



**Alliance House
6 Bishop Street
Leicester
LE1 6AF**
Tel:01162995103

**LCCL USE COVID 19 TO ATTACK
TERMS AND CONDITIONS OF
TUPE STAFF!**

What TUPE Staff Need To Do Immediately

Ensure your contact details with UNISON are up to date and we have your email address that we can use to keep in touch. Things can change quickly and email is best for communication in these circumstances.

Send your email address and details to:

Unison.leicestercity@virgin.net

What we need to know:

1. Your name
2. Place of work
3. Agreement that we can use your email address (sounds picky, but Data Protection Regulations require this.)

Memo No.6

This memo made reference to changing the following terms and conditions:

- TUPE enhancements (*no details!*).
- Contributions by employer's to the pension (*no details!*).

Memo No. 7

This memo made reference to changing the following terms and conditions:

- Only paying SSP when self-isolating/ quarantine for 7 or 14 days and if you receive a letter to self isolate for 12 weeks.

So Far!

The only notification that has been received has been memos 6, 7 & 9 pinned to notice-board in the homes. Nothing has gone directly to individuals and **UNISON has not been consulted!**

There is no detail in what is being proposed—how can you consult when you are not making the proposals clear?

Memo No.9 says they are not changing pay, holiday or rates of pay presently. It would be a good guess that if LCCL get the proposed changes to terms and conditions agreed these will be next!

Memo No. 9

This memo states:

That a 2 week consultation period will commence Monday 30th March to discuss with you the difficulties presented by the enhancements including pension terms and to seek your agreement to a variation of these terms.

Please be assured that there is **presently** no intention to vary your:

- a. Current rate of pay irrespective of grade / designation
- b. Current holiday entitlement
- c. Contracted hours

What Are UNISON Doing?

- UNISON contacted your employer last week for clarification on their proposals. The response that was expected by Friday last was no more than, "we will be in touch as soon as we have more information".
- We are getting legal advice on the proposals as soon as we have them and what to do if we don't get them!
- We will keep members informed and up to date on what is known.

What do you need to do

- **Don't sign or agree to anything until you have checked with UNISON**
- Keep a look out for UNISON emails
- Talk to your TUPE colleagues not in a trade union and get them to join UNISON. If they want to join tell them to email UNISON Leicester City, or join online at:
<https://joining.unison.org.uk/>
- The branch office is closed but we are all working at home to support you — so make sure we have your email address; send it along with your name and workplace to:

Unison.leicestercity@virgin.net