

The London Bombings: 2 Minute Silence at UCL



UCL UNISON called on its' members to join the Provost in the national observance of a two-minute silence at noon on Thursday 14th July, exactly a week after the tube bombings at King's Cross/Russell Square, Aldgate, and Edgware Road, and the bus bomb at Tavistock Square.

As a consequence of the explosions on 7th July, you have probably heard the following:-

- Mrs Gladys Wundowa, a cleaner at UCL since 1989, has been confirmed killed ;
- ex-UCL student Miriam Hyman has been confirmed killed;
- Professor Phillip Patsalos of the UCL Institute of Neurology is seriously injured

Our hearts and sympathy go out to friends, loved ones, and work colleagues of these individuals.

NEXT BRANCH MEETING

**Wednesday
August 3rd,
1-2pm,
Galton Lecture
Theatre,
1-19
Torrington Place**

Please send agenda items by 5pm on Friday July 29th.

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

Peace Vigils After the Bombing



9th July 2005: After the bombing horrors of 7th July, Stop the War Coalition organised a vigil in the Peace Gardens by the Friends Meeting House .

With police and ambulance sirens wailing along Euston Road, polythene sheets cordoning off a huge area behind and around UCL, and the horrific spectre of the bus wreckage just a short distance away, anti-war activists heard emotional speeches from Lindsey German, Convener of Stop The War Coalition, Dr Az-zam Tamimi from the Muslim Association of Britain, Jeremy Corbyn MP, George Galloway MP, Paul Mackney from the NATFHE and the father of one of the British soldiers killed in Iraq.

We also heard from poet Mike Rosen, who had written a verse about the bombings.

Black ribbons were distributed for vigil participants to wear during the vigil. A two minutes' silence was observed for all the dead, injured, and missing.

A round of applause was given to the emergency services and police who tended to the injured after George Galloway commended their speedy response and selfless actions to retrieve the injured "from the bowels of the earth."

Straight after the vigil Branch Chair Wendy Biggin laid flowers on behalf of UCL UNISON at the site of the Tavistock Square bus bomb.

14th July 2005: Thousands of people attended a vigil in Trafalgar Square, London, on 14 July to remember the bombing victims and thank emergency crews for their efforts. Andrea Shields, a paramedic and UNISON member, addressed the crowd and explained that she was one of the paramedics from the London Ambulance Service who treated the injured and cared for the dying at King's Cross, Tavistock Square, Russell Square, Liverpool Street and Edgware Road.

"I'm Andrea Shields, a paramedic, UNISON member and I work in London. I'm one of the paramedics from London Ambulance Service who treated the injured and cared for the dying at Kings Cross, Tavistock Square, Russell Square, Liverpool Street and Edgware Road.

I worked first at the site of the bus bombing and then at Russell Square. And the scenes that I saw that day will always be with me. But I'm proud to be representing all ambulance workers today. Proud of all the health and emergency workers who responded without question, who came in to help on their day off, who worked round the clock to rescue, treat or care for the victims, regardless of their own safety and comfort.

London had an emergency plan and it worked well - admin, control and front-line staff pulling together to save lives. It was the day we all planned and trained for. But it was the day we all hoped would never happen. The different services worked brilliantly together.

Tube and bus drivers showed great courage in leading their passengers to safety. And ordinary people just wanting to help, to do what they could. I was proud of them too. Proud that people could be so compassionate. But in the end, we all just did our job - just as we do every day responding to London's emergencies.

We have all witnessed some horrific scenes that will stay with us all for a very long time. Many of us have been traumatised by what we've had to deal with. We're not robots - we are human beings affected by horror and tragedy. Some of us had friends and family caught up in the bombings.

But we are determined to carry on. We won't be terrorised. As long as the people of London need us, we'll be there. Just as London's transport workers got on with the job of

keeping our city moving. We'll be there for them whatever their race, creed or colour. We stand side by side with all the communities and all the faiths

Those who died were from all walks of life, different religions, different cultures, trade unionists. Just like us – human beings first. And we grieve for them.

