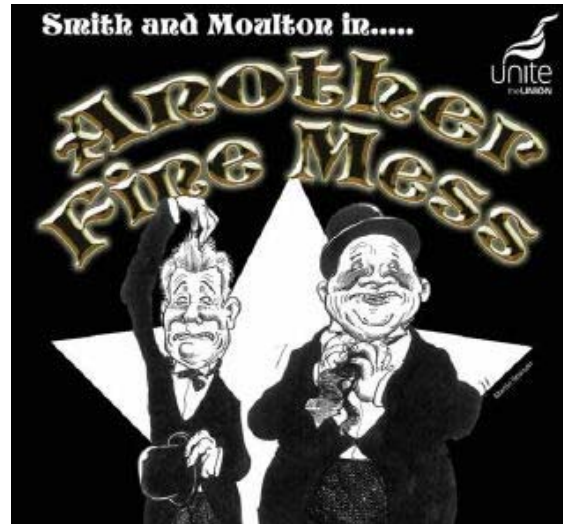


MASS UNITE/UNISON MEETING GIVES RESOUNDING SUPPORT TO CARRY ON THE FIGHT FOR FAIRNESS

A MASS meeting of Unite and Unison members employed by Southampton city council agreed on Monday 4 July to continue the fight on all fronts against the dismissal and reengagement of thousands of employees.

Despite the council seeking to split union members by deliberately breaking down Acas talks and misinforming staff and the public on the so called '10 point plan' Unite and Unison members remain resolute to see this campaign through to a negotiated solution.

The media and employee communications also attempted to totally mislead staff and the public into believing that all employees earning less than £22,000 would not receive a pay cut; the meeting categorically concluded that this is not true.



While the latest proposal does raise the threshold on the percentage decrease in basic salary: All employees earning less than £22,000 who received an increment in April will have this taken away after 11 July, all employees earning less than £22,000 who would otherwise have been entitled to an increment in 2012, will not receive it and all employees earning less than £22,000 who use their own car to provide council services, will see approximately a 20 per cent reduction in mileage allowances. So much for protecting the lower paid.

All of the other parts of the 10 point plan that have not been submitted to unions in writing, appear to only commit to reviews and or future considerations which give absolutely no guarantees. Considering these facts and that both unions lawyers consider the legal challenge on lack of meaningful consultation has "prospects" of success, this joint Unison/Unite meeting rejects the proposals as not going far enough.

This meeting repeats however that union representatives are willing to enter into intense negotiations around terms and conditions with a view to reaching agreement, if the 11 July dismissals are suspended. The meeting unanimously agreed the following:

- That both unions in accordance with the provisions of our unions rules, will continue to campaign industrially for the restoration of pay and conditions.
- To continue to support the election of Labour councillors leading up to the 2012 May local elections and urges members to work with Southampton's Labour party in accordance with the rules of our respective unions.
- That Unison and Unite lawyers will continue to work together with legal challenges, in particular the already submitted employment tribunal claim for lack of consultation, but also including individual unfair dismissal and potential equal pay claims.
- That this meeting supports the industrial action called for week commencing 11 July (details over) and calls all members to attend a march from East Park to the Civic Centre and a lobby of full council on Wednesday 13th July.
- To stage another meeting in late July to consider future strategy

MORE STRIKE ACTION CALLED

As part of the continuing fight against enforced cuts to pay and conditions including mass sackings of SCC workers, Unite and Unison have announced a further wave of strike actions to take place starting on "Armageddon Day" (the day we are all either reengaged on lower pay or sacked). This is the biggest wave of strike action seen thus far in what is becoming an evermore bitter dispute with around 700 Unite and Unison members on strike on the date of the full council lobby (Wednesday 13 July)

The following action has all now been notified to SCC and will take place from Monday 11 July:

Port Health – 5 days	Parking Enforcement – 7 days
Waste & Recycling – 5 days	Children's Contact Supervisors – 7 days
Street Cleansing – Six days from Tuesday 12 July, making three consecutive weeks of action	Building Works trades and staff – 1 day - 13 July
Library staff – 7 days	Fleet Transport staff – 5 days
Itchen Toll Bridge – 7 days	

All Unite members will receive £30 strike pay for each day of strike action from the national fund, which will be topped up by a local hardship payment (local hardship payments are dependent on members attending pickets and the lobby of Full Council on 13 July).

Members will generally be asked to picket main workplaces at their normal start time, however more details will be available nearer that start dates respectively.

JOIN THE UNITE/UNISON LOBBY OF FULL COUNCIL WEDNESDAY 13 JULY – FROM 13:00

Join the march from East Park (Nr Jurys Inn Hotel)
Lobby Full Council at 2.00 PM in Guildhall Square

CONTINUE THE FIGHT AGAINST WAGE CUTS

More legal challenges set to be lodged...

All Unite members who received dismissal notices on 11 April will be able to lodge unfair dismissal claims against Southampton City Council. These claims will need to be submitted within three months of the dismissal date (11 July)

Unite will be providing free legal assistance to all members who wish to make claims and details of how to do this will be communicated to you shortly.

The joint Unite/Unison employment tribunal claim over the failure to consult on the dismissals is ongoing and no date has been set for the tribunal hearing.

*Unite News is published
by UNITE 0854 and SE 8
Branches, Town Depot,
Albert Road North,
Tel 02380 834327*

*You can Join UNITE at
www.unitetheunion.org*