



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

YOU CAN HELP US SAVE THE REFECTORY

WHAT'S HAPPENING?

UCL have asked private contractors to put in bids for the Refectory. If the privatisation goes ahead, the private contractor will be appointed on the 18th April 2005. This means the privatisation of ALL Refectory services.

WHY IS THIS A BAD THING?

For customers: Pricing and services will be outside UCL control
Services will be entirely profit driven
Existing Refectory staff are unhappy about working for a private contractor and about the effect on services

Staff concerns: Jobs at risk

Poorer terms and conditions in the future
Management for profit
Trade Union recognition - many catering companies do not recognise trade unions
Increased casualisation and turnover of staff by private contractors leads to increased exploitation of staff

WHAT CAN YOU DO?

SIGN OUR PETITION (see inside newsletter)

JOIN petitioning on Thursday 7 April 1-2pm outside Lower Refectory

READ OUR FURTHER INFORMATION LEAFLET (see branch web site)

TELL OTHER PEOPLE

COME TO THE MEETING (14 April 5-7pm in the Garden Room)

JOIN OUR CAMPAIGN (Tel: 0207-679-6587 or ext 46587)

NEXT BRANCH MEETING

**Wednesday
6th April
2005
1-2pm
Chadwick
Building
Room 218**

(AUT & Amicus invited to meeting to explain their "pause")

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

UCL UNISON Office

Brook House

2-16 Torrington Place

Or email: unison@ucl.ac.uk

by 5pm on

Monday 4th April

STOP privatisation of the Refectory
Support in-house services & staff at UCL
Meeting for all Staff/Students
Thursday 14 April 5-7pm Garden Room



PAY FRAMEWORK UPDATE



UCL Grading Appeals Procedure

We are now in the final stages of negotiating an appeals procedure but unfortunately this cannot be printed in the newsletter due to the fact that the employers side have not had the opportunity to show this to the Steering Group. We can however inform you of a summary of its content and we are hopeful that the full text will be presented at the next members meeting on April 6th.

The procedure establishes the following rights for members:

- The right of appeal against their assigned post
- The right to be accompanied by a trade union representative
- The right to instigate the Grievance Appeal procedure if due process is not followed

The procedure has two stages, an informal and formal stage. The informal stage allows for the opportunity for any dispute to be resolved informally. If this is unsuccessful the appellant then has the right to progress to the formal stage. To instigate the formal stage, the appellant must put in writing the reasons. They then have the choice of either re-submitting a JDO or being interviewed by a panel.

Status of Current Negotiations

As you know the AUT and Amicus are currently instigating a "pause" to the job evaluation process. This in effect means that they are advising their members to not "sign-off" their JDO's. The Pay Framework Project Team have gone to some lengths to try and resolve issues raised by these two unions and this has in effect meant going over previous discussions. Part of the reason for this is that the AUT have lost 2 out of their 3 negotiators, Mr Dave Guppy and Mr Sean Wallis. Mr Guppy has been replaced by his union and Mr Wallis resigned. These changes were as a result of dissatisfaction expressed by the AUT members about the process and how the AUT were involved in it's implementation. These negotiators have been replaced by Mr Simon Renton and Mr Richard Bruckdorfer. Both the AUT and Amicus have been invited to the next members meeting to explain their action.

Negotiations currently taking place are ones on Harmonisation, Market Pay Policy, Assimilation and Pay Modelling. With regards to Assimilation, UCL has stated clearly that it is not in support of UNISON's position of incorporating back payments for "green circled" staff into the overall package. This will continue to be a matter for negotiation. We have also started to discuss how the new grade and salary will be presented to staff and are currently working on a guide for role holders which will include details of the agreements negotiated with the unions along with advice on the job evaluation process which will allow staff to make an informed decision if they decide to appeal. This will also include information relating to the job evaluation and we are currently discussing how the "score" will be presented to staff. This is one of the transparency issues alluded to by the AUT. UNISON have always supported the publication of the score and the score range on the grade so that members can see where they are on the grade.

Finance is a key issue in this process. UCL has stated that there is 5.1% on top of the wage bill. This amounts to a total of £22-23m. The 5.1% is however a fraction of this. We have asked for a breakdown of the actual figure available for the implementation of the Pay Framework Agreement (PFA). The unions have also stated that it is our view that harmonisation should be paid for separately from the 5.1% so that we are not in the position of trading-off this important element on other aspects of the PFA. This is not a position currently shared by UCL and continues to be a matter of negotiation.