The NHS is made up of workers from all over the world. London is made up of people from all over the world. We live together. We work together. And we won't let this attack divide us."

July 17th, 2005: The Stop the War Coalition and Muslim Association of Britain gathered in Russell Square to remember the dead from the terrible outrages on July 7 only yards away from the Tavistock Square bus bomb and the Russell Square tube bomb.

Speakers including Andrew Murray (Stop the War Coalition Chair), Dr. Dr Assam Tamimi (Muslim Association of Britain) and George Galloway (Respect MP) highlighted how the war on terror had not made Britain safer, and vowed to continue the campaign against the war on terror. Wasar Altikriti from the Muslim Youth Group in Leeds expressed the outrage at the attacks on the Muslim community and called for all Britons to stand in solidarity.

At the close of the the gathering, attendees were allowed to enter Russell Square in small groups to lay floral tributes to the victims of 7/7.

There were many touching tributes, notably from staff at the Russell Hotel, who had taken in the injured and dying from the Russell Square/King's Cross tube bomb whilst medical teams assessed injuries and tended to the most urgent cases.

The message on the flowers simply said "we wish we could have done more".

Other local institutions such as SOAS and Birkbeck College had floral tributes at the Square.

On behalf of the branch, Wendy Biggin laid a bouquet of roses and carnations to commemorate all the dead and injured.

Monday 25th July. STOCKWELL

Following the death of Jean Charles de Menezes on Friday 22nd July Lambeth Stop the War Coalition called a Peace and Solidarity Vigil at Stockwell tube station at 6pm Monday 25th July. All sections of the community were invited and strongly encouraged to attend.

John Rees, Stop the War Coalition, said "however horrific the bombings in London on 7th July and however important it is to secure the safety of the public, 'there can be no excuse for the police adopting a shoot to kill policy which guns down innocent people in cold blood. This is precisely the crime for which we hold the terrorists responsible. The police in a democratic society have a duty to act with higher standards. They should be trying to diminish the climate of fear, not add to it.



A Tragic Mistake

On Friday Jean Charles de Menezes was walking from his home to Stockwell tube. Police in plain clothes followed him and just before he entered the underground station they shouted at him. Scared, he ran into the station with the police following him. They caught him, held him down and shot him in the head five times. He had nothing to do with the London bombing campaign. He was unlucky enough to be wearing the wrong clothes and his skin was the wrong colour.

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.

Police now regret this 'tragic mistake'.

We send our heartfelt condolences to this man's family.

Miriam Hyman

By UCL UNISON Member Guy Dixon (Library Services)

Miriam Hyman was a 31 year old graduate of UCL who studied French and Art History. On the morning of 7th July she was on her way from her home in East Finchley to work as a freelance picture researcher for a publishing company in Canary Wharf. She was evacuated from King's Cross when the tube network was shut down and spoke on her mobile to her father to tell him she was OK. Tragically she decided to get on the No. 30 bus travelling along Euston Road. She was one of the 13 people killed on that bus in Tavistock Square.

I knew Miriam through my wife as they were good friends and fellow picture researchers, indeed they were due to meet for lunch that very day in Canary Wharf. She told me she loved her time as a student at



UCL particularly when reading in the hushed atmosphere of the Main Library. She was a very friendly and happy person with great enthusiasm for anything she was involved in and took genuine interest in what you told her about yourself. She was also very generous and helpful, organizing charity events in aid of various causes.

Her death is still utterly shocking to her family and many, many friends most of whom attended her funeral. There were so many that in fact the Chapel in Golders Green was simply unable to accommodate all the mourners.

She will be very sorely missed by all those who knew and came into contact with her, a genuinely wonderful human being so unfairly taken from us by evil.

Gladys Wundowa

By UCL UNISON Domestic Shop Steward Oliver Thomas

Mrs Gladys Wundowa had worked at UCL in the Domestic Dept for 16 years, and I had known her since 1993.

Gladys was a wonderful person to work with, and got on with all her colleagues. She would always try and do her best for anyone who needed help.

