

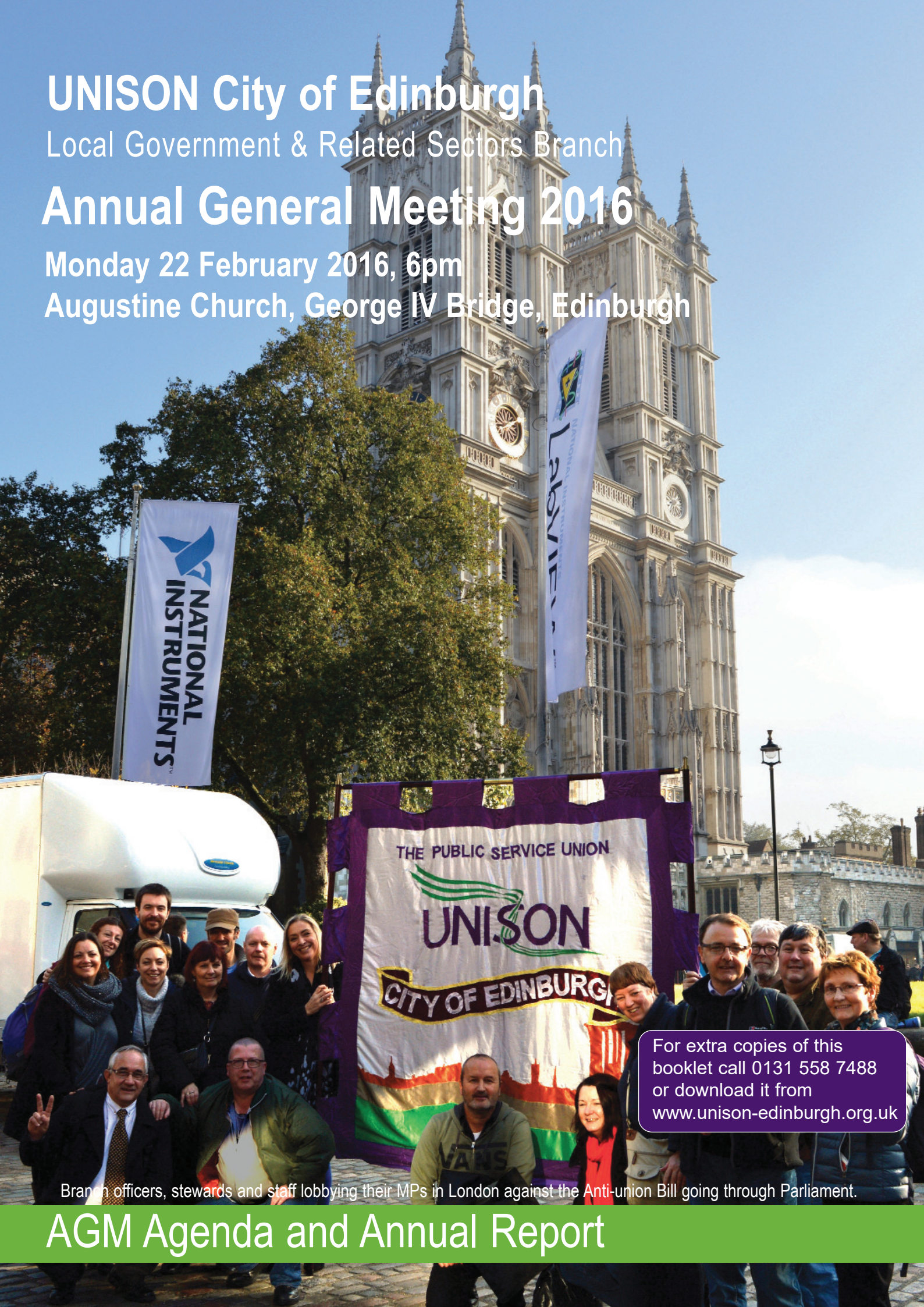
UNISON City of Edinburgh

Local Government & Related Sectors Branch

Annual General Meeting 2016

Monday 22 February 2016, 6pm

Augustine Church, George IV Bridge, Edinburgh



For extra copies of this
booklet call 0131 558 7488
or download it from
www.unison-edinburgh.org.uk

Branch officers, stewards and staff lobbying their MPs in London against the Anti-union Bill going through Parliament.

AGM Agenda and Annual Report

AGM Calling Notice

To All Members
Dear Colleague,

All members are urged to attend the Annual General Meeting of the branch on **Monday 22 February 2016 at 6pm in the Augustine Church, 41 George IV Bridge, Edinburgh EH1 1EL**. Members can only be admitted to the meeting on production of their current membership card or pay slip showing UNISON deductions and if their name appears on the branch list.

The quorum for a branch meeting is 200. The Chairperson will take a count at 6pm prompt and if the quorum is not met, the meeting cannot proceed. **The meeting will conclude at 8pm at the latest** so that members using the creche or making care arrangements can plan as necessary.

AGENDA

The agenda on the following pages includes nominations, motions and rule changes received by the closing date in the preliminary notice. Any amendments will be posted on the website and circulated at the meeting.

AMENDMENTS

Any two members can propose amendments to motions. These must be in writing, signed by the proposer and seconder and arrive at the Branch Office by **Noon, Wednesday 17 February 2016**. **Questions on the Annual Report and Financial Statement** must be received by **noon on Friday 19 February** to ensure the information is available for a response.

CRECHE/ CARERS ALLOWANCE

Members intending to use the creche should inform the branch office by **Noon on Tuesday 16 February**. For safety reasons, the creche cannot be made available to members who have not contacted the office. Carers allowance must be arranged in advance with the branch office.

ACCESS/ SIGNER

There will be a signer at the meeting. The building has wheelchair access. If any member has any special requirements, please contact the branch office as soon as possible so that efforts can be made to provide them.

A good attendance at the Annual General Meeting is essential to the running of the branch. Please make every effort to attend to set your policies and to ensure that the branch can elect its officers and have its structures in place to meet this year's challenges.

Yours sincerely

Amanda Kerr
Branch Secretary

AGM 2016



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|---|---|
| <ol style="list-style-type: none">1. Opening Remarks/ Introductions2. Appointment of Scrutineers3. Standing Orders4. Minutes of Branch Meetings 2015
<i>Annual General Meeting 12 March (p16)</i>5. Annual Report 2015 (p 7-15)6. Financial Statement 2015
<i>See Supplementary Agenda and website.
Questions on the Annual Report and Financial
Report must be submitted to the Branch Office
by <u>noon on Friday 19 February</u>.</i> | <ol style="list-style-type: none">8. Honoraria
<i>To approve £150 honorarium per branch auditor</i>7. Election of Branch Officers <i>See below.</i>
<i>Voting will be by secret ballot at the meeting.</i>8. Presentations and Question and Answer Session (on any urgent issues)9. Rule Changes <i>See page 21</i>10. Policy Motions <i>See pages 22-25</i>11. Any other business |
|---|---|
-

Agenda Item 7 Election of Branch Officers

NOTE: Ballot Papers will be issued at the AGM for the contested posts (marked ELECTION REQUIRED). Biographical details of candidates will be on the website and available from the branch office from a week before the AGM and circulated on the night. Where no nominations were received for any post, they will be sought via the Branch Committee.

Branch President

John Stevenson (Children & Families)
Nominated by: *Services for Communities*

Branch Chairperson

Duncan Smith (Services for Communities)
Nominated by: *Services for Communities, Corporate Governance, Ann Hunter & Lorna Dunn (Children & Families)*

Vice Chairperson (2)

One of whom must be a woman.

