



U-KNOW

September
2021

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NJC PAY Consultation Ballot 2021/22



Vote now! Vote REJECT!

Minimum 50% turnout required

Details have been communicated several times regarding the latest pay offer for Council, School and Volair members. We must campaign to REJECT this 1.75%.

Ballot papers have been sent electronically to those signed up to email and via post to everybody else.

Turnout is key! Due to anti trade union legislation, we must be able to demonstrate that we can get more than 50% of members to return their ballots.

Vote REJECT and encourage ALL of your colleagues to do the same.

Enough is Enough 1.75% is an insult and a real terms pay cut to our members who have worked throughout the pandemic

If you have not received your ballot paper then please contact the branch via boa@knowsley-unison.org.uk or call 0151 548 0148



RECRUIT! RECRUIT! RECRUIT!

Earn 20 pounds per new member you recruit through our **Recruit a friend scheme** throughout the Autumn months—Details inside





Return to the workplace September 2021

Schools/Colleges

We are pleased that the Government has listened to the union requests for better ventilation. In Knowsley we were already requesting schools/colleges procure CO2 monitors and are pleased that many have done so.

As we return to the classroom it is important that Head Teachers/College Leaders consult (with staff and the Trade Unions) and update their Risk Assessment.

Council based staff

From Monday 6th September, Knowsley enters the next phase of gradual return to work. Risk assessments have been updated and it is important our members have been consulted and given the opportunity to raise concerns.

CEV or pregnant workers who currently work from home will not be mandated to return to the workplace and will also require individual risk assessments.

Anyone (vaccinated or not) who has covid related absences including self isolation will **not be treated under** the council's absence management procedure.

Staff who wish to work all of their contracted hours from the workplace will be able to do so.

Car parking charges not be applied until further notice.

Flexible working should remain and members are encouraged to discuss working patterns with management.

Volair/Career Connect/Livv Housing and College members

Risk assessments should be made available for consultation purposes.

Any members who have concerns remaining following discussions with their manager should contact the workplace representative/branch office.

KMBC National Terms & Conditions

If you are paid at Grade G or less and work unsociable hours as part of your normal working week i.e. After 8 pm Monday - Friday or Weekends then you are entitled to nationally agreed enhanced rates of pay i.e. Time and third for evening and time and a half for any hours worked of a weekend

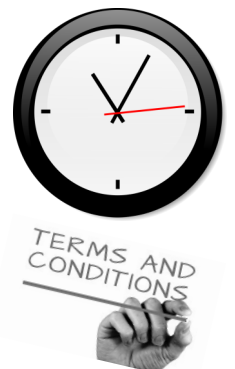
Over the years it has come to our attention that some sections of the workforce had not been receiving these enhancements. We have raised grievances and been in negotiations since 2017 but sadly many of our members continue to be paid at flat rate for hours worked.

UNISON has now lodged a claim with the support of Thompson's Solicitors and ACAS have been notified. It is still our intention to negotiate a solution in the interests of all but in the meantime we can no longer ignore the fact our members are not receiving the payments they are contractually entitled to.

If this applies to you and you have not done so already, you must do the following:

1. Complete a case form
2. Request your written statement of particulars (contract) if you do not have it
3. Download your last three wage slips

Send all across to branch.secretary@knowsley-unison.org.uk



Autumn Season Recruit a Friend Scheme

By increasing membership and becoming more organised through workplace representation we are best placed to not only defend pay, terms and conditions but to improve upon them.

We have a number of disputes ahead whether that be on pay, conditions or job cuts and by having a larger union density gives you and the union the strength to win these important campaigns.

Become a rep! - if your workplace doesn't have a steward, think about becoming one. You will receive paid time off to train, attend meetings and support members. You will not be on your own and will receive full training and advice from UNISON.

Please complete a stewards form, ask two UNISON members in your workplace to sign and then return to boa@knowsley-unison.org.uk

RECRUIT! To help with our recruitment we are starting our RECRUIT A FRIEND SCHEME from 1st September where you can earn 20 pounds per new member!