Reportback of **the Women's** **National Con-** **ference,** **Plymouth** **Pavilions,** **February** **10-12th - 2005**

By Wendy Biggin

This year the delegation comprised of Sarah Alleemudder (Conference delegate), Cristina Gardini (first time Conference visitor) and myself (Conference visitor)

Sarah and I had been to the Conference before, and we noted that the same issues were raised in the motions- it was more of a "rubber stamping" exercise of existing policy than changing/challenging the status quo.

The 2 motions which I felt were exceptions to this were motions on young female offenders who are put in adult prisons due to no provision for young female offenders, and adding transgendered individuals to the remit of the Lesbian and Gay self-organised group. This sparked a heated debate, with some post-op male to female individuals arguing that they wished to be ascribed to women's self-

organised groups; however, it was argued that this left post-op female to male individuals "out in the cold" – there are no self organised groups which would include these people...

Sarah spoke in favour of a motion on flexible working – we had submitted a motion on this subject but it had not been accepted, so Sarah was able to put some of our points forward when she spoke, as well as adding her own personal contribution. She was a first time speaker, but spoke with confidence and clarity. Cristina and I were proud of her.

I attended a workshop on Women and Pensions which I found informative; some women paid "half-stamps" as married women. Women tend to lose out on pensions because they take breaks from work due to maternity and other caring responsibilities.

A delegation had been to Plymouth for the Women's Conference in 2003 and after our experience with the regional choice of accommodation, we decided to make our own hotel arrangements, and were happy with our decision; the hotel owners were friendly, and the breakfast was very nice. The only drawback was that we didn't see many of the Greater London delegation apart from in the Conference hall.

I enjoyed the company of Sarah and Cristina, and enjoyed our sometimes heated discussions on religion.

Cristina taught me a lot about the terrible difficulties in finding nursery provision for young children, and how the system in the UK puts women in a situation where they have to go part-time (also affecting women's pensions).

In all it was a worthwhile venture to attend; I got a great deal from the experience, and hope that others who haven't gone before take the opportunity to go in 2006.

Make Poverty History Edinburgh G8 Delegation-Saturday 2nd July 2005

As the leaders of the world's richest countries gather in Scotland for the G8 summit, join tens of thousands of others in Edinburgh on 2nd July demanding trade justice, debt cancellation, and more and better aid for the world's poorest countries.

**Be there.
Make your voice heard.**

**MAKE POVERTY HISTORY in
2005.**

Why should I come to Edinburgh?

We want as many campaigners and members of the public as possible to show the Prime Minister and his fellow G8 leaders that the UK public cares enough about global poverty and injustice to come in person to Edinburgh, just as Jubilee 2000 did at the Birmingham G8 in 1998- but on an even greater scale.

What will be happening on the day?

- The day's events will start from 11am, and will include:
- rallies with international speakers, celebrity supporters and music
- the creation of a giant human white band around Edinburgh city centre, with staggered starts at 12pm, 1pm and 2pm - so no need to rush!
- entertainment, 'market stalls' and activities

an opportunity for you to send your messages directly to the G8 meeting in Gleneagles

UCL Branch Committee voted in favour of funding a delegation to Edinburgh to attend. The rallies and other events If any members wish to attend as part of the Branch delegation, please contact Kenn Brown on kenn.brown@ucl.ac.uk or x 48527



SAVE OUR REFECTORY



At present UCL is in the process of seeking bids from private sector catering contractors to run the Refectory services. Were the Refectory to be privatised, Refectory staff would lose their contracts with UCL and would either be transferred to the private company or made to resign. Services provided by the Refectory would be run for the benefit of private shareholders and not for the benefit of the UCL community.

As members of the UCL community, we the undersigned, request that UCL keep all Refectory services in house. We also request that management of the Refectory, currently outsourced to the private contractor, SODHEXO, be brought back in house. If there is profit to be made from the Refectory it should accrue to UCL.

Name	Signature	Date	Dept

YOU CAN STOP THE PRIVATISATION OF OUR REFECTORY

COME TO THE OPEN MEETING:-

**“STOP privatisation of the Refectory.
Support in-house services & staff at UCL”**

THURSDAY 14th April

Garden Room

(next to Jeremy Bentham)

5-7pm

ALL STAFF & STUDENTS

Welcome

Speakers include UCL

Refectory workers

**PUBLIC SERVICES SHOULD NOT BE RUN FOR
PRIVATE PROFIT**

What's it like being Privatised?