1. **Tom Muir** (Corporate Governance)
Nominated by: *Corporate Governance, Services for Communities*

2. **No nomination** (Must be a woman)
-

Branch Secretary

Amanda Kerr (Services for Communities)
Nominated by: *Services for Communities, Corporate Governance, Ann Hunter & Amy McNeese-Mechan (Children & Families)*

Branch Assistant Secretary

No nomination

Branch Treasurer

John Stevenson (Children and Families)
Nominated by: *Service for Communities.*

Health and Safety Convener

Andrew Barnett (Services for Communities)
Nominated by: *Branch Health & Safety Committee*

Service Conditions Coordinator

Tom Connolly (Children and Families)
Nominated by: *Corporate Governance, Services for Communities, Ann Hunter & Lorna Dunn (Children & Families)*

Service Conditions Convener

David Harrold (Services for Communities)
Nominated by: *Services for Communities, Corporate Governance, Zoe Robertson & Lorna Dunn (Children & Families)*

Service Conditions Officers (5)

General Posts (2)

Joe Greenan (Services for Communities)
Nominated by: *Services for Communities, Zoe Robertson & Lorna Dunn (Children & Families)*

Gerry Stovin (Services for Communities)
Nominated by: *Services for Communities, Corporate Governance, Zoe Robertson & Lorna Dunn (Children & Families)*

Women's Posts (3)

Pamela Gifford (Services for Communities)
Nominated by: *Gerry Stovin & Duncan Smith (Services for Communities)*

Branch Officer Elections continued....

Aileen Park (Services for Communities)
Nominated by: *Services for Communities, Corporate Governance, Zoe Robertson & Lorna Dunn (Children & Families)*

Caroline McLean (Services for Communities)
Nominated by: *Services for Communities, Corporate Governance, Zoe Robertson & Lorna Dunn (Children & Families)*

Communications Officer

John Stevenson (Children & Families)
Nominated by: *Services for Communities.*

Lifelong Learning Convener

Pamela Gifford (Services for Communities)
Nominated by: *Gerry Stovin & Duncan Smith (Services for Communities)*

Recruitment/ Membership Officer

No valid nomination

Education Officer

ELECTION REQUIRED

Pamela Gifford (Services for Communities)
Nominated by: *Gerry Stovin & Duncan Smith (Services for Communities)*

Jim MacKenzie (Edinburgh College)
Nominated by: *Peter Sharma & Martin Clark (Edinburgh College)*

Equalities Officer

No nomination

International Officer

ELECTION REQUIRED

Chris Goodsell (Services for Communities) **Amy McNeese-Mechan** (Children & Families) **Job share**
Nominated by: *Services for Communities*

Jim MacKenzie (Edinburgh College)

Nominated by: *Peter Sharma and Charlotte Webb (Edinburgh College)*

Young Members Officer

No Nomination

Welfare Officer

Mike Smith (Corporate Governance)/ **Caroline McLean** (Services for Communities) **Job share**
Nominated by: *Services for Communities, Corporate Governance Stewards Committee, Zoe Robertson & Lorna Dunn (Children & Families)*

Auditors (2)

A Bennet (Corporate Governance)
Nominated by: *John Stevenson (Children and Families) and Amanda Kerr (Services for Communities)*

S Mullen (Corporate Governance)
Nominated by: *John Stevenson (Children and Families) and Amanda Kerr (Services for Communities)*

The branch wishes to thank **Tam McKirdy**, Service Conditions Co-ordinator until September, for his contribution to representing members at such difficult times.



The branch also thanks **Dave McConnell** for supporting the Health & Safety role in the first part of 2015 until George Kennedy's election.



Branch Committee Attendances 2015

Name	POSS	ACT	Name	POSS	ACT	Name	POSS	ACT	Name	POSS	ACT				
Branch Officers			Mike Smith	12	2	Corporate Governance (3)			Murdo MacLean	12	6				
John Stevenson	12	7	Caroline Mclean	12	9	No delegates appointed			LVJB (2)						
Duncan Smith	12	11	Malcolm Parnell	12	5	Edinburgh Leisure (3)			Jim Hood	12	1				
Tom Muir	12	8	Charlotte Kedslie	12	1	No delegates appointed			Linda Bisset	12	1				
Amanda Kerr	12	11	Chris Goodsell	12	3	Further Education (3)			Sers for Communities (12)						
Tom Connolly	12	8	Amy McNeese-			Kelly Bradford			12	3	Billy Veal	12	1		
Dave McConnell	5	5	Mechan	12	3	Kevin Dixon			12	2	Voluntary Sector (5)				
George Kennedy	2	0	Associated Bodies (2)			Health & Social Care (11)			No delegates appointed						
Tam McKirdy	8	3	No delegates appointed			Mary Innes			12	1	Self Organised Groups (8)				
David Harrold	12	9	Chief Officers (1)			Janet McKay			12	1	No delegates appointed				
Walter Weir	12	9	No delegates appointed			Kirsten Hey			12	9	Retired Members (1)				
Aileen Park	8	6	Children & Families (13)			Gwen Kerr			12	1	Rose Jackson			12	2
Pamela Gifford	12	5	Lorna Dunn	12	8	Hazel Shanley			12	1	<i>Note: 4 of the 12 meetings were inquorate. July sederunt lost so all credited.</i>				
Joe Greenan	12	7	Ann Hunter	12	2	Lorraine Needham			12	10					
Gerry Stovin	12	11	Evie Hanlon	10	7										
Peter Sharma	12	7													

A Brief Guide to Branch Meetings

(See full standing orders at www.unison-edinburgh.org.uk)

We hope you enjoy the AGM and that you will feel able to take part in setting our branch's policies at this very important time.

Meetings can seem quite formal but with so many people there, it is important to have rules to:-

- ensure a well ordered meeting.
- make sure as many people as possible have their say without the meeting being abused.

The Chair is there to keep order and make sure that things are run within *your* rules.

Motions: Motions create policy that mandates the Branch. They are introduced by the mover named on the agenda. The seconder can then speak after or later in the debate.

Amendments: Can add,



change or delete bits of motions but they cannot merely contradict a motion.

Speaking: The mover of a motion gets up to 7 minutes to speak and other speakers get 3. Then any member can speak and should start by giving their name and department. They must keep to the issue and can speak only once.

How do I get to speak?: Just put up your hand or come forward. The Chairperson decides the order of speakers, usually alternating for and against.

Right of Reply: The mover gets another chance at the end but new material cannot be raised.

Voting: Normally voting is by show of hands but elections for branch officers will be by ballot. The Chair will rule on whether a motion is carried or not. If in doubt he/she will call for a count.

Ending a debate:

Normally a debate goes on until everyone who wants to speak has spoken. But, after five speakers, anyone who has not spoken in the debate can move that "*The Question Be Put*". The meeting will immediately vote on this and, if carried, we go straight to the right of reply and the vote.

If you are unsure about anything at all - just ask the Chair. It's your meeting after all!

How motions are ordered on the agenda

In line with practice since the inauguration of the branch, motions have been prioritised under the following headings. In addition, they are prioritised on whether they are urgent, instruct the branch to act on an issue within its remit, and need a branch meeting decision. Where there is no clear priority, they are in the order in which they were received.

- Council Budget, Cuts, Redundancies (local)
- Service Conditions Issues (issues like pay and conditions)
- Health & Safety

- Pensions and Superannuation
- UNISON Services and Structure
- Policy and Campaigning
- Economic Policy
- International
- Miscellaneous

Any motions not dealt with will be remitted to the Branch Committee.

EMERGENCY MOTIONS

Must be urgent, unable to have been submitted within the timescales and relevant. They require a two-thirds majority to be heard.

*** marks motions which may be composited**

UNISON City of Edinburgh Branch Annual Report 2015

Defending our basic right to trade unions

The branch faced unprecedented challenges in 2015. If the biggest cuts the council has ever seen wasn't enough, the Scottish Government piled on a further £16 million.

The government rightly set up a task force after 300 jobs were lost at Tata Steel. But it has done nothing about 2,000 jobs lost at Edinburgh Council and 40,000 lost since 2010 across all Scottish councils.