Gladys was a straightforward, friendly, loving person, and everyone who knew her loved her—she was just that kind of person that everyone warmed to.

Gladys had just finished her shift in the Domestic Dept, where she worked in the Civil Engineering Building, and she died as a result of the bomb blast on the no. 30 bus which she had got on after the tube was evacuated.



All her work colleagues and friends at UCL shared her family's anxiety when she was missing, and were saddened and shocked to hear that she had passed away in such tragic circumstances.

Gladys was just going about her daily life, minding her own business when she was taken away from us.

We miss Gladys so much and she will always be in our hearts and minds every day and our thoughts are also with her family at such a difficult time, who are coming to terms with their sudden and unexpected bereavement.

May her soul rest in peace.

Make Poverty History; keep the pressure on

On Saturday, 2nd July over 225,000 people went to Edinburgh to say enough is enough and stood together to demand that the eight most powerful politicians in the world make poverty history (MPH) when they met in Gleneagles the following week.

Joining them were representatives from around the world including Kumi Naidoo, head of the Global Call to Action Against Poverty; the actor Gael Garcia Bernal; UNISON general secretary Dave Prentis; Senegalese musician Baaba Maal; broadcaster Jonathan Dimbleby and representatives of all faiths. They came to impress upon the leaders of the world's richest nations just what must be done to prevent half the world descending inexorably into the poverty pit.

More than a billion people don't have access to fresh water, 6,400 people die each day in Africa from AIDS, 100 million children won't get the chance to go to school this week and 30,000 children will die from diseases that kill next to none of their richer First World cousins - today. Last time the G8 conference was held in the UK, in 1998, some 50,000 protesters travelled to Birmingham to pressure G8 leaders to cut debt for the world's poorest nations, forming a seven-mile human chain around the city centre. Just imagine how much more impact that could make with many times that



number of people taking part! And the pressure must be kept up. While there's been great progress made in advance of the G8 summit, there's still an awfully long way to go.

The current pre-G8 summit plan to reduce debt for 18 poor countries by \$1.5bn annually, for instance, was welcomed by UNISON general secretary Dave Prentis - cautiously. As he says: "There is still more to do. The big job for Chancellor Gordon Brown is to now persuade the G8 to cancel debt for the rest of the world's poor countries, to double aid and to deliver trade justice. We also need to be sure that the money to cover the debt cancellation does not come out of existing aid budgets, but is genuinely new money."

MPH has already racked up some significant successes in its first six months, including sending a million emails to Prime Minister Tony Blair. As the Edinburgh rally took place, millions around the world added their voices to the call to make poverty history through the LIVE8 concerts.

Now help make sure that 2 July gets remembered for a lot more than great music - we want to make the Edinburgh rally just as much part of world consciousness. Much more than that, we want to MPH. MPH is an umbrella organisation of charities, campaign groups, faith communities and many others, of which UNISON is the main union presence along with the TUC.

Refectory Update: The campaign goes on...

As we go to press the contract with Scolarest has been signed. Staff are due to transfer over on 1 August 2005. UNISON has been equivocally opposed to the privatisation and mounted an effective campaign. Despite the fact that we collected over 2000 signatures and made various representations to the highest levels of College, including the Provost, UCL chose to ignore UNISON and the staff and go on with the privatisation regardless. We believe this is a big mistake and will be discussing at the next branch meeting the way forward in the campaign. As far as UNISON is concerned this campaign is not over; it has only just begun. We fear that UCL are going to regret making such a momentous error.



Our loyalty has always been with our members and we have increased membership in the Refectory by 100%. At the start of the campaign we had about 30% membership. We now have 75% with 2 shop stewards and a workforce that is much more aware and converse with contractual and employment related issues. The members have been very grateful for the work that UNISON has done on their behalf and for the support they have had from staff and students at UCL. A lot of work has gone into supporting and representing members and special thanks should go to Jane Ferrie, Wendy Biggin, Mary Guidera and Tom Silverlock. Also, to those staff & students who have helped out in the campaign who are too many to name.