*(A personal account by-
Hubert Blackburn, a UCL
UNISON member who works
for Reprographics which was
privatised 5 years ago at
UCL)*

The University environment in which I have worked, for the past thirty years, suddenly came to an inglorious end on the 4th February 2005. For the first fourteen years I was employed by The University of London, in Malet Street, in their Reprographics department as an offset litho printer. I moved over to University College London in 1987, to their Reprographics department, for reasons of a higher grade, and better career prospects. One important aspect of this move was that I was still working within the umbrella of a teaching atmosphere here. In fact I quickly became fascinated by the rituals and the language of this time capsule that was UCL. They had beadles, a 'Quad', a Cloister and a Refectory. The only beadle I had ever come across was in Oliver Twist, and that is so indicative of the history of the College. The figure of Jeremy Bentham sitting in his box, once seen is never forgotten! To cap it all, I was working in one of the oldest buildings in UCL, the South Junction, Wilkins building.

How is it then, that I find

myself reduced to working for a commercial printers, in factory conditions, much further than a stones throw, from the establishment and environment I came to love and very much enjoy?

It all started with the decision to put the in-house Reprographics facility out to tender as a Facilities Managed site. This culminated in the takeover by the successful bidder, Communications In Print, of the five year contract with UCL, to run the site, still in-house, in its present location. The five remaining UCL staff, myself and three others (one left) decided to contract over to the new firm.

Within a year two more staff left, leaving just one other and myself, of the original UCL staff. By this time, three new staff were employed. So we now had two original UCL members with the TUPE agreement applying, and three new members of staff on CIP conditions of employment. Not a recipe for happy inter-staff relations!

So, here we are, still working at the College, if not for the College, doing the same work, in the same place. The feeling was that little had changed, except that we could no longer be in SAUL, the pension scheme. As TUPE applied in our situation, we still got the other conditions that UCL staff enjoyed. A couple of years down the line, and the situation altered a little. Communications In Print were bought out by Pims Digital, a

much larger print firm, with sites world wide. Still things carried on as usual, mainly thanks to the TUPE agreement.

Then came the thunderbolt in May 2004, UCL had decided that they did not want the print facility on site, and Pims were summarily told in effect to 'sling their hook' by November 2004. The vacated site, we were told, was to become a sandwich bar! After this we lost one more original UCL staff member, in May 2004, who walked out one day, never to return, which left just me, and the three other Pims staff.

I am now currently working just north of the Barbican, in a factory unit, with barely adequate toilet and tea-making facilities, with nowhere to eat your lunch. I have to do shift work, which means that on the middle shift I do not get home till nearly 12 o'clock at night, travelling through an area I feel unsafe in. Instead of the one high volume copier I worked at UCL, I am now supposed to look after four! The noise levels are higher, not only because of the increased machinery, but the building that houses them, which does not do my Tinnitus any good!

Luckily, through all this upheaval, I have had UNISON to rely on. UNISON kept a watchful eye on the TUPE agreement, (special thanks to my union rep, Tom Silverlock), making sure that it was adhered to in every way, and still does.

UNISON elections 2004/05

Join in - speak up - be counted

UNISON has three major elections during 2005. Turnouts for these elections are always low (e.g. last National Executive Council (NEC) elections were less than 10%) The NEC is important as it is the decision making body of the union in between conferences. So make sure your union is being represented by people who you agree with:

Election	What does it mean	Ballot starts	Ballot closes	Result announced	Branch nomination
General Secretary	The person that leads your union	25 January	28 February	9 March	Roger Bannister (this was done at committee level but made submission too late. The reason was that Roger Bannister advocates a position of disaffiliating from the Labour Party) Dave Prentis was elected
Political Fund	Most unions have a fund that they use for political purposes. By law unions have to have a ballot to decide whether to retain this fund	11 February	11 March	14 March	UNISON nationally & locally is recommending that members vote yes 85% vote in favour of political fund
National Executive Council (NEC)	The NEC is the lay reps body which decides the policy and direction of the union in between conferences	4 April	16 May	3 June	Branch members meeting on 12/1/05 voted to nominate Jon Rogers, Fiona Monkman and Mandy Berger for the London Region Seats and Tom Silverlock for the General Seat from the Higher Education Service Group

Your Branch Secretary Tom Silverlock is standing for the NEC elections and has been nominated by a number of branches including UCL. Turnouts are low in NEC elections so make sure you vote as IT WILL COUNT. Ballot papers will be sent out on 4 April to your home address. If you do not receive a form by the end of April phone UNISON direct on 0845 355 0845

Reportback on UNISON National HE Conference 21st March 2005

Plymouth Moathouse Hotel

For a Conference lasting only a day, the journey to and from Plymouth was as long as the Conference itself! It was essential for the Branch to have a delegation, though, as the Conference decides the HE Service Group Executive's priorities and policies for the coming year, and we had submitted two motions, one on pay and the other on closer union collaboration. A delegate from the Branch has to "move" the motion formally (usually preceded by a brief speech on the subject matter); if this doesn't happen, the motion is automatically lost.