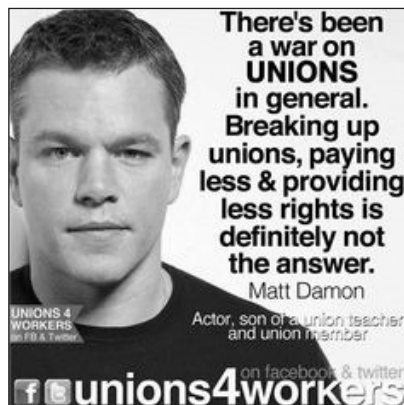
The branch has rightly called this the 'silent slaughter of council services'.

But, as you will see from the Secretary's report and the Service Conditions report, the branch has not just managed to fight off some of the most extreme aspects of the cuts but has also negotiated improvements in some conditions.

Make no mistake that without the union we would be facing more job losses, huge cuts in conditions and creeping privatisation. That protection is now under threat.

A healthy and democratic trade union movement is

essential to any society but the Government is pushing through an Anti-union Bill that will take away your rights as a union member and affect your ability to defend yourself at work.



The branch sent a delegation to London last November to directly lobby their MPs on the subject.

The government plans to restrict union ballots so that we would need not just a majority to take action but at least 40% of all members eligible to vote.

If that applied to MPs, only a tiny minority of them would have been elected.

They know that people don't tend to post things these days

and the turnout in a postal ballot will always be low. But, alongside this restriction, they intend to keep the law that stops

unions using the same online voting that the Tory party used to elect its London mayoral candidate.

They also plan to take away your right to pay union subs through your wages and to restrict the rights of union reps' time off to represent you.

It is an unashamed attack on basic trade union rights in a democracy.

Throughout this booklet are dotted a few quotes from quite famous people about the importance of trade unions, not just to their members, but to the whole of society.

They may give some ammunition next time someone says the unions are 'too strong'.



John Stevenson
Branch President

Branch Officers 2015/2016

President: John Stevenson

Chair: Duncan Smith

V/Chair: Tom Muir

Secretary: Amanda Kerr

Asst Secretary: Tom Connolly

Treasurer: John Stevenson

Equalities: Malcolm Parnell

Health & Safety: Dave McConnell (until May 2015) then George Kennedy.

Service Conditions

Co-ordinator: Tam McKirdy (until September 2015)

Convener: David Harrold

Convener (Craft): Walter Weir

Service Conditions Officers: Aileen Park, Pamela Giffin, Joe Greenan, Gerry Stovin, Caroline McLean

Communications: John Stevenson

Welfare: Mike Smith/ Caroline McLean

International: Chris Goodsell/ Amy McNeese-Mechan

Education: Pamela Gifford

Recruitment/ Membership Services: Peter Sharma

Lifelong Learning: Pam Gifford

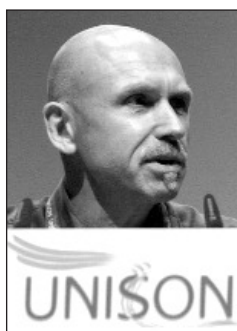
Auditors: A Bennett, S Mullen

Branch Support Staff



Clockwise from top left: Monica Niven (Branch Support Officer) and Branch Support Assistants Nicola McDougall, Julieanne Finlay and Eileen Thomson.

Cuts: Reach out and build a city-wide campaign



Duncan Smith
Chairperson

If ever people needed to be in a union this is the time.

With at least 2,000 council jobs to go and an unprecedented level of cuts our UNISON branch faces its most serious challenge to date.

The unions have suggested a number of ways to tackle the funding crisis. For example by renegotiating interest payments on outstanding debt or introducing a hotel bed tax.

However, the response has been poor.

Our councillors seem to believe that services will more or less continue as before. But with this level of cuts staff know



that services will be degraded and some will cease entirely.

What does this mean for us in the workplace? As people leave those remaining will face increasing workloads and some may be threatened with down grading as their work is reviewed. Bullying is also likely to increase. We need to think

about how we can resist collectively.

If we are faced with compulsory redundancies we must use the strike weapon. Last year Homelessness case workers in Glasgow successfully struck for fair pay and regrading.

Hospital porters in Dundee did the same. If Junior doctors can stand up for themselves and strike so can we!

Like them we must make it clear to the public and the media that we are defending services as well as our own jobs.

So we must reach out to service users and their families to build a city-wide campaign that says enough is enough.

Education Report 2015

Focus on equipping stewards for reviews



Pamela Gifford
Education Officer

The City of Edinburgh Branch listened to its stewards and ran two, two day accredited courses aimed at building confidence in dealing with cases.

Both courses ran in conjunction with the TUC and were accredited.

The first course in March was Stress at Work, looking at stress as an issue in the workplace, health and safety reporting, how best to deal with the issue and examples of cases.

The second course was titled Handling Members Problems and used local policy and procedure, toolkits and writing skills etc., all aimed at raising awareness and confidence in the Stewards who attended.

After being approached by



the Equalities Officer, Malcolm Parnell and Service Conditions Officer, Aileen Park, it was decided to run a session for Stewards looking at the Sickness Absence Policy and

the equalities issues this can raise and how to deal with these effectively. This took place in November.

There were a few problems with new steward training at a regional level and the timing of this.

Training was organised along with another branch locally in Edinburgh and five new stewards became accredited in December.

Next year I would like to see a push on the Introduction to Branch days that have been held previously and target all stewards with this opportunity, not just new stewards.

There is going to be a focus on reviews and getting stewards equipped and confident in dealing with these in their areas.

Significant achievements for members despite huge challenges

This year has perhaps been the most challenging year the Branch has ever experienced so far.

I have certainly found it exhausting and I'm sure my fellow officers would agree.

However, despite the many challenges we have had to face, we have also made significant achievements throughout the year.

Whilst officers continue to play a full role in our branch we also contribute to the wider union. John Stevenson continues to play a key role on the Scottish Committee and Communications and Campaigns committee and Rose Jackson continues on the retired members committee.

We have attended rallies and demos all over Britain to fight against austerity and the Trade Union Bill. We have lobbied outside the Scottish Parliament and invited MSPs and the First Minister to come and discuss both of these issues with us.

National conference

In June branch delegates attended an emotionally charged conference in Glasgow.

Conference rose to applaud sacked SECC UNISON rep Robert O'Donnell as he was invited to address Conference.

We remembered the anniversary of the miners' strike, rallied behind the 70 striking Glasgow homeless workers, listened as delegates recalled the appalling horrors of their visit to Bhopal and felt motivated by a powerful

speech by Paul Moist, President of the Canadian Union of Public Employees.

We also debated the potentially devastating effects of TTIP and delegates were almost in tears as we listened to stories of domestic abuse.

Our own retired member Rose Jackson was amongst the speakers giving moving contributions.

In April, we had a number of members from East Lothian and Mid Lothian community and voluntary sector transferred over into our branch.

We have employed a caseworker/organiser to

Unions have been the only powerful and effective voice working people have ever had in the history of this country.

-Bruce Springsteen



represent and support all these members.

Gordon (see page 10) has been a great addition to the team and seems to have risen to the challenge of organising across this fragmented workforce.

Ethical Care Charter

More recently the council has signed up to a pledge saying: "The City of Edinburgh Council endorses the principles of the UNISON Ethical Care Charter and commits to working in



Amanda Kerr
Branch Secretary

partnership with UNISON towards its implementation."

This is the first step on a long road to full implementation of the Charter and we congratulate the Council in signing up to this pledge. We know it is a tough commitment to make when the Council faces such huge cuts in its funding.

Last year we held a fortnightly "DROP IN" in Waverley Court so that members could raise their concerns with officers and it would be my intention to organise these again not just in WC but in other large workplaces.

Transformation

However by far our biggest challenge this year has been and is "Transformation"!!

Since June we have continuously cautioned councillors on their proposals to transform the Council. We have urged them to stand up for our services and to challenge the governments rather than just pass on the cuts.

Continued on page 10

...Significant achievements for members despite huge challenges

continued from page 9

Branch officers secured significant changes to VERA and VR packages and whilst any job lost through Voluntary Release (VR) will not be replaced and can only be viewed as a cut to jobs and services or additional work being piled on the staff left behind, we do understand that many of our members have decided to leave their employment.

