



UNISON Utility Services Branch Newsletter

New Year 2022 Edition

Notice of Annual General Meeting of the Utility Services Branch

Introduction

The New Year is that time when the branch is required to hold its AGM. We will be conducting the meetings via Microsoft TEAMS. This is an important meeting for all members so that they can hear about the work of the union; look at branch finances; elect or re-elect representatives; and to agree plans for 2022.

When and Where?

The Annual General Meeting(s) of the Utility Services Branch of UNISON will take place on **Wednesday 16th March 2022**. You can choose either of the two meetings which we've planned at 12.30pm or 5.30pm.

How do I join the meeting?

You can dial into the 12.30pm meeting by using (audio only)
+44 20 3855 5465, 601817994# United Kingdom, London
Phone Conference ID: 601 817 994#

You can dial into the 18.30pm meeting by using (audio only)
+44 20 3855 5465,730778679# United Kingdom, London
Phone Conference ID: 730 778 679#

If you would like to join via Microsoft TEAMS, we will send you the link – just email Kevin Wareham Branch Secretary: benson3353@hotmail.com

What's on the Agenda?

1. Apologies for Absence /Welcome and introductions
2. Minutes of the last Annual General Meeting
3. Matters Arising (not otherwise covered on the agenda)
4. Election of branch officers 2022
5. Election/Appointment of Workplace Representatives and Health & Safety Representatives
- 6 Branch Financial Report and Actions
7. Branch Secretary Report
8. Branch Representation
9. Any other business
10. Chairperson's closing remarks

What about the papers for the meeting?

The minutes of last year's meeting(s) and any written reports will be put up onto the screen. If you would like a copy in advance of the meeting please contact Kevin Wareham Branch Secretary: benson3353@hotmail.com or 07767 653607

Can I make a nomination for a position in the Branch?

Yes all officer roles are up for election so you can make a nomination (or nominate yourself) which will then need someone to second the nomination before being put to the meeting for agreement. Where there is more than one nomination for a position, the outcome will be determined by a vote at the meeting.

What about Stewards and Health and Safety Representatives?

In a similar way to branch officers all representative positions are up for re-election – you can make a nomination or nominate yourself, and providing that nomination is seconded, it will be put to the meeting. As we already have several established representatives, a list will be provided of those seeking re-election, together with a list of any areas where there are vacancies.

How long will it last?

The meeting should last no longer than an hour.

Morrison Data Services Pay Survey Reveals

UNISON has undertaken a wide-ranging survey of members in respect of pay, with a very high participation rate – so firstly thanks for all who completed and returned the survey.

From the responses there is much for the company to think about. Amongst some of the startling feedback is the fact that some 40% of those under the age of 40 are intent on leaving the company, with a further 30% saying that they are actively seeking alternative work. Within the over 40s the figure rises to 50% intent on leaving with a further 50% saying they too are seeking alternative work. And amongst this group 75% say the reason is down to low pay. While the figure reduces in the over 60 categories, it remains high and again, it's pay levels that is the issue.

Morrison Data Services Pay Claim

In submitting this year's pay claim to the company, Chair of the National Staff Council and UNISON Branch Secretary Kevin Wareham said:

The Trade Union side of the NSC met on 8th Dec 21 and a discussion took place on the Pay claim to be submitted for 2022/2023, the meeting resolved that a joint UNISON/GMB Claim would be submitted. As we have our next NSC on the 14th Dec 21 it was agreed that I should write to you as TU side Chair of the NSC.

To confirm our position in order to begin negotiations. To this end the TU side are seeking a minimum Pay award of 6% above the National Living Wage to be introduced in early April 2022. You will appreciate that much of our discussion was taken up on the low pay levels within the Company, the cost of living particularly for those on low incomes, the prevailing situation in the labour Market regarding both pay awards and recruitment & retention. At the National Staff Council it was agreed that pay negotiations should commence in January 2022.

UNISON will ballot members on the outcome of our negotiations.

Latest from the Morrison Data Services National Staff Council

The National Staff Council met on 14th December 2021 and a subsequent meeting was thereafter held with the company on 22nd December 2021 at which the New Bonus Scheme was discussed.

The introduction of the New Bonus scheme will most likely be delayed until March 2022 so the current SV scheme still in play. The trial of New Scheme concluded with raw data showing more “winners than losers”. The company accepts that it needs to fully explain the mechanics of the new scheme and train where applicable so that Meter Readers can hit the ground running. The company also accepted UNISON’s point that “Suspended Jobs” on the Handheld should count as a visit to help with bonus earnings.

The scheme is supposed to consider the difference in non-cyclic versus cyclic work and rural versus non-rural work with historical data being used to set base line levels of productivity. There is chance that a small number of reps may fall outside of the scheme because of specific job type and or geographical considerations and solutions to that are still being worked out. The MDS Bonus Scheme is a non-contractual bonus scheme and can be changed, amended and even withdrawn by the company.

Siemens Managed Applications and Services: Pay Award 2022

Siemens Managed Applications and Services made a full and final offer of 3% increase to all employees covered by collective bargaining effective 1st Jan 22.

It was also confirmed that as a Company they adhere to the Real Living Wage which is currently set at £9.50 per hour. UNISON put to its members for consideration an offer which has been made following the negotiations which had taken place on 2nd November 2021. The offer was accepted by UNISON.

Fulcrum Wage Freeze in 2021

Another disappointing year at Fulcrum with wages pinned back despite the ever-increasing cost of living. As a union we need to recruit more members within the company, and secure a local representative.

Trent Barton Pay Deal Struck with UNISON

A 2% pay increase from 1st September 2021 was secured in Trent Barton Buses.

Recruitment is the lifeblood of UNISON

We all want the best pay, terms and conditions we deserve but as we know none of that ever comes easily to working people. Without good trade union organisation our ability to negotiate with employers is weakened. So please don't forget to play your part by encouraging others to join the union – after all it is in your interests that they become members!

How can people Join UNISON?

You can direct people to: <http://join.unison.org.uk/>

A reminder of the Benefits of being a Member

Apart from the support you receive regarding representation in workplace matters and the support of UNISON in negotiations with employers there are also a whole range of benefits available for members: <https://benefits.unison.org.uk/>