Something that has come out of the process is what a mess contractual arrangements were in the Refectory. Examples of some of these are below and we would urge members to read this as it may be the case that similar practices take place in your workplace:-

1. Staff have been paid standard time for overtime despite the fact that it is stated clearly in the staff handbook it should be time-and-a-half. UCL has agreed to pay retrospective payments after representations from UNISON. It appears this has been going on for many years.
2. A large number of staff were on 20 hour contracts despite the fact that they were working regularly over 38 hours. After UNISON representations UCL agreed to put these staff on permanent full-time contracts
3. For some reason there were some manual staff on 37 1/2 hour contracts. This is a mystery to UNISON and UCL. After representations from UNISON UCL agreed to put these on 38 hours with retrospective payments for the difference in London Weighting.
4. No proper process for recording overtime. Staff also received a lump sum on their payslip it was difficult to work out what they were being paid for. This is part of the reason why the overtime underpayment has only come to light now.

time
to deliver

UNISON IN HIGHER EDUCATION

Pay Framework Agreement Update on Negotiations so far....

The framework agreement will affect all of us. All that has been agreed on the on the framework agreement so far— at UCL, by your UNISON negotiators has been ratified at either a Branch Committee or Members meeting— so make sure you take part in the decision making process and turn up at the members meetings

Harmonisation of Terms and Conditions

UCL had tabled an offer of 35 hour week with 25 days leave for staff on new grades equivalent to the current academic/related scales, and 36.5 hours/27 days for staff on lower grades. UNISON voiced total objection to split-level harmonisation and all three unions re-stated the claim for 35hours/25days for all staff.

UCL took this position back to their management steering group, and the proposal has been withdrawn, and gone back to 36.5 hours/27 days for all staff, with protection (until protected staff apply for grading review) for those who do not wish to transfer. The trade unions (TUs) have been told that costs of any improvement over 36.5/27 would have to come out of the 5.1% implementation fund which would reduce the number (and pay increases) of green-circles and increase the number of red circles.

UCL also introduced a proposal that all overtime be paid at standard hourly or 1 ¼ rate instead of current arrangements at 1 1/2. UCL have made this proposal to offset some of the costs of reducing manual working hours. The TUs are currently looking at the effects this is likely to have on staff.

Pay Modelling/New Grading Structure

Pay modelling began on 9th July with an intensive weekend of work and is still ongoing. A number of possible grading structures have been developed and analysed. The most promising ones have been taken forward with further tweaking to give the best overall results (minimise red circles/maximise green circles). Comparing

the different models shows considerable convergence, with some differences in terms of bottom points of grades and number of discretionary increments at the top.

These models will need to be checked for compliance with the AUT's "Memorandum of Understanding" and UCL has also proposed that this needs to be checked for sustainability (forward costs over 5 years). The models will be looked at to see where the red circles and green circles fall in terms of staff groups and gender. They will need to be checked for equal pay issues (that grade boundaries don't unfairly discriminate against members of either gender).

Implementation

Currently we are hoping to have the full package negotiated in time to allow a ballot of union members during August/early September. This will be a postal ballot of all members affected. Details of the process will be provided shortly. All members will receive copies of the final negotiated policies etc. to allow proper consideration.

Progression Within and Between Grades

The TUs submitted a paper outlining principles. UCL are to respond within next few days with comments.

Rollout Progress of job evaluation

Almost all JDOs submitted so far have been scored, however there are about 1000 JDO's outstanding which means we have been pay modelling off about 81% of the total. This is partly to do with pause which is compromising our ability to pay model effectively because we are working with partial data.

“Cuts” Meeting with the Provost

Amicus, AUT and UNISON representatives were invited to attend a meeting on Friday 1st July with Malcolm Grant to discuss the proposed staff “cuts”.

The UNISON delegation comprised of Manual Staff Convenor Cleveland Davis, Domestic Shop Steward Oliver Thomas, “Save Our Refectory” Campaigner Maria Cotera, Library Services Safety Rep Bill Martin, and Branch Chair Wendy Biggin.