We don't want anyone to leave but we have tried to offer support and clarity to these members.

As part of this support, we also held a number of financial surgeries with Lighthouse which were hugely popular.

In September, after continued pressure from UNISON, The Council's Finance and Resources Committee rejected

council officers' plans to privatise Facilities Management.

The same committee meeting also delayed any decision on the dropping off the no compulsory redundancy pledge. The pledge continues to remain in place and we will continue to push councillors to maintain it.

Our strength was demonstrated again in October and January when hundreds of our members and members of community groups turned out to tell Edinburgh councillors to stand up for local services at our rally outside the City Chambers.

We need you to get involved

Be in no doubt that this year we will face our biggest fight yet as the council accelerates its Transformation plans.

No service area will remain untouched by the cuts. No

member will remain unaffected.

The only way we can continue to fight back is by standing together and supporting each other. The branch office cannot do it alone.

We need support from our members; we need members to volunteer to become shop stewards or to be union contacts.

We need members to be writing to their councillors and MSPs/ MPs insisting that they stand up for public services.

We need to continue to be a branch that not only represents individuals but also continues to campaign for public services and the people who deliver them.

I would like to thank all the stewards and officers who have worked hard over the last year and also a great big thank you to the branch support staff.

Caseworker/ Organiser Voluntary and Community Sector Report 2015

A political strategy needed for voluntary sector rights



Gordon Maloney
Caseworker/
Organiser

Since taking up the role as caseworker/organiser for the Community Sector, my feet have hardly hit the floor.

Much of the Community Sector - covering more than 200 employers across Edinburgh, Midlothian and East

Lothian - is, put frankly, a shambles.

In the short time I've been in post, we've already had lots of cases thrown out for not even following the very basics of workers' rights.

I dread to think what they get

away with doing to workers who aren't in UNISON.

Many of these employers are very small, with very few staff and even fewer members, and lots of them seem to think they can get away with anything.

That makes it incredibly hard to organise in these places, and we need an answer.

Rather than just fighting an uphill battle against these employers one-by-one, we need a political strategy to win for our members.

That's why we have convened a Community Sector Activists' Community.

Most of these employers are commissioned by the Council, and if we can force them to

write things like the Living Wage, an end to zero-hours contracts, and payment for travel time into the contracts they award, then we can make big strides forward for our members across the board in one fell-swoop.

It won't be easy, especially at a time of such heavy cuts to local authorities, but the jobs our members do in the Community Sector are absolutely vital and their terms and conditions should reflect that.

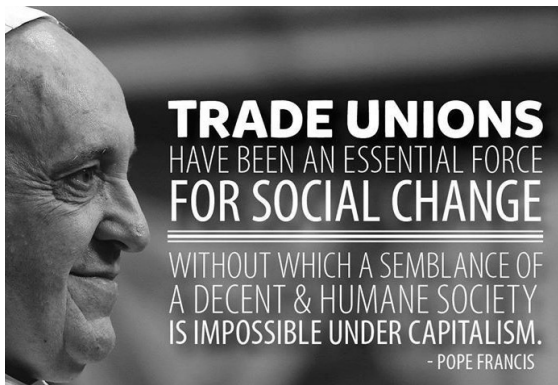
If you're in the Community Sector and keen to get involved, please be in touch at gordon.maloney@unison-edinburgh.org.uk

This is what being in a union is all about

Much has been achieved and more will be when we join together

What ties a union and its members together? Simply put, a common purpose and goal.

Many of us will remember City of Edinburgh Council's Alternative Business Model Programme, a programme that would have seen the wholesale privatisation of council services. We defeated the then administration's intention to sell off what does not belong to them by working together. When I say working together, I don't just refer to the UNISON stewards, I refer to the most important part of the equation; you the member. We stood firm and we stood together. We were united and we all played our part. Families,



friends and communities became involved all because you highlighted the dangers of dismantling essential services. This is what being in a union is all about.

Four years on from that victory we find ourselves in a similar fight as a result of the Transformation Programme. Opposition has to be built to combat the threats to our services. The task of getting everyone involved may appear hard as many see nothing but darkness in front of them but we will show that there is spark within us all that can be fanned into a raging inferno to light our way.

How do we ignite that fire? We need to sell ourselves as a union; our achievements mustn't go unnoticed. People need to know that UNISON doesn't sit idly by while Waverley Court destroys what has been built by the generations before us.

Much has been achieved; in 2015 UNISON, with your active participation has blocked some of Waverley Court's worst excesses from being perpetrated.

Together we have stopped:

- 2,000 compulsory redundancies being actioned by the Chief Executive
- Privatisation of Facilities Management
- Outsourcing of services within the Health & Social Care Department
- Reconsideration of cuts previously rejected by the Council
- A moratorium on staff pay steps (increments)
- The rush to introduce more draconian measures into policies and procedures

2015 has not just been about UNISON thwarting their foolishness but has been about improving the terms and conditions of our members.

Part-time employees can now claim unsocial hours payment for additional hours worked, all because we applied pressure on the council. A victory secured for those on low pay, particularly women.

Success was achieved in agreeing an increase to death benefit for council employees to £4000. This provides huge support to employees' loved ones in the sad event of their death while they are still in council service.

The PRD process is only mandatory for Grades 5 and above yet many of our Grades 1-4 members were being forced to participate. UNISON stepped in and now Grades 1-4 are no longer "encouraged" to take part.

Within the Library Service and Homecare & Reablement we now have a new partnership and way of working with management that has produced results that benefit employer and employee. We intend on rolling this out in other areas.

This and much more has been achieved but in itself is no excuse to not continue building for our future.

Council services are about people. People provide them and people rely upon them.



David Harrold
Convener



Tom Connolly
Asst Secretary and
Staff Side Secretary



Wattie Weir,
Convener Craft

Service Conditions Officers



Pamela Gifford



Joe Greenan



Caroline McLean



Aileen Park



Gerry Stovin

continued from page 11

Waverley Court don't see the young, the old, the needy and the infirm reliant upon our services, they see only cost.

This is why we, united under the banner of UNISON, must stand up for our services. When your colleagues see that not all is lost and we fight on their behalf they will stand up and be counted.

That courage and strength comes from knowing they are not alone, a courage borne out of solidarity, strength in knowing that they have a voice and a voice that will be heard. This is what we need more

than ever.

2016 will be a challenge for us all but I would say to you this will be met head on by your union. The protection of public services in Edinburgh is our goal and this can be achieved if we all stand together this coming year.

Your union is much stronger when you participate rather than when you leave it to someone else.

You are the most important part of your union, you are the strongest link in the chain, and you know what is right and wrong for your service. Now is the time to make your voice

heard.

Come to the AGM, come to our marches and lobbies. If your workplace has no stewards then stand or help elect one.

We need each other. We belong together as a union. We are united by more than what separates us. We remain the same people who saw off the Alternative Business Model Programme, together we will see off the Transformation Programme.

OUR CITY'S STILL NOT FOR SALE.

David Harrold

Service Conditions Convener

International Report 2015

Trade unionists face similar obstacles across world



Amy McNeese-Mechan



Chris Goodsell

International
Officer Job Share

It's been a busy year attending UNISON International Relations Committee meetings in Glasgow and the annual International Relations conference in Newcastle, where we had the privilege of meeting Archie Sibeko, freedom fighter and trade unionist who fought apartheid in South Africa alongside Nelson Mandela.

Archie gave a moving speech about the importance of taking action to combat oppression, and we met and shared ideas with

trade unionists from Guatemala and Venezuela to hear about the challenges they face.

Colombia

I also had the privilege to

Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.

John F. Kennedy
September 5, 1960



attend a meeting with representatives of the Columbia Peace Process movement along with colleagues in Justice for Columbia, to hear about how the international trade union movement can help support a peaceful settlement of the ongoing conflict between FARC guerrillas and the Colombian government.