1. Ask your friends/colleagues to join UNISON either via application form or online.
2. Email the name(s) of new joiner(s) to boa@knowsley-unison.org.uk
3. Once we have confirmed membership payments will be processed.



Together we are stronger



Israel-Palestine Conflict and the Local Government Pension Scheme

The fighting that broke out in May between Israel and the Palestinian people has once again focussed attention on the question of the investment policy of the various Local Government Superannuation Scheme funds. UNISON's national policy is to disinvest in companies that are involved in the arms trade with Israel, or which benefit from the illegal Israeli settlements on Palestinian land, and the United Nations has published a database of 112 companies involved with the settlements.

Knowsley MBC employees, and other members that have access to the Local Government Pension Scheme are part of the Merseyside Fund, run by Wirral Council, but with a representative of each Merseyside local authority on its Committee. Branch Retired Members Officer, Roger Bannister also sits on the Committee as a UNISON representative, he has raised the issue of investment policy in relation to Israel with the Committee, and has discussed this with the Chairperson, a Wirral Labour Councillor who is a Committee member, a UNISON Regional Officer, the Chairperson of UNISON North West's International Relations Committee, and a representative of the Palestine Solidarity Campaign. As a result of this meeting legal advice is being sought on the matter of disinvestment.

Roger raised the matter on Knowsley UNISON's Branch Committee, which is deeply concerned about the deteriorating situation in Palestine, and the denial of basic human rights for millions of Palestinian people living in the occupied Palestinian territory. The Branch has written to the Knowsley MBC pensions committee representative seeking their backing for disinvestment.

Pension Scheme members should also add their weight to this campaign, by sending a letter to the Chairperson of the Merseyside Local Government Pensions Committee :



This letter can be emailed to Councillor Cleary at: patcleary@wirral.gov.uk

Stewards Corner



INTRODUCING... Allan Harvey

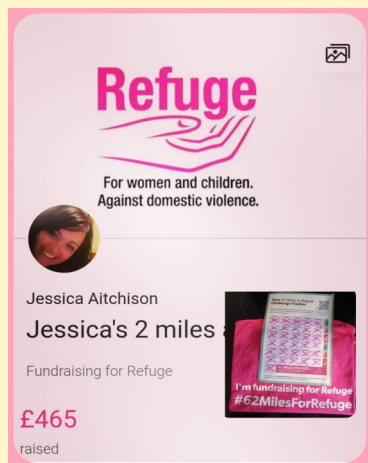


Hi my name is Allan Harvey.

I am the Senior Education Workplace Representative for Knowsley and Schools' rep for St Mark's Catholic Primary and surrounding area. My work within the Union has expanded massively over the last few years, starting with training to now about to begin a week's secondment to help with the return to work of the education sector and I imagine to gain knowledge of many other departments as calls roll in.

When I first imagined being a union rep I looked back at my father's experience when I was young. He was heavily political and obviously that rubbed off on me (although you do not have to be political to help people). He always said that helping people should be what we do, I genuinely believe that to be true and feel a sense of pride every time I help anyone who requires it! You need a desire to succeed but realise you need to be realistic with what you can do, I celebrate the wins and help people through the losses. That is why we need more workplace reps than ever, to help after this horrific year in our lifetime, the important thing about our union is everyone has a place no matter what your skills.

So, if you are thinking about getting involved do it get on the phone you will be taken through it every step of the way!



Well Done Jess! and a thank you to all who donated!



Our Branch Women's Officer Jess Aitchison completed the 62 miles in August challenge to raise money for Refuge. This charity supports women and children to escape domestic abuse. Jess walked 2 miles each day. Jess' target was £150 but she actually managed to raise £465 for Refuge.

Mandatory Vaccination Requirements

From 11 November 2021 CQC registered care homes must only allow individuals who are fully vaccinated against COVID-19 (or exempt) entry inside of a care home. This requirement will apply to those visiting a care home in a professional capacity unless exempt.

If your contract is being terminated due to your vaccination status:

1. **Raise** a Formal Grievance with your employer
2. **Contact** boa@knowsley-unison.org.uk
3. **Forward** your :-
 Grievance
 Copy of Contract of Employment
 Case form