After a preamble from the Provost about the background to the proposed cuts, it appeared that the problem lies in a decrease of research funds.

Heads of Departments are being approached to look for “flab” within their areas. Research and central administration posts are to be particularly reviewed.

The Provost stated that there are areas which have staff surplus to requirements, and individuals viewed to be in this position will be offered voluntary redundancy, early retirement, and voluntary severance.

Although the original amount of cuts cited was 15%, the Provost said that he was looking at 10% cuts, with 5% being made up by other means such as “natural wastage”.

The Provost was asked about the amount of money spent on the new corporate logo to which he replied that the money came from a bequest and that the amount spent was a “drop in the ocean” in comparison to the amount UCL needs to save.

The unions challenged the Provost’s assertion that the cost of the logo will be a “one-off” - there is no guarantee that the logo will not have to be modernised

A positive outcome of the meeting is that it was agreed the unions would regularly meet up with Malcolm Grant to discuss the implementation of the cuts and which departments are to be affected.

Officer Post of the Month

Communications

Have you ever looked at this publication and thought you could do better, or that you’d like to be able to develop the skills necessary to produce something like a newsletter?

Well, now’s your chance!!

As Branch Communications Officer you would be responsible for producing the monthly newsletter in its entirety, i.e. writing, editing, and proof-reading articles, encouraging contributions from others, and keeping to a strict monthly deadline. You would also occasionally publish other literature such as campaign materials on an “as and when” basis.

Additionally, the Communications Officer is responsible for maintaining and updating the Branch website regularly.

It would be useful if you have experience in using Microsoft Publisher and Dream Weaver.

However, training is available to any Branch member with enthusiasm and commitment and who wishes to take up the post.

Although one of the more demanding and time-consuming Branch roles, it is also one of the most rewarding, offering many opportunities to develop your IT and organisational skills.

This role would be ideal for a “job-share”, as it does require a committed individual(s) who is prepared to use up some of his/her spare time to produce the newsletter and liaise with other committee members about contributing articles, etc.

If you are interested in this position, please contact UCL UNISON : unison@ucl.ac.uk, or ring us on ext 46587

National Conference 21st –24th June 2005 Reportbacks

Oliver Thomas:

1,596 delegates attended the Conference, 400 of which were first time delegates.

UNISON General Secretary Dave Prentis spoke and told how harmful contract work is; a lot of problems could be rectified by bringing the services in-house. Prentis said the real "hoodies", e.g. vandals, are the capitalists who put profit before service.

It was a disgrace to see that all the MP's voted themselves the best pension in Europe, and then turn around and attack our pensions.

On Wednesday, the Conference heard a speaker called Melissa Moye, Chief Economist of the Amalgamated Bank of America; she told Conference of the problem with pensions in America. The trade unions have control of public pensions, ensuring things are done correctly; unions have got involved with publicly quoted companies to protect workers money. Globally, money invested in workers pension funds tops 11 trillion dollars.

Thankfully, the motion on a National Slavery Remembrance Day was passed, which means that UNISON will be putting pressure on the government to honour Tony Blair's pledge in 2000 to have such a day.

At present, each of the National Self-Organised Groups are only permitted to submit 2 motions to National Conference. A proposal to increase that number was defeated. I do feel that there is too much difficulty in getting a motion submitted to Conference; I think there should be a 75% chance of all motions submitted to get heard at Conference. I feel this is mainly because of poor communication between branches in the union. Hopefully this will improve in 2006.

Black Workers and other Self-Organised Groups are not getting things done because they are so disorganised; we have to get things done at ground level ourselves – then we will be able to demand what is rightly ours.

Only then will we be able to move forward.....

Wendy Biggin:

The Conference Centre was not ideal – it took a ten minute train journey to get to the venue from Glasgow city centre, and if you missed one train you had a fifteen minute wait before the next one.

The acoustics in the centre were poor, so us visitors located at the back sometimes had a lot of background noise to contend with.