Bhopal, Gaza, Kurdistan

UNISON continues to support local initiatives in Bhopal, Gaza, and Kurdistan, sending advisors, observers, and substantial

aid via financial provision and much-needed daily items, such as provision of hygiene and female sanitary items for jailed women trade union activists in Columbia.

We try to send out informative reports on these initiatives, and although it's recognised that our own union members here at home are facing difficult times ahead with staff and service cuts, we hope to raise the profile of workers movements across the globe as we face increasingly similar obstacles, whether through the undermining of collective organising and bargaining via punitive government actions, repressive legislation, or so-called 'free trade agreements' that benefit the 1% while devastating the environment and local economies.

Amy McNeese-Mechan

Workload management essential as cuts impact on stress

This report summarises the main health and safety issues dealt with by the Branch Health and Safety Representatives over the last year. It gives a position statement of the main issues and prioritises action for the forthcoming year.

Transformation Project

The main issue affecting UNISON City of Edinburgh Branch is the ongoing transformation project and the effect of the proposed job losses on service users and staff.

In health and safety terms the main concerns are the stress impact that these proposals are having on existing staff (for example the pressures to do more with less and potential redundancies) and the potential impact on remaining staff who will be required to cope with reduced staff levels and increasing workloads.

Senior management in CEC have prepared a strategic stress risk assessment for the changes (as they are required to do by law) however local stress risk assessments have not been completed.

The Branch Safety Officer will be commenting on this strategic risk assessment in the near future and one request for improvement will be for local managers to implement workload management systems to ensure that staff are not overworked.

These systems will require close monitoring by UNISON as a recent attempt to introduce workload management in a team was resisted by senior managers as it clearly indicated that there were not enough staff

to provide the service.

Violence towards staff

The branch office has received several concerns regarding assaults and offensive behaviour towards staff. These are being investigated and it is clear that CEC's safe systems of working are inconsistent in this regard.

Working with and supporting management

There has been considerable improvement in the development of good working relationships with management throughout CEC over the last year.

Some areas such as the Museum Service, the Asbestos Team, the Corporate H&S Team and parts of Health and Social Care have been extremely helpful and cooperative and certainly appear to appreciate both the expertise and commitment that the Branch Safety Representatives have to offer.

Other areas such as SFC (Place) Task Force, Fleet Services, Facilities Management and parts of Children and Families seem less cooperative and keen to work with staff in resolving real health and safety issues.

Health and Safety Management Regulations

CEC have identified Health and Safety as a priority and the Chief Executives Risk Strategy states that CEC have no appetite for breaches in legislation.

Furthermore CEC's Employee Code of Conduct makes it clear that breaches in health and safety legislation and Council Policy will be treated as misconduct.

However, UNISON has identified many areas where CEC are in breach of H&S legislation and its own policy. These include serious breaches in SFC Task Force, Roads Services and Fleet Services.

In real terms this puts both staff and customers at risk of injury and staff and senior managers at risk of prosecution.

Senior managers are well aware that these serious breaches have been longstanding and yet they have chosen not to implement their own Employee Code of Conduct Policy.

Clearly this undermines the policy and sets a precedent.

UNISON is currently in the process of formalising its concerns in this regard and plans to seek support from the Health and Safety Executive.

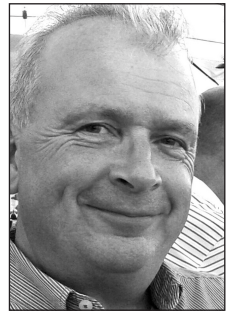
Branch Health and Safety Resource

2015 has seen a decline in the number of active representatives but has seen an increase in facility time for the Branch Health and Safety Officer.

Recruitment and training of Health and Safety Representatives is seen as a priority for 2016.

Other Issues

Health and Safety Representatives deal with a variety of real and significant issues for all staff, not just union members. These include absence management, equalities issues and numerous other concerns in the workplace.



George Kennedy
Health and Safety
Convener

Raising the profile of UNISON's welfare service



Caroline McLean
Welfare Officer



Mike Smith
Welfare Officer

Mike and I have been kept busy throughout 2015 attending various training sessions which we hope will benefit our members.

I do not think members are fully aware that UNISON can provide Welfare Advice and financial assistance in times of need.

The assistance we have provided can be financial or it can be sign-posting to other services which may include debt counselling, or the income

maximisation website www.turn2us.org.uk, which may advise you of entitlement to benefits, as well as Wellbeing Breaks from the National Welfare Fund There For You.

Welfare can also provide assistance with Fuel Grants and School Uniform Grants,

We have been trying over the last few years to promote the Welfare Services provided by UNISON

especially more so now due to the austerity cuts which are affecting our low paid members.

It is not acceptable that our members

are having to use Foodbanks or take pay day loans or at worse go to loan sharks so that they can provide for their families.

Therefore if you feel that Welfare can provide you with assistance or you just want to know more about the services we can provide please contact either Mike Smith or Caroline McLean at the Branch office 0131 558 7488.



All the evidence shows very clearly that if you are a member of a trade union you are likely to get better pay, more equal pay, better health and safety, more chance to get training, more chance to have conditions of work that help if you have caring responsibilities... the list goes on!

FRANCES O'GRADY
TUC General Secretary

Communications Report 2015

Use social media to get more UNISON news

The branch continued to have a good media profile throughout the year, especially on cuts issues, with newspaper, radio and television coverage.

Internally we have produced 12 UNISON News bulletins on the cuts and other issues along with a steady stream of leaflets and posters.

While UNISON's name is not always on press and media stories, we are often behind these stories, helping to brief journalists so that the voice of public service workers is heard.

We have consistently tried to get the message against austerity across with some success.



The website news page and the blog give a good idea of what the main issues were during the year.

● **The website** continues to be well used by members for queries, updating details, joining the union and seeking advice or responding to consultations. It is also a huge resource for information to challenge the cuts. It had 106,564 page views and

487,180 hits in 2015 with 43,969 visits.

Alongside that, the redesigned **blog** and links to **Twitter** and **Facebook** allow us to update members in real time when big issues arise.

I would encourage more members to follow us on twitter **@unisonedin** because that's where they can get immediate news about any major issue.

It also helps if you register your email address with us.

Thanks to fellow officers and staff for their help throughout the year, especially to staff Monica, Julie, Nicky and Eileen for another year of things needing done by yesterday!

John Stevenson
Communications Officer

816 new members recruited despite all the job losses

Edinburgh Branch membership increased overall since December 2014. Membership numbers are up by an increased 262 new members.

I accept this continues to be a difficult period however, our numbers are stacking up well and we can say the union is holding its own during this difficult and trying period.

Long term members leaving the council are being lost either through retirement or early release whilst we recognise the recruitment of new members will continue to remain difficult.

We should guard against complacency, we continue to attract more core members from the low paid sector into the union, however, even with the increase in numbers our finances continue to remain strained.

It is in every member's interest to continue recruiting new members as in numbers united we remain strong, more effective and a driving force for better pay and conditions for

all local authority, voluntary sector and educational staff.

Many changes and challenges lay ahead for the union, we will meet those changes and challenges with conviction, commitment and the knowledge of knowing we have a loyal core of members

behind this vibrant, growing member led union.

Peter Sharma
Recruitment/ Membership
Services Officer

NOTE: Figures influenced by voluntary sector members transferring from other branches.

Membership at 31 December 2015

Department	31/12/2014	31/12/2015	Var
Associated Bodies	117	101	-16
Children & Families	2,282	2,253	-29
Economic Development	25	26	+1
Corporate Governance	427	416	-11
Edinburgh Leisure	125	107	-18
Edinburgh College	239	246	+7
Health & Social Care	2,012	2,004	-8
Services for Communities	1,903	1,887	-16
Valuation Joint Board	48	51	+3
Voluntary Sector	703	1,068	+365
Unallocated	29	13	-16
TOTAL	7,910	8,172	+262
Student	0	0	0
Unemployed	33	39	+6
Retired Members	1,229	1,187	-42
TOTAL	9,222	9,398	+226
Recruited 1/1/15 - 31/12/15 = 816 Officially resigned = 117			

Proportionality and Fair Representation Audit 2015

Women's involvement in the Branch Committee has improved marginally this year and has greatly improved some

stewards committees. However, despite proportionality, there is still much to be done in some areas.

