



Our newsletter is free to all members.

If you're not a member, we want you to join us. Either follow the links on-line from our blog on Staff Central, or ask us for a paper membership form.

University of Brighton Branch Newsletter

June 2022

Hello, and welcome to our June newsletter. There's a lot going on this month:

2021-22 Pay Campaign

After a long discussion, the branch committee agreed that taking further strike action in June was not the best use of our members' energy. What we may do though is look at whether we could or should plan action to coincide with the Awards Ceremonies in July. Clearly that's a difficult decision to make and we'll be careful to consider the pros and cons ahead of any firm plan, but we can't continue to watch our pay slide further and further behind.

UNISON's National Delegate Conference

The decision-making body of our union meets in Brighton from 14th to 17th June. All members of our branch are entitled to attend for some or all of it as visitors, so please let us know if you want to.

TUC National Demonstration to demand better for working people

We're marching through London on Saturday 18th June alongside thousands of other trade union members and working people to demand better pay and a better deal for workers like us. We're not going to win the pay increases we need to offset the cost of living crisis by being quiet about it, so come and join us - we'll pay for your travel.

2022-23 Pay Campaign

We'll be balloting members at the end of July, so please make sure we've got your correct home address on our membership system - let us know if you've moved recently. We need to get a 50%+ turnout again, so every vote will count.

Ivan Bonsell, Branch Secretary

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2021-22 Pay

With UCU starting a marking boycott and announcing ten days of strike action from 20th June, we had a long debate about the wisdom of matching some or all of those ten days. Threatening to strike could have seen some local movement by the University, which UCU are no doubt hoping for, but we came down on the side of deciding that strike action planned for late June would, in our case, not create the level of disruption that will be necessary to extract some concessions.



This is, in part because the University is still not as financially secure as some institutions which have paid bonuses to their staff, such as Sussex and Oxford. Whilst we recognise the sacrifice and determination of those members who have taken strike action, especially those who've been at the picket lines and rallies, we don't think action over the next few weeks is feasible.

However, our mandate for strike action lasts until 27th July, which would allow us to take action at the end of the mandated period, which would include some of the Awards Ceremonies. We'll be meeting again later in the month to consider this, but clearly would welcome the views of members in the meantime.

What we have discussed is the potential for taking "action short of a strike", which would allow us to disrupt the University by withdrawing goodwill and sticking to working our contracts without losing pay. For many groups of workers this would have a significant impact on the ability of the University to function, especially at busy times of the year. We agreed to look at how we could adopt this tactic in the future, since our ability to win better pay and conditions for our members is always going to be our number one priority.

2022-23 Pay

As a result of the consultation exercise, we have declared that we are in dispute with the University over the final pay offer due in August 2022, and will ballot all directly-employed members later in the summer.

We're clear that the 3% pay increase is a massive real-terms pay cut and even the higher increased for lower grade staff (see below) will still equate to a pay cut, after many years of successive pay cuts. It's no exaggeration to say that we're all working at a lower grade than we were ten years ago, because our pay has not kept up with inflation.

Final Employers' Offer for August 2022 applied to Brighton

Grade	Spinal Point	Pay from August 2021	Hourly Rate	Pay from August 2022	Hourly Rate	Increase	Real change with inflation at 9.0%
1	5	17,901	9.28	19,333	10.02	8.00%	-1.00%
	6	18,212	9.44	19,578	10.15	7.50%	-1.50%
	7	18,529	9.60	19,863	10.30	7.20%	-1.80%
2	8	18,852	9.77	20,134	10.44	6.80%	-2.20%
	9	19,209	9.96	20,400	10.57	6.20%	-2.80%
	10	19,623	10.17	20,761	10.76	5.80%	-3.20%
	11	20,092	10.41	21,197	10.99	5.50%	-3.50%
3	12	20,600	10.68	21,630	11.21	5.00%	-4.00%
	13	21,135	10.95	22,149	11.48	4.80%	-4.20%
	14	21,686	11.24	22,662	11.75	4.50%	-4.50%
	15	22,254	11.53	23,144	12.00	4.00%	-5.00%
	16	22,847	11.84	23,715	12.29	3.80%	-5.20%
4	17	23,487	12.17	24,285	12.59	3.40%	-5.60%
	18	24,174	12.53	24,948	12.93	3.20%	-5.80%
	19	24,871	12.89	25,642	13.29	3.10%	-5.90%
	20	25,627	13.28	26,396	13.68	3.00%	-6.00%
	21	26,341	13.65	27,131	14.06	3.00%	-6.00%

So, we need to make sure we win a strike ballot to be able to do something about it, hopefully alongside dozens of other higher education UNISON and UCU branches. For this, it will once again be necessary to get a turnout higher than 50%, which is easy to do on paper, but a challenge to do in reality. We've done it several times before, but we can't afford to be complacent about it.

Please make sure you do your bit by making sure we have your correct address on our system (let us know if you've moved recently) and returning your ballot as soon as you get it. We'll be ticking off members at they vote, so please let us know when you have.

Then it's a case of making sure everyone else votes and encouraging people to join the union and vote themselves.

If comes to a strike (we hope it won't, but we have to go through with it if necessary), then we need to make sure that as many members as possible understand that if we vote to take action then we have to all do it. There's lots more work to be done by all of us to make sure members understand how strikes work and how we all have a duty to make them successful, irrespective of how you voted in the ballot.

We'll let you know when the ballot papers are due to go out.

there
for you

supporting UNISON members
when life gets tough

Get help with school clothing costs this summer

Struggling to make ends meet?

