

EQUAL PAY SUCCESSES FOR THE BRANCH

Over 1000 BHCC staff will soon benefit from two major negotiations to address equal pay issues. Issues that the branch has been working to find resolution to over several months.

Our branch prides itself on taking an inclusive and equitable approach to all aspects of pay and employment, and, as quoted from the great Mick Lynch, working 'professionally and assertively' for our members. As a branch that is made up of three quarters women, and the low paid, we also strive to ensure all voices are heard in negotiations and actions. Particularly those whose work may not be as visible to the public as others.

The settlement of two past refuse worker disputes, where Unison were not included in the negotiations, has created issues that affect significant numbers of our members. The first issue is that hundreds of BHCC workers have not had the same remuneration

for working bank holidays as colleagues in Cityclean.

We have been raising this equal pay issue for many years, and following extensive negotiations led by our branch, **ALL** BHCC employees should soon be receiving an offer covering a proportion of 6 years of bank holiday backpay to address the imbalance, and there is a commitment to find an equitable approach going forward.

The second issue arose from the recent negotiations on low pay (which will benefit all workers up to SP12/SC5) where it came to our attention that in the settlement of the last Cityclean dispute, workers on SC1/2 were upgraded to SC3 from August 2021. Following this, the branch insisted that **ALL** SC1/2 staff now have their new payline backdated to August 2021, again, to ensure all staff are treated fairly. This has now been signed off as part of the proposed improvements to pay.

WHAT DO YOU THINK OF BHCC'S CHANGES FOR THE LOW PAID? LET US KNOW!

SUPPORTING AGENCY STAFF & CARE WORKERS

We've been working with our Care members and Stewards to improve the deal for this essential, and often overlooked workforce. With our new Care Crew Steward, Linda, we convinced the employer **to go back on a previous refusal to award the extra Covid thank you day of annual leave to Care Crew workers, and this group will now receive a day's pay instead.** We also ensured that Care Crew workers weren't unfairly treated as part of updates to the new Covid policy, by ensuring that the employer **maintains the pay of staff who test Positive for Covid and are unable to work from home.** **CARE WORKER? LET US KNOW YOUR EXPERIENCES AROUND PAY, CONDITIONS & RECRUITMENT.**





OUR BRANCH COMMITTEE

our Branch Committee is the main democratic decision making body of the branch. It includes our branch officers, Workplace Stewards,

Health & Safety, Equalities Reps and Education Co-ordinator. If you are in any of the above groups, we would love to see you at our Branch Committee Meetings. If you aren't receiving invitations, please let us know. All members are also welcome to put issues/ideas/questions forward for discussion at BCM. The meetings alternate between in person and online and a variety of times to try to make them as inclusive as possible.



- Working in the community, voluntary or private sector?
- Interested in being a Workplace Steward? It's a great way to gain new skills and empower your colleagues. To have an informal chat about the role: diana.leach@brighton-hove.gov.uk.

LIKE TO BE MORE INVOLVED IN YOUR UNION?

Here's just some of the ways to get more involved, develop new skills and meet new people:

VACANT OFFICER POSTS:

We currently have vacancies for a Young Members Officer (has to be aged under 27) and Communications Officer. Both roles are a great way to learn new skills and meet new people, and there's training for the roles too.

WORKPLACE STEWARD:

The help Stewards provide to their colleagues is vital to our union. They also get comprehensive training & support.

WORKPLACE CONTACT:

A great role if you aren't sure if you want to be a Rep but would like to help spread the word about the benefits of being in a union.

CAMPAIGNING:


Help the branch with campaigns & promotional work.

MEET OUR WELFARE OFFICER



Frances Ford is our Branch Welfare Officer. She helps members who are experiencing financial or emotional difficulties to access Unison's There for You welfare service, including emergency grants. For a confidential chat, do get in touch with her:

Frances.Ford@brighton-hove.gov.uk



BANG THE DRUM FOR FOSSIL FUEL DIVESTMENT FROM OUR PENSIONS!

Join the big noise demo outside County Hall, Lewes Tuesday 12 July.

BRING SOMETHING TO MAKE NOISE! Meet outside Lewes Train Station at 9am. Can't make it? please support the campaign: divesteastsussex.wordpress.com

UPDATE ON THE NATIONAL PAY OFFER FOR THOSE ON NJC PAY SCALES

Negotiations on the 2022/23 pay offer are happening now.

Unions are asking for a substantial increase with a minimum of £2,000 or the current rate of RPI (Retail Price Index) – whichever is greater – on all spinal column points and a review of mileage expenses. You can add your voice to the campaign: unison.org.uk/weneedmore

SOLIDARITY WITH ST JAMES TAVERN STRIKERS



The branch was proud to be invited to be part of the first strike of St James Tavern workers in Kemp Town. Joint Branch Secretary, Corinna Edwards-Colledge, gave a speech, and met the legendary Mildred Simpson, leader of the London School of Economics Strike, which saw a group of cleaners, all of whom are migrant and black workers, force their employer to bring them in house - securing sick pay, paid holidays and a pension.

It is inspiring to see young workers standing up for their industrial rights and we stand in solidarity with all hospitality and service workers in their fight for decent pay, the right to be in a union, and the right to work without fear of discrimination or harrasment.

GET IN TOUCH:



For urgent enquiries please call us on **01273 291611** otherwise you can email us at contact@brightonandhoveunison.org.uk