Figures in brackets show 2014 figures. With the advent of Single Status, we are no longer showing an APT&C/Manual split and the branch is working on other indicators to reflect fair representation.

1. Women

Branch	Branch Cttee	Officers	Stewards
69% (69%)	47% (42%)	32% (22%)	40% (39%)

2. Branch Committee breakdown

Breakdown of Women as at 31/12/14

a) Women on dept.delegations

Department	Should be	Actual
Associated Bodies	46%(53%)	0%(0%)

Department	Should be	Actual
Children & Families	87% (86%)	20%(16%)
Corporate Governance	65% (61%)	0%(0%)
Edinburgh Leisure	43%(34%)	0%(0%)
Edinburgh College	59%(60%)	50%(33%)
Health & Social Care	78%(79%)	100%(45%)
SfC/Place	44%(43%)	0%(10%)
Valuation Joint Bd	59%(65%)	100%(0%)
Voluntary Sector	71%(71%)	0%(0%)

b) Women on delegations

% of Women in membership = 69% (69%)

% of Women among delegates to

Branch Committee = 47% (42%)

Minutes of Branch Annual General Meeting held on 12 March 2015

held in the AUGUSTINE CHURCH,
GEORGE IV BRIDGE, EDINBURGH

1. OPENING REMARKS/ INTRODUCTIONS

The meeting was chaired by the Branch President who shared the chairing with Duncan Smith, Branch Chairperson and Tom Muir, Branch Vice Chairperson.

The Supplementary Agenda was circulated to the meeting and included some misprints which were corrected and an amendments to Motion 7, along with changes to the elections since some candidates have withdrawn; biographical details for the candidates for the remaining contested posts and some corrections to the AGM Agenda and Annual Report that was sent out - most importantly an updated financial statement. This was due to the wrong one being printed in the original AGM booklet. The movers of Motion 7 'Transfer of Funds' sought permission to withdraw the motion.

2. APPOINTMENT OF SCRUTINEERS

Four Scrutineers were appointed from the body of the hall

3. STANDING ORDERS

There was one proposed change to the Branch Standing Orders but since the movers understood that this is intended to run from next year (2016) it will be taken in the rules debates.

4. MINUTES OF BRANCH MEETING 2014

The minutes of the last Branch Annual General meeting of 27th February 2014 were AGREED as a correct record with no matters arising.

5. ANNUAL REPORT 2014

No questions were raised on the Annual Report.

6. FINANCIAL STATEMENT

The meeting AGREED the previously circulated financial statement which was included in the Supplementary Agenda and which has been posted on the branch website for past two weeks.

7. ELECTION OF BRANCH OFFICERS

It was noted that no election was now required for the International Officer post.

The undernoted posts were therefore elected unopposed:

President: John Stevenson (Children & Families)

Chairperson: Duncan Smith (Services for Communities)

Secretary: Amanda Kerr (Services for Communities)

Treasurer: John Stevenson (Children & Families)

Health & Safety Convener: David McConnell (Corporate Governance)

Service Condition Co-ordinator: Tam McKirdy (Services for Communities)

Service Conditions Convener: David Harrold (Services for Communities)

Service Conditions Convener (Craft): Walter Weir (Services for Communities)

Service Conditions Officers: Joe Greenan (Services for Communities), Gerry Stovin (Services for Communities), Pamela Gifford (Services for Communities), Caroline McLean (Services for Communities)

Communications Officer: John Stevenson (Children & Families)

Recruitment/Membership Officer: Peter Sharma (Edinburgh College)

Equalities Officer: Malcolm Parnell (Children & Families)

Welfare Officer: Caroline McLean (Services for Communities) and Mike Smith (Corporate Governance) (job-share)

International Officer: Chris Goodsell (Services for Communities) and Amy McNeese-Mechan (Children & Families) (job-share)

Election required for the following Branch Officer posts (biographical details for candidates are included in the Supplementary Agenda). The meeting moved to hear a short statement from candidates to the Vice Chairperson, Assistant Branch Secretary and Education Officer posts.

Vice Chairperson:

Following a ballot Tom Muir (Corporate Governance) was elected to the post.

Assistant Branch Secretary:

Peter Sharma (Edinburgh College) withdrew his nomination during the debate. Tom Connolly (Children & Families) was automatically elected to the post.

Education Officer:

Following a ballot Pamela Gifford (Services for Communities) was elected to the post.

Lifelong Learning Convener:

Following a ballot Pamela Gifford (Services for Communities) was elected to the post.

No nominations were received for the post of Service Conditions Officer (Woman), Vice Chair (Woman) and Young Members Officer. These vacancies would be remitted to the Branch Committee for action.

8. PRESENTATION AND QUESTIONS AND ANSWER SESSION

No presentation.

9. RULES AND STANDING ORDER CHANGES

STANDING ORDERS

1. Standing Order H.4.6(i)

Proposed by Amanda Kerr (Services for Communities) and Tam McKirdy (Services for Communities)

Delete Standing Order H.4.6 (i)

Decision: On being put to the meeting the terms of the Rule Change were AGREED. Rule Change 14 was therefore automatically

carried.

RULE CHANGES

2. Rule A.15 Annual Report

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

In first paragraph after 'distributed' insert 'and/or otherwise made available via electronic mail, website etc'

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

3. New Rule A.18

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

The branch will make an annual honoraria payment to the elected Branch Auditors within rules and procedures laid down by the NEC. The amount of honoraria for the previous year will be approved at the AGM but will be not less than £150 per auditor.

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

4. Rule C.2.3. Shop Stewards Committee Meetings

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

Delete and replace with:

'The Shop Stewards Committee at its first meeting of the year no later than 31 January, will elect post holders as outlined in Rule C.1 and delegates and substitutes to the Branch Committee. It will have the power to elect to vacant posts or subsequent casual vacancies throughout the course of the year.'

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

5. Rule C.4.4. Election of Shop Stewards

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

Delete rule and replace with:

'Stewards will not be accredited until they have notified the branch office, they have been confirmed by the branch office and received their credential card. They will not be accredited for representation purposes until they have undergone statutory training requirements. A member will cease to be a Steward if they fail to complete statutory training requirements within 6 months of election. In exceptional circumstances (e.g. illness or other mitigating circumstances), the Branch Committee may extend this timescale to a maximum of 9 months. In any case, once a Steward's accreditation has been ceased due to such training not being completed, they will not be eligible for re-election for a further 6 months.'

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

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6. E.2. Role of Branch President

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

Delete E. 2.2 c), e) and f) and h) and replace with

c) In conjunction with the Branch Secretary and Branch Chairperson, oversee aspects of the organisation of the branch, providing advice and direction as required.

e) Maintain a knowledge of service conditions matters and advise on these as required and requested by the Service Conditions Team or relevant officers.

f) Act as an arbiter in terms of internal disputes or disagreements if requested to do so by the Branch Secretary or Branch Committee, except where branch procedures state otherwise

h) Take on a negotiating role as and when requested to do so by the Branch Secretary, Service Conditions Team or officers acting on its behalf.

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

7. E.3 Role of Branch Chairperson

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

In Rule 3.5 delete "Any other responsibilities as outlined in Rule B5" and replace with

'5. Any other responsibilities as outlined elsewhere in these rules'

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

8. Rule E.5. Role of Branch Secretary

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

Delete Rule 5.1 and replace with

'1. The role of the Secretary will be as defined in UNISON national rules.'

Delete Rule 5.2 and replace with

'2. In addition, the post will carry the following responsibilities.'

Add new 5.10 "The Branch Secretary will be the line manager for all branch employed staff via the Branch Support Officer unless she/he chooses to delegate aspects of the role to another officer in consultation with the staff concerned."