We were one delegate short due to the lack of female volunteers willing to attend the Conference; delegates were Oliver Thomas, Andre Burbidge (who came at very short notice – thanks to Andre for that), and myself, a now seasoned Conference attendee; UNISON Health & Safety Officer Sam Atack attended as a visitor – he was unable to be a delegate due to the union's principles of proportionality, e.g. there should be proportional representation of men and women. Only the delegates can vote, so we missed out on one vote....

Most of the motions were submitted by the HE Service Group Executive, but, apart from ours, other Branch motions included subjects such as improved HERA training for UNISON reps and pensions.

Another motion suggested the joining together of the Branch Seminar and Conference; this already occurs with UNISON Welfare Seminar/Conference, and the motion was passed; if mentioned, it will cut down on travel expenses for all HE Branches.

Unfortunately, neither of our motions were passed, but the vote in both cases was a narrow one.

It was worth going, as it gives Branches the opportunity to network amongst one another and find information on Pay Framework developments, amongst other issues.

I do hope that members will consider participating in next year's HE Conference (and possibly seminar) so that they get a better idea of the "live" issues in the HE working environment, and also gain a better understanding of how the union works.



UNISON Welfare es el brazo caritativo de UNISON.

UNISON es el unico sindicato del Reino Unido que cuenta con una organizacion caritativa para ayudar a sus miembros en tiempos de crisis o penalidades economicas.

UNISON Welfare, junto a UNISON Plus, te ofrece una variada gama de servicios de ayuda y consejo, especialmente si cuentas con un salario bajo. Este es otro gran beneficio de ser miembro de UNISON.

Todos podemos encontrarnos en dificultades en cualquier momento de nuestras vidas por una gran variedad de razones. UNISON Welfare puede ser de gran ayuda gracias a sus capacitados consejeros quien te escucharan y daran consejo en confidencialidad.

Tanto si has estado de baja por enfermedad, como si acabas de salir de una relacion dificil o has sufrido la perdida de un familiar directo, o simplemente si te acabas de encontrar con una gran factura inesperada, UNISON Welfare esta aqui para ayudarte.

Aunque UNISON Welfare no puede suministrar pagos en caso de huelga, si te encuentras en dificultades economicas y no puedes pagar una cuenta importante o tus impuestos municipales, puede que seas elegible para alguna ayuda economica.

Muchos miembros de UNISON ya se han beneficiado de UNISON Welfare. Si no te podemos ayudar directamente con ayuda economica, en la mayoría de los casos podemos ponerte en contacto con otras instituciones que pueden ayudarte.

Si te encuentras con deudas debidas a tus tarjetas de credito, UNISON Welfare DEBTLINE te puede ayudar con consejo confidencial. Para contactar con tu delegado de UNISON Welfare, consulta la seccion 'quien es quien en el sindicato'. Por deudas en tus tarjetas de credito, llama al numero que aparece abajo.

UNISON National Conference

UNISON National Conference this year is in Glasgow 21-24 June. If you wish to attend as either a delegate* or visitor then please contact the branch:

tel: 020-7679-6587
(internal x46587)

email:

unison@ucl.ac.uk

** UCL UNISON is allowed 2 delegates, one of whom must be female*



Next Meeting date:

13th April, 1-2pm, Foster Court Room 216

UCL UNISON BMG

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



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

From time to time the group also holds social functions in order to promote good interaction within the group outside of the working environment. For further details and information on the next meeting, please contact Stephanie Smith on ext 45621



UCL UNISON Women Members Group (WMG)

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

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

WHO'S WHO IN UCL UNISON BRANCH

Branch Officer Posts:

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

Shop Stewards

Library Service	Wendy Biggin	see above
LSHTM	Andre Burbidge	see above

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

Workplace reps:-

★ HCS	Sarah Alleemudder	see previous column
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Safety Reps

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

Accredited Learning Reps

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

Delegates to Committee for Equal Opprtunities

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

★ Sam Atack	See previous column
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HERA Reps

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

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

Deadline for next issue: April 15th 2005

This newsletter is published by 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