Worried about back-to-school costs?

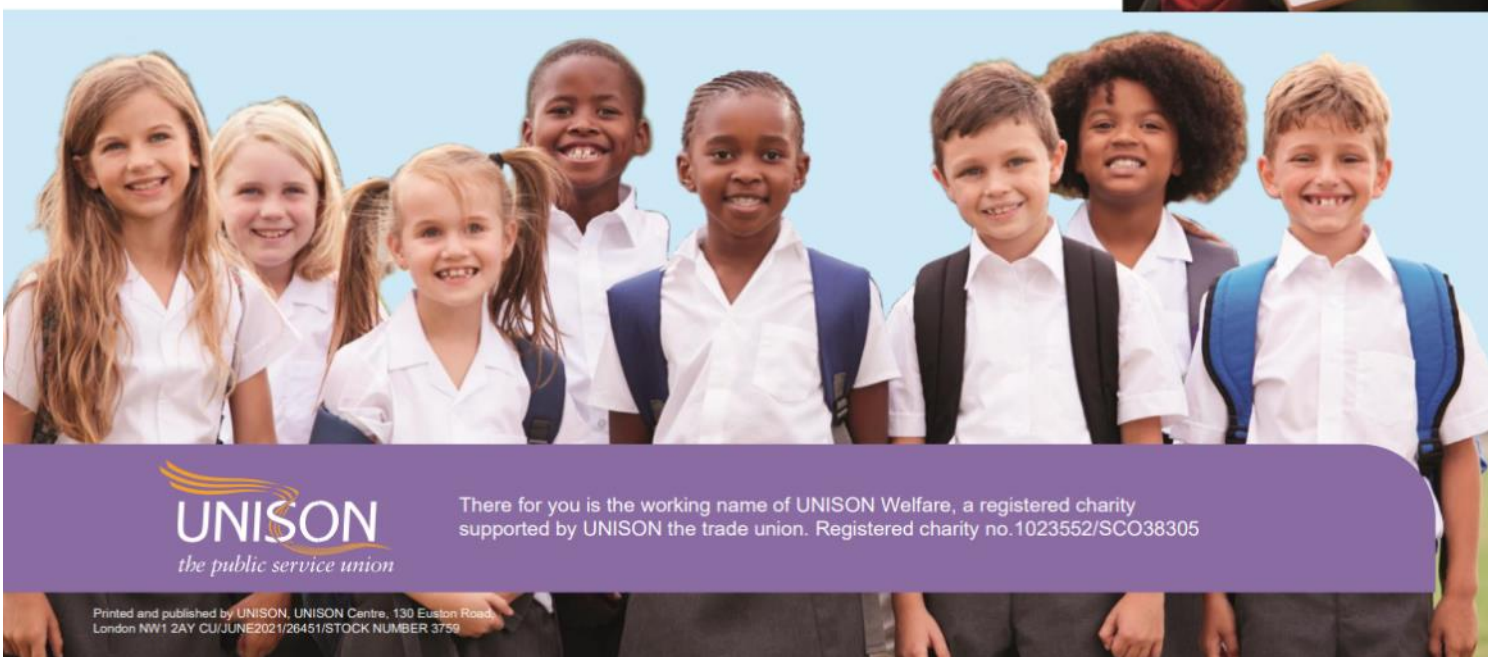
Help is on hand

From 24 June 2022, we are setting up a limited fund to help UNISON members on a low income with school clothing costs by way of a one -off payment of up to £70 per child.

To apply, download the application form from unison.org.uk/thereforyou

Please only contact UNISON Direct on 0800 0 857 857 if you need a paper application form posted to you.

Please note: This grant fund will close once we have received enough qualifying applications.



UNISON
the public service union

There for you is the working name of UNISON Welfare, a registered charity supported by UNISON the trade union. Registered charity no.1023552/SCO38305

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**ASSEMBLE 11AM PORTLAND PLACE W1
MARCH 12 NOON
RALLY 1PM PARLIAMENT SQUARE**

Working people have had enough. Everything's going up but our wages. Ministers partied while people died. Now they do nothing while living standards plummet and P&O lays off hundreds of workers on the spot.

It's time for a new deal for working people, real help with energy bills and a pay rise.

The government needs to act now!
Join us and demand better.



#DemandBetter
tuc.org.uk/demandbetter



Meet at from 9.30am at Brighton Station.

Either buy your own train ticket and claim the cost back, or get yourself a free ticket from Brighton and Hove Trades Council. (link in the email.)

Why we think you need to join a trade union



If you're reading this, the chances are you're already a member of UNISON, but whether you are or not, it's in all our interests that we strengthen our branch and our union by recruiting more members.

Trade unions are not groups of people who moan about everything, or clubs for lazy workers. We're organised workers who see the need for workplace organisation that's based around mass membership and collective interest.

We support all members with their individual problems at work, but the main reason we're all members is that we can do so much more when we have the weight of hundreds of members with us.

Many people working at the University will be concerned about what's round the corner. Universities like ours are facing all kinds of uncertainty. Public services in general are being cut, sold off and privatised. Workers' terms and conditions are being attacked as those in charge are forced to run things as "efficiently" as possible. In short, we're all expected to work harder for longer and less money.

The entire system means we have to fight back. Trade unions are about working people seeing that we're much stronger together. You can fight and win on your own, but you're much more likely to win if you're fighting alongside hundreds and thousands of other people like you.



Please make sure you join a trade union and stick up for your rights at work.

If you're already a member, please ask those working alongside you to join as well.

You can join UNISON on-line, or ask a steward for a paper membership form.