I attended as a visitor; Oliver Thomas and Sarah Allee-mudder were shared delegates, Oliver voting for the Branch on Tuesday and Wednesday and Sarah on Thursday and Friday.

Some of the motions I found particularly interesting were:-

i) "Apprentices and the National Minimum Wage" which revealed the loophole in the law whereby apprentices can work below the minimum wage and not be entitled to terms and conditions other staff enjoy.

ii) "Women and Pensions", which went into the plight of married women who paid "half-stamps" and how they are now unable to live on the amount they receive

iii) "Tackling Pay Discrimination for Black and Minority Ethnic Workers": there are still many hurdles to cross and battles to be won for BME workers, especially if they are also female.

I was pleased that the role of Welfare Officer has been added to the rulebook as a required officer post; this means us welfare officers are on the way to getting paid time off for welfare activities rather than having to do it in our spare time!!

UCL Branch had pledged to support the rule change so that the Lesbian and Gay Self- Organised Group would henceforth include Bisexuals and Transgender individuals. LGBT chair for Greater London region Alan Jarvis "came out" as an HIV positive gay man to the Conference, which I think was incredibly brave. Alan spoke at one of our committee meetings with great enthusiasm for the rule change and he did so again at Conference. The National Conference always has an area known as "the UNIZone" – an area with stalls on numerous topics such as Cuba Solidarity, the Stephen Lawrence Implementation Group, and Baby Milk Action (campaigning against Nestle who promotes bottle feeding of babies in developing countries). It is possible to get literature and further information on subjects of interest to trade unionists. I collected leaflets on the ones mentioned above, plus leaflets on employment rights, the Burma campaign, Colombia Solidarity, National Assembly Against Racism, plus many other subject areas. My bag was full to the brim on my journey home.

This year, the UNIZone had a section which looked at why people became activists in the union; interestingly, people who became active in the '80's and '90's often did so because of a family tradition of trade union activism; those who became active in 2000 to the present did so because, like myself, they wished to repay their union branch after receiving help with a work problem. This is an indication as to how and where we are most likely to recruit new activists...

I attended lunchtime and evening fringe meetings on Cuba Solidarity, Trade Unions in Iraq (where we heard a talk from Iraqi and Kurdish trade unionists), Stop the War (where we heard Rose Gentle, the mother of a soldier killed in the Iraq war), affiliation to Labour and RESPECT (which featured George Galloway and Scottish Socialist Party MEP Colin Fox); the latter fringe meeting attracted 600 attendees,

with 500 people being turned away. I felt it was a moment of history, as the strength of feeling amongst lay union activists about UNISON's affiliation with Labour and the scepticism around Labour's "concern" for trade unions and their members became clear from the rapturous applause George Galloway received when he listed the anti-trade union actions in which Labour has been involved.

It was, as usual, well worth attending the Conference. I personally feel that I got more out of this year's Conference simply because I am more familiar with the jargon used, and of the core issues facing our members today.

Sarah Alleemudder:

I was at the Annual Conference on Thursday 23 Friday 24 June as shared delegate with Oliver Thomas. Wendy Biggin was a visitor. The conference centre in Glasgow was spacious but out of the way, which meant that delegates and visitors had to catch a train to get there. Moreover, fringe meetings were happening away from the conference centre which made it difficult for delegates and visitors.

On Thursday an Iraqi delegation invited to the conference, received a very warm welcome. Unfortunately, the delegation missed the first 2 days of conference due to the delay on the part of the British Government to provide them with an entry visa. Unison President, Pauline Grant, reassured conference that a letter of complaint would go to the Home Office.

Conference heard the delegation and many speakers condemning the occupation of Iraq and the violence and chaos that have prevailed. There was also condemnation of the privatisation and deregulation of the economy. Conference requested that a strict timetable be drawn for troops to withdraw from Iraq by the end of 2005; that Iraqi people took control of their assets; that international aid continued and debts cancelled. The NEC should continue to work with Stop the War Coalition, Military Families against the War for the withdrawal of the troops and work with legitimate Iraqi trade unions to build solidarity. A delegation would go to Iraq to assess the situation. The other important motion "Make Poverty History" had overwhelming support from conference which reaffirmed the role of trade unions to ensure that sufficient income and proper support from public services were necessary to eradicate poverty.

