistance. To contact your UNISON Welfare Officer, see the **who's who in the Branch** column. For credit card debts contact the number below.



WHO'S WHO IN YOUR BRANCH

Position	Name	Contact
Secretary	Tom Silverlock	t.silverlock@ucl.ac.uk
Chair	Jane Ferrie	jane@public-health.ac.uk x45643
Vice-Chair	Wendy Biggin	w.biggin@ucl.ac.uk x09454
Treasurer	Andre Burbidge	andre.burbidge@lshtm.ac.uk
Health & Safety	VACANT	unison@ucl.ac.uk
Equality	Sarah Alleemudder	s.alleemudder@ucl.ac.uk
Membership	Stephanie Smith	s.smith@public-health.ac.uk x45621
Minutes	VACANT	unison@ucl.ac.uk
Womens (joint)	Wendy Biggin	w.biggin@ucl.ac.uk x09454
Womens (joint)	Marcela Wanassen	unison@ucl.ac.uk
Black Members	Charles Taylor	charles.taylor@ucl.ac.uk
Recruitment	Bill Martin	bill.martin@ucl.ac.uk x09454
International	Joan Brennan (joint)	j.brennan@ucl.ac.uk x32590
International	Anne Johnson (joint) retired	unison@ucl.ac.uk
Disabilities	VACANT	unison@ucl.ac.uk
Retired	Anne Johnson	As above
Young person	Hazel Crossley	h.crossley@ucl.ac.uk

Position	Name	Contact
Publicity (joint)	Stevie Russell	s.russell@ucl.ac.uk x24207
Publicity (joint)	Kenn Brown	kenn.brown@ucl.ac.uk x48527
Welfare (joint)	Wendy Biggin	See above
Welfare (joint)	Kenn Brown	See above
Welfare (joint)	Kalyani Goswami	k.goswami@ucl.ac.uk x32590
Lesbian & Gay	Graeme Kennett	g.kennett@ucl.ac.uk x21479
Shop	Stewards	
Estates	Tom Silverlock	See previous column
Domestic	Oliver Thomas	unison@ucl.ac.uk x37001
Porters	Rob Connell	r.connell@ucl.ac.uk x32064
Residences	Kenn Brown	See above
Archway Site	Jo Dale	j.dale@acme.ucl.ac.uk
ICH	John McHugh	unison@ucl.ac.uk
Registrars	Terry McKay	t.mckay@ucl.ac.uk
RVC	VACANT	unison@ucl.ac.uk
LSHTM	Andre Burbidge	See previous column
EISD	Wendy Biggin	See above
HCS Workplace rep	Sarah Alleemudder	See previous column

*If you have any news or views you would like to see in **UNI news**, send them to:*

UNI news, c/o Kenn Brown, Student Residents Office, London WC1E 6AP
 Or email; unison@ucl.ac.uk
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 London School of Hygiene and Royal Veterinary College

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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

UNISON
 the public service union