



Please take the time to read the newsletter carefully

Negotiations update

Our last newsletter contained a “stop press” saying that LCCL had not responded to our request for further information and meeting dates. Instead it had sent us copies of a legal form suggesting it was considering redundancies. We had therefore written to LCCL asking it to clarify its position/intentions i.e. whether the suggested redundancies were instead of, or as well as, the proposals to change TUPE staff’s T & Cs.

Dr Kananda has now responded. In his letter he says that the proposals to change the T & Cs of TUPE staff have not been withdrawn, and if an agreement cannot be reached, he will have to make redundancies. He also asks us to confirm if the T & C proposals have been agreed and what alternative proposals we wish to make.

He states that the proposed changes to T & Cs/redundancies are not related to any TUPE transfers that have taken place.

We have written back to Dr Kananda saying that the proposals are not agreed because they would have a substantial and detrimental impact on the members of staff affected.

We have also strongly urged him (again) to withdraw the proposals and take advantage of the government’s Job Retention Scheme and Infection Control Fund. Both of these schemes have been established to ensure employees, especially in care homes, are protected from redundancies.

We have also said that we believe the proposals are related to TUPE transfers and are an attempt to harmonise staff T & Cs.

We have also sought a meeting with LCCL on Tuesday 26 May 2020 to discuss the situation further.

In the meantime, our advice remains the same:

DO NOT SIGN THE LETTER ASKING YOU TO AGREE TO THE PROPOSED CHANGES IF YOU DO NOT WANT YOUR T & Cs TO BE CUT

CONTACT US IMMEDIATELY IF YOU NOTICE ANY CHANGES TO YOUR PAY OR OTHER T & Cs, OR LCCL PROVIDES YOU WITH ANY ADDITIONAL INFORMATION ABOUT THE PROPOSALS AND/OR REDUNDANCIES



STOP THE WAGE CUTS

Campaign update

As well as several stories on television, radio and in newspapers we have:-

- Gained the support of Jon Ashworth, local MP and Shadow Secretary of State for Health and Social Care; Sir Peter Soulsby, Mayor of Leicester; and leading members of Leicester City Council
- Launched a petition. Please sign it and encourage your family and friends to sign it.
<https://action.unison.org.uk/page/61135/petition/1>
- Established a campaign webpage – Care Workers Against Cuts.
<http://eastmidlands.unison.org.uk/campaigns/care-workers-against-cuts/>
- Written to all Leicestershire MPs and the leader of Leicestershire County Council seeking their support for the campaign

Please get involved with the campaign

- Pass on this newsletter to colleagues who are not in UNISON and ask them to join. You can also give them, and your friends and family, the flyer we've had printed. It will be sent to you shortly.
- Join our Facebook page. You can find the link on our campaign website here:-
<https://eastmidlands.unison.org.uk/campaigns/care-workers-against-cuts/>
- As well as that, you can write to your MP or local councillor, or to newspapers, or even to Matt Hancock, the Secretary of State for Health and Social Care.
- Tell us your story about how the cuts will affect you, so that we can publicise what's going on. We can do so without revealing your name.
- The more members we have, and the more people we have involved in the campaign, the stronger we will be.

Make sure we have the right contact details for you

It is essential that we have the correct contact details for you so that we can keep you updated with the latest information and advice, and contact you when we need to. Please contact us immediately if you have not received, or missed, a telephone call from us to discuss the cuts.

How to contact us

- Please call **0116 299 5103** or email **unison.leicestercity@virgin.net** if you work in a LCCL care home in Leicester City.
- Please call **0116 305 6153** or email **jackie.dean@leics.gov.uk** if you work in a care home in Leicestershire County.