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

9. E.7. Role of Branch Treasurer

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

Delete E.7.1 and E.7.2 and replace with

1. The role of the Branch Treasurer will be as defined in UNISON's National Rules

2. Duties under National Rules should be viewed as the minimum requirements of the

post and only indicative of the Treasurer's pivotal role in all aspects of finance relating to the Branch.

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

10. Rule E.9. Role of Health and Safety Convener

Proposed by David McConnell (Services for Communities) and John Stevenson (Children and Families)

In 1.b) insert 'and legislative changes' after 'union'.

In 1.c) delete 'be aware of appropriate legislation and advise the Branch / Branch Committee of any implications' and replace with 'provide a monthly update to the Branch Committee'.

Delete 1.d) and replace with 'd) the postholder should lead on Branch negotiations on issues of a Health and Safety nature and should build effective Joint Trade Union teams at Departmental and Corporate levels.'

In 1.e) delete 'highlight Health and Safety issues' and replace with 'an effective Health and Safety sub committee within'

In 1.f) Insert 'to Safety Reps and members' after 'assistance'

Add new 1.g) 'the postholder should try to build an effective and co-ordinated network of accredited Safety Reps with an aspiration of having a Safety Rep in every workplace.'

Add new 1.h) 'the postholder should be trained to TUC Diploma in Occupational Health and Safety level or equivalent or should be willing to undertake this training'

In point 2. insert after 'Officers', 'and the postholder requires the active participation of all members of the Health and Safety Sub Committee and the support of the Branch Committee'

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

11. E.10. Role of Branch Service Conditions Coordinator

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

Delete E.10 and replace with

'E.10. Role of Branch Service Conditions Coordinator

1. The Service Conditions Coordinator is lead officer on service conditions issues in the branch and with the employer(s) and leads the service conditions team.

2. She/he will be responsible for the provision of a comprehensive service conditions resource for the membership, ensuring full access to representation, guidance and advice. Specifically, she/he will:-

a) maintain an overview of service conditions matters

b) ensure all relevant officers/stewards are updated on progress in negotiations at all levels of the union

c) convene and attend monthly meetings of the Service Conditions Sub Committee
d) convene and attend fortnightly meetings of the Service Conditions Team.

e) in conjunction with the Branch Secretary and branch staff, maintain and update a service conditions information bank and an appropriate filing system for issues/ cases.

f) prepare strategies for negotiations in liaison with appropriate officers

g) allocate casework and other service conditions tasks to officers in conjunction with the Service Conditions Team

h) assist the service conditions team in addressing casework.

3. In partnership with the Service Conditions Convener, she/he will

a) negotiate on behalf of the Branch on appropriate Terms and Conditions of Service issues.

b) represent individuals/groups in relation to local claims, disciplines or the pursuance of grievances in liaison with local representatives and where this cannot be done by local representatives.

c) initiate proposals for improvements to terms and conditions of service.

d) monitor application of agreements to ensure consistency and proper interpretation.

e) maintain awareness of appropriate legislation and advising the Branch/Branch Committee of any implications.

f) maintain awareness of the National policies of the union and advise the Branch on such matters which require Branch action.

g) respond to all appropriate correspondence.

i) maintain contact with full time paid officer and seek advice and assistance where appropriate.

The above list is indicative rather than exhaustive

In terms of the above responsibilities, the service conditions co-ordinator and the service conditions convener will communicate weekly to agree specific areas of responsibility (or delegation of these responsibilities to other officers in the Service Conditions Team) and report these for agreement to the Service Conditions Team.'

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

12. E.11. Role of Branch Service Conditions Convener

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

Delete Rule E.11 and replace with

'E.11 Role of Branch Service Conditions Convener

1. The Service Conditions Convener will

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work in conjunction with and deputise for the Branch Service Conditions Coordinator in relation to the responsibilities and requirements in Rule 10.3.

2. The Service Conditions Convener will have responsibility for the delivery of an effective union presence on the shop-floor; ensuring stewards have full support from the branch when necessary and members have access to a proactive stewardship.

3. In addition to providing deputising and providing support to the Service Conditions Coordinator, the Convener post will have these additional duties:

- Provide assistance and advice to the departmental conveners and stewards in the workplace
- Ensure that all stewards play an active part in their union
- Work alongside departmental conveners to ensure maximum attendance at required meetings

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

13. E.12. Role of Branch Service Conditions Officers (5)

Proposed by Amanda Kerr (Services for Communities) and John Stevenson (Children and Families)

Delete E.12 and replace with

E.12 Role of Branch Service Conditions Officers (5)

- The post holders should work within a team led by the Service Conditions Coordinator and subject to decision of the Service Conditions Team.
- Roles and responsibilities will be allocated to individual officers by the Service Conditions Co-ordinator or the Service Conditions Convener on his/her behalf, subject to the overview of the Service Conditions Team.
- The post holders should report regularly to Coordinator and/or Convener and work in close liaison with other Branch Officers and Shop Stewards and Self Organised Group Conveners and undertake work on behalf of the membership across all sectors.
- They will participate in the provision of a comprehensive service conditions resource in liaison with the Coordinator and other appropriate officers.
- Their duties will be to take the primary role in those duties outlined in E10 a) to i).

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

14. Rule E.13 Role of Service Convener, Craft Workers

Proposed by Amanda Kerr (Services for Communities) and Tam McKirdy (Services for Communities)

Delete Rule E.13

Decision: On being put to the meeting the terms of the Rule Change were AGREED.

10. Policy Motions

1. Protect our Services

Proposed by David Harrold (Services for Communities) and Tom Connolly (Children and Families)

This Branch has serious concerns as to the impact that City of Edinburgh Council's budget will have on the public sector. We believe that any cut to any service will have long-lasting effects not just on employees of the council but the people who rely upon them; we say that essential services cannot be provided on the cheap or by cutting corners.

This Branch believes that any failure to ensure adequate staffing, back-up and resources whether it be on our streets or in our offices is to neglect the public we serve and undermine our morale and our professionalism.

Self-service terminals in our workplaces are not a quality service if not backed up by skilled and experienced staff. Less staff working to keep our streets clean, our library shelves stocked and our children cared for are not quality or productive services. Less staff expected to provide care and support to the elderly and vulnerable in a seriously restricted period of time is not a quality service nor is it safe for staff and public alike.

This Branch calls on City of Edinburgh Council to abandon the wholesale slashing of essential services, threats of privatisation and co-sourcing and to look to more creative ways to modernise council services by giving them the investment they need. We also call upon the Council to request emergency funding from the Scottish Government's £400 million underspend to secure and reinforce existing services.

This AGM calls upon the union to support the above motion and instructs our Branch Officers to:

- 1) Call upon City of Edinburgh Council to guarantee current staffing levels and safeguard the delivery and quality of all services to the people of Edinburgh.
- 2) Reaffirm our absolute opposition to compulsory redundancies and any use or interpretation of the Redeployment Policy that would cause our members financial harm.
- 3) Organise and coordinate a campaign alongside our members, community action groups, services users and the public to oppose any decisions that create threats to jobs and damage to council services.

Decision: On being put to the meeting the terms of the Motion was CARRIED.

2. Oppose the Council Cuts

Proposed by Duncan Smith (Services for Communities) and Caroline McLean (Services for Communities)

This Branch notes :

1. The proposals to cut the Council's budget by £28.5m in 2015/16, £52m in 2016/17, and £67m in 2017/18.

2. That these proposals come after several years of cut backs which already prevent staff from providing the quality of service they know is needed.

3. That the BOLD proposals may result up to 1200 jobs being cut across the Council.

4. That Edinburgh is one of the richest cities in Europe where some of the wealthiest people in the UK live, with the third largest number of multi-millionaires of any city outside London.

5. The Trussell Trust in Edinburgh reported a 336% increase in the number of people forced to rely on their food banks for survival last year.

6. That after the 2012 council election the Labour and SNP coalition pledged to reduce poverty, inequality, and deprivation in the city.