To support the campaign, the NEC would be working with other unions, lobbying government and encouraging members to attend demonstrations in Edinburgh prior to the forthcoming G8 summit in Gleneagles.

The Burmese pro-democracy leader, Aung San Suu Kyi was awarded the highest honour of honorary member by UNISON, in recognition of her courage and leadership to stand against the brutal military

dictatorship of Burma, its abuses of human rights and its refusal to hand over power to the legally elected government of the country. She was arrested in May 2003 and is still under house arrest. Branches were encouraged to join the international demand for her release and to support the campaign to end the present dictatorship. Burma Campaign UK is part of a global movement campaigning for human rights and democracy in Burma and its aim is to increase economic pressure on the regime by discouraging investment and tourism. It also lobbies the UK government and the EU to put political pressure on the regime.

On the "Women and Work" motion, many speakers spoke on inequalities in relation to pay which women faced at work. Women working full time were paid, on average, 18% less than men and women working part time, 40% less than men. Conference deplored the pay discrimination suffered by women after 35 years of Equal Pay legislation and believed that the issues of low pay and unequal pay for women should be top priority for UNISON. The NEC agreed to continue to campaign for effective pay legislation; mandatory pay audits to address the pay gap; equal treatment for part-time workers; investment in training and career development; flexible working arrangements for all workers with caring responsibilities; funded initiatives to promote work life balance; equal access to pensions. The NEC would ensure that these are enforced by legislation.

Conference voted against the introduction of ID cards and therefore to urge the government to abandon the proposals, as this constituted an attack on individual rights and freedoms. Moreover this exercise would be too costly and an enormous waste of financial resources with very little benefit. The conference was very well attended and many interesting topics were presented by a number of speakers.

It was good to see the motion "National Slavery Remembrance Day" passed. A motion on this subject had been submitted by the Branch women's group to the Branch a year ago.

I was particularly moved by a speaker's emotional account of her experience of suffering discrimination within her branch on the rule change on Disciplinary Action. On the last day of conference, to emphasise the Scottish setting, we were entertained by the grand entrance of one of the conference organisers in Scottish attire accompanied by a couple of people with bagpipes, which was a moment to remember.



UNISON Women's Group Survey



Following the resignation of Wendy Biggin as chair of the Women's Group, Marcela Wanasen and myself are trying to reorganise the Women's Group with a view to get more women involved. Although meetings of the Women's Group took place every month with many women's issues on the agenda, attendance was very poor.

70% of UNISON's 1.3 million members are women and at UCL, two thirds of our membership are women. UNISON has launched a campaign to get more women involved and this was overwhelmingly supported by delegates at the National Conference last June. Research carried out by Liverpool University for UNISON to find out why women did not want to get involved in union work, found that most women did not want to be seen as political activists. The key recommendation from the research was that, it was important for UNISON to recognise that women can engage and contribute in a number of ways such as providing emotional support, counselling, negotiating with employers, demonstrating and picketing. Quoting the North West Regional Secretary "UNISON believes that a woman's place is in her union, and that unions must support women who want to play an active part in trade union work", we think that women members at UCL can get involved and make valuable contributions.

We are therefore carrying out a quick survey to find out what women in UCL UNISON want of their union. We would be very grateful if you could take 2 minutes to answer the 4 questions. Your suggestions will be much appreciated.

With many thanks

Sarah Alleemudder, Equality Officer
Marcela Wanasen, Women's Officer
July 2005

&-----
Please tick your answer:

1. Do you want to see a UNISON Women's Group continuing at UCL ? YES / NO
2. If you say yes to 1, would you be prepared to attend meetings? YES / NO
3. If you say yes to 2, how often would you like meetings to take place?

