



FIGHTBACK

The campaign bulletin for Newcastle Council Staff against Cuts

Bulletin number 1

Newcastle City Council has released a proposal that:

- Removes unsocial hour's payments at the weekend.
- Removes shift allowance completely.
- Delays the time night rate is paid from 8.00pm until 10.00pm

Council staff say NO

UNISON say NO

Newcastle Council says it wants to "protect" vital services, but its solution is to attack the very staff delivering those services. Council staff are facing pay cuts of up to a third which would mean that many staff could not remain in these posts in the future. The reality for staff would be pay cuts forcing them in to debt, homes at risk, misery for them and their families.

Over the last 6 years, the staff in Newcastle have already seen:

- Thousands of jobs cuts, reducing the council workforce by a third
- Salary protection for redeployed staff cut from 4 years to 12 months
- The redundancy scheme reduced from an enhanced rate of x2 to statutory minimum.
- Relentless pressure placed on remaining staff to deliver services with reduced staffing levels.
- No cover for colleagues on leave or sick.

The time has come to say **NO**

The time has come to **FIGHTBACK**

Newcastle Council staff have had enough of councillors blaming everyone else for austerity, while cutting jobs and services, at the same time as increasing pay for the Chief Executive and Directors. Council budgets are a matter of choice for the councillors and management; attacking staff is the wrong choice. **The final straw is making workers "pay" for austerity with wage cuts.**

UNISON members are demanding **NO consultation** on pay cuts, outright rejection of these proposals. **We DEMAND** the council withdraws these proposals immediately.

UNISON and the other council trade unions, GMB, UNITE & UCATT are united in their opposition to these proposals.

Affected staff across the council, from homecare workers to library workers - from traffic wardens to adult care workers - from cleansing staff to social workers - from children's care workers to bricklayers; are united in their opposition to these proposals.

The rest of the council staff in solidarity and support of their colleagues are united in their opposition to these proposals.

How you can get involved in the campaign

1. Sign the petition below

change.org

[Paul Gilroy: Hands off Newcastle Staff's Terms and Conditions](#)

Newcastle City Council is proposing to remove shift allowance and unsocial hour's payments for weekends, and delay the payment of night rate from 8pm to 10pm.

These changes will have a significantly detrimental financial impact on up to a third of the workforce, some 1800 staff, by reducing their pay reducing their pay by up to a third. Staff will be forced to leave and there will be a consequent impact on council services.

We support Newcastle Council staff and demand the Council withdraws these proposals immediately.

2. "Like" the Facebook page, and post comments.

<https://www.facebook.com/unisonfightback/>



Please keep the comments reasonable and refrain from bad language as it is a public site.

3. Follow the campaign twitter feed @unisonfightback



4. Are you willing to share the impact of this proposal on you and your family with councillors, council management, and the press? Personal testimony is the one of the most powerful tools in this campaign. Contact the UNISON Branch office, 0191 2116980.
5. Come to the lobby of the Labour Group, **5.15 pm Monday 5th December**, Ceremonial Way, Civic Centre
6. If you're from one of the worker groups directly affected by the proposals, sign the pro forma letter to the Leader of the Council (it's available from the UNISON Branch Office, Room 145, Civic Centre).
7. If you're a UNISON member who wants to get involved in the campaign, or you have any ideas to support the campaign, come along to a **drop-in campaign group; every Wednesday at 5.00pm in the UNISON Branch Office**, Room 145, Civic Centre; or contact the Branch 0191 2116980 or your shop steward.

8. If you live in Newcastle, visit your councillor's surgery and ask for their support in defeating this proposal.
- a. Labour Group
<http://democracy.newcastle.gov.uk/mgFindMember.aspx?XXR=0&AC=PARTY&PID=24&>
 - b. Liberal Democrat Group:
<http://democracy.newcastle.gov.uk/mgFindMember.aspx?XXR=0&AC=PARTY&PID=22&>
 - c. Independent Councillors:
<http://democracy.newcastle.gov.uk/mgFindMember.aspx?XXR=0&AC=PARTY&PID=12772&>

Click on the link then click on the picture of your councillor for details of their surgeries.

Let UNISON know what they say?

9. Contact your MP and ask for their support in defeating this proposal.
- a. Newcastle MP's
 - i. Chi Onwurah Newcastle Central chi.onwurah.mp@parliament.uk
 - ii. Nicholas Brown Newcastle East nickbrownmp@parliament.uk
 - iii. Catherine McKinnell Newcastle North catherine.mckinnell.mp@parliament.uk
 - b. North Tyneside MP's
 - i. Alan Campbell Tynemouth campbellal@parliament.uk
 - ii. Mary Glindon North Tyneside mary.glindon@maryglindonmp.co.uk
 - c. Gateshead MP's
 - i. Dave Anderson Blaydon <http://www.daveanderson.org.uk/>
 - ii. Ian Mearns Gateshead ian.mearns.mp@parliament.uk
 - d. South Tyneside MP's
 - i. Emma Lewell-Buck South Shields emma.lewell-buck.mp@parliament.uk
 - ii. Stephen Hepburn Jarrow stephen.hepburn.mp@parliament.uk
 - e. Northumberland MP's
 - i. Ronnie Campbell Blyth Valley campbellr@parliament.uk
 - ii. Ian Lavery Wansbeck ian.lavery.mp@parliament.uk
 - iii. Guy Opperman Hexham guy.opperman.mp@parliament.uk
 - iv. Anne-Marie Trevelyan Berwick-upon-Tweed annemarie.trevelyan.mp@parliament.uk
 - f. Durham MP's
 - i. Roberta Blackman-Woods City of Durham mail@roberta.org.uk
 - ii. Pat Glass North West Durham pat.glass.mp@parliament.uk
 - iii. Helen Goodman Bishop Auckland goodmanh@parliament.uk
 - iv. Kevan Jones North Durham kevanjonesmp@parliament.uk
 - v. Grahame Morris Easington grahame.morris.mp@parliament.uk
 - vi. Phil Wilson Sedgely phil.wilson.mp@parliament.uk

- g. Sunderland MP's
 - i. Sharon Hodgson Washington and Sunderland West hodgsons@parliament.uk
 - ii. Julie Elliott Sunderland Central julie.elliott.mp@parliament.uk
 - iii. Bridget Phillipson Houghton and Sunderland South julie.elliott.mp@parliament.uk
- h. The remaining MP's in the North East
 - i. Tom Blenkinsop Middlesbrough South and East Cleveland info@tomblenkinsop.com
 - ii. Jenny Chapman Darlington jenny.chapman.mp@parliament.uk
 - iii. Alex Cunningham Stockton North alex.cunningham.mp@parliament.uk
 - iv. Andy Macdonald Middleborough info@andymcdonaldmp.org
 - v. Guy Opperman Hexham teamoppy@gmail.com
 - vi. Anna Turley Redcar anna.turley.mp@parliament.uk
 - vii. James Wharton Stockton South james@jameswharton.co.uk
 - viii. Iain Wright Hartlepool iain.wright.mp@parliament.uk

**If you fight you won't always win.
But if you don't fight you will always lose.**

Newcastle UNISON members say

**“Hands off Our
Terms and
Conditions”**