Once a
month

Once every
two months

Once, every
three
months

4. How would you want to see this group organised?
(Just meetings, forum, focus groups, etc)
5. Apart from relevant issues affecting women, what would you like on the agenda?
e.g. speaker on pensions? Assertiveness course for women

Please put as many suggestions as you want (please send comments on additional sheets)

PLEASE SEND YOUR REPLIES in an internal envelope to:

SARAH ALLEEMUDDER, HUMAN COMMUNICATION SCIENCE, CHANDLER HOUSE

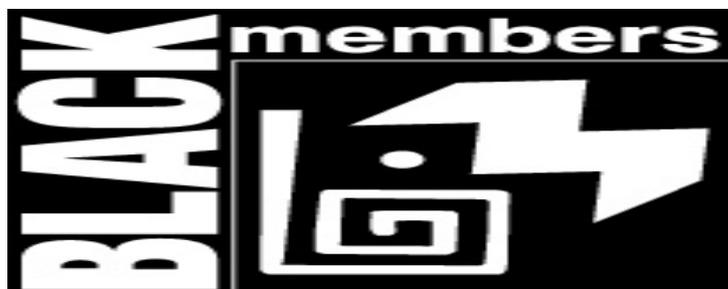
Are You 27 or under?

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, 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

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."

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



- **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.

- **-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

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, ext. 46587.

All help is offered completely confidentially.



time
to deliver

UNISON IN HIGHER EDUCATION

Higher Education Pay Offer Announced

Higher education employers organised in the universities and colleges employers' association (UCEA) have made a final pay offer, following long and difficult negotiations involving them, the academic unions and support staff unions.

The one-year offer, made at talks in Glasgow, is for a basic 3% on all pay points from 1 August, with some weighting for those on lower pay, following considerable pressure from UNISON and other support staff unions. This will mean pay rises of :

- £500 where salaries lower than £11, 500;
- £450 where salaries are between £11,500 and £12,500;
- £400 where salaries are between £12,500 and £13,200;

These additional flat rate increases represents a 4.8% increase for the lowest paid grade 1 manuals in pre 1992 Institutions.

However, the award also coincides with the deadline for harmonising working hours and around 50% of institutions are harmonising at 37 hours - the rest are harmonising between 37 and 35.

The effect of reduced hours and the flat rate increase would move the lowest paid national scales from £5.27 an hour to £5.67 (a 7.6% increase).

When presenting the final offer the employers also stated their intention to move to a £6 an hour minimum by August 2006.

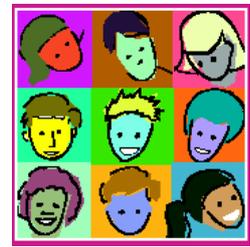
A full report of the negotiations was be presented to a specially convened meeting of the UNISON higher education service group (HESGE) on 20 July which voted to "*recommend the best that can be achieved through negotiation*". London rep Tom Silverlock, who was at the meeting and voted that UNISON should recommend rejection said:-

"I am disappointed that the UNISON national HE service Group committee has decided to not recommend rejection. The offer does not go near enough to the minimum £6.58 claim of UNISON, again for Pre-1992 Universities the employers are refusing to include London Weighting in national bargaining and for post-1992 the employers they are talking about consolidation. There are also high expectations about harmonisation of terms and conditions especially over working hours because of the Pay Framework agreement but unfortunately a majority of institutions are settling around 37 rather than 35 hours. UCEA seem to be indicating that they are not willing to enter into national bargaining on this and other terms and conditions issues. This is very serious for us as a union and the HESGE should have recommended rejection for this reason"

Members will be balloted on the offer some time in the next couple of months.



**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.

NameDate.....

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 together 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
★ Equalities	Sarah Alleemudder	s.alleemudder@ucl.ac.uk
★ Health and safety	Sam Attack	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
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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 Attack	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
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Health & Safety Co-ordinator

★ Sam Attack	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

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 next issue: August 12th 2005

This newsletter is published by UCL UNISON

The views expressed in this newsletter are not necessarily those of the editor 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