7. That the Scottish Government budget was under spent by £444m last year.

8. That successful campaigns in Edinburgh have defeated attempts to privatise council housing, to put care services out to tender, and privatise services under the Alternative Business Models project.

This Branch believes the current cuts should be opposed because :

1. So-called leaner structures with fewer employees do not result in more efficient services but more pressure on smaller teams as departing staff are not replaced.
2. Targets for reducing sickness absence will penalise those genuinely ill.
3. Management demands for higher productivity are likely to result in an increase in bullying, stress, and illness.
4. Many vulnerable people in the community will suffer as the services they depend on are stretched to breaking point.
5. The loss of more council jobs will damage the local economy and the livelihoods of many other citizens.

This Branch therefore resolves to :

- Support any individual or group of members who refuse to cover for unfilled vacancies or refuse to accept intolerable increases in workloads.
- Ballot for industrial action should compulsory redundancies be announced.
- Call on the Council to explore additional forms of funding such as a hotel bed tax.
- Call on the Council to join with the trade unions and community groups to demand that the Scottish government releases sufficient funds to meet the real needs of the people of Edinburgh.

Decision: On being put to the meeting the terms of the Motion was CARRIED.

3. Support the ISS Facility Service workers

Proposed by David Harrold (Services for Communities) and Ronnie Munro (Voluntary Sector)

This union notes that our members within

continued on page 19

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ISS Facility Services have been victim to long and constant concerns of bullying and intimidation from their employer.

We also note that since making contact in October 2014 with ISS Facility Services, their management team have consistently avoided meeting with UNISON to remedy these issues or even attempt to have meaningful discussion directly with their employees. These concerns range from but are not limited to allegations of:

- The mistreatment of staff
- Threats of dismissal when unreasonable instructions are not complied with
- Racist comments and behaviour
- Serious breaches of Health & Safety legislation
- The persecution of a duly elected trade union representative

This union believes that all workers at ISS Facility Services should be treated with equal dignity and respect. We also believe that the securing of decent working conditions is essential in ensuring that the service our members provide in making our home and working environments clean and safe can continue at the high standard already achieved.

UNISON applauds the strength and solidarity that our members have given each other during this difficult time. They have shown and reminded many of us what trade unionism is all about. This union resolves to:

1. Bring ISS Facility Services to the table to address these issues and hold to account the perpetrators' for their actions
2. To be steadfast in support of our members via all legitimate policy, procedure and legislation
3. To actively campaign for better pay, terms and conditions; providing resources where necessary in support of their struggle.

Decision: On being put to the meeting the terms of the Motion was CARRIED.

4. Strengthening the policy on domestic abuse

Proposed by David Harrold (Services for Communities) and Amanda Kerr (Services for Communities)

This union welcomes the long-awaited Scottish Government strategy "Equally Safe". This document will be a national statement of principles and intent and is one of the biggest strategic steers there has been for many years from central government in relation to violence against women and girls. The development of a national performance framework and links to Single Outcome Agreements is also particularly welcome.

UNISON and City of Edinburgh Council have worked collaboratively over the years on how to best deal with issues such as domestic abuse and violence towards women. With the adoption of "Equally Safe" into council policy and procedure we would hope for a reinforcement and

improvement of the standards already achieved.

While this step forward is to be applauded it must be accepted that domestic abuse is not a black and white issue; it is one that often needs complex solutions and one that predominately affects women; a gender issue. This union recognises that domestic abuse is also a workplace issue that not only requires a progressive policy and procedure but an understanding approach from line management for it to be effective.

Domestic abuse can have a devastating effect not just on the individual and family but further afield.

Issues at home can easily run into the workplace; work performance and attendance can be affected, disciplinary action considered, career progression threatened. This union must be committed to supporting members who are affected by domestic abuse and the most effective way of doing this is by adopting the tenets and guidelines laid out in "Equally Safe" and strengthening the existing Policy on Domestic abuse. Women should feel safe both at home and at work.

This union resolves to:

1. Sign up to the strategy and lobby City of Edinburgh Council with the recommendation that they also adopt the principles of "Equally Safe".
2. Help develop a culture within City of Edinburgh Council which contributes to the prevention of violence against women through the bolstering of the Domestic Abuse and related policies along with additional staff training.

Decision: On being put to the meeting the terms of the Motion was CARRIED.

5. Homecare - Electronic Monitoring

Proposed by Gordon McKenna (Health and Social Care) and Jane Watson (Health and Social Care)

This AGM notes that Home carers continue to face the imposition of Electronic Monitoring.

A pilot scheme introduced in August 2013 was discontinued but, since then, a different system has been devised. This system would monitor arrival/leaving times and also transit information.

Home carers continue to feel aggrieved at the proposal to monitor them but are also very concerned that information transmitted by this device will mean they will have considerably more difficulty contacting their line managers and will be left with impossible workloads and a lack of detailed information.

Despite increasing pressures and caring for service-users who are frailer and have more complex needs, the in-house service is highly valued and good quality.

In a time when many home carers feel that they are constantly working "against the clock" and their concerns regarding their clients often don't appear to be acted upon,

the proposal to monitor them is resented.

This AGM believes that electronic monitoring is not a procedure which will improve the Homecare service.

Home carers want genuine improvements but they can only be delivered with adequate time and staffing levels.

This AGM resolves to support their colleagues in Homecare in their struggle against the imposition of Electronic Monitoring.

Decision: On being put to the meeting the terms of the Motion was CARRIED.

6. LPF and Fossil Fuel

Proposed by Matthew Crighton and John Stevenson (Children and Families)

This meeting notes that

1. Fossil fuel companies hold five times the amount of reserves than can be burnt without causing catastrophic climate change; the urgency of stopping climate change requires that we progressively stop burning fossil fuels
2. The shift towards clean energy can bring employment and environmental benefits if done in the right way.
3. The valuation of fossil fuel companies on the basis of existing reserves creates a financial 'carbon bubble' which threatens both financial and environmental stability.

The meeting believes

1. that it is both immoral and irresponsible for public bodies and pension funds to invest in fossil fuel extraction companies and instead they should where possible direct investment into 'green energy' infrastructure;
2. that pension fund investment can both be profitable and a driver of the just transition to a low-carbon economy, so meeting their fiduciary requirements;
3. that pension funds can and should find ways of directing a share of their investments to supporting the sustainable development of their local economies.

Therefore we agree to press Lothian Pension Fund to

1. divest from fossil fuels;
2. devise methods for investment in the local social economy

Recognising the incoming changes to governance of the Lothian Pension Fund it calls on the branch to work with the other unions involved, request their support for this policy and to co-operate in winning support from the new Pension Board as well as from councillors on the committee.

Decision: On being put to the meeting the terms of the Motion was CARRIED.

7. Transfer of Funds

Decision: The motion was withdrawn.

8. Don't Let them Divide Us

Proposed by Duncan Smith and Chris Goodsell (Services for Communities)

continued on page 20 **19**

continued from page 19

This Branch notes that :

The terrible attack on the offices of the magazine Charlie Hebdo in France has to lead to further harassment of Muslims in that country.

It is important to challenge those who wish to blame all Muslims for the behaviour of a few. When in 2011 fascist sympathiser Anders Breivik killed 8 people using a car bomb and went on to shoot dead another 69 people at a socialist summer camp in Norway there was no attempt to blame all Christians for that atrocity.

This Branch believes that :

The coming General Election will see the major parties competing as to who can be toughest on immigration while the bankers and business elite who are really responsible for the budget crisis and the economic recession continue unchallenged.

The rise of UKIP is pulling politics in the UK to the Right which in the long term threatens the real gains that have been achieved in terms of equal rights for women, LGBT people and ethnic minorities.

In this political climate it is essential trade unions emphasise that unity is strength and take every opportunity to show solidarity with those who suffer oppression and discrimination.

This Branch therefore resolves:

To continue to support initiatives called by Hope not Hate and Unite against Fascism and in particular encourage members to attend the UN Anti-Racism Day demonstration in Glasgow on 21st March.

Decision: On being put to the meeting the terms of the Motion was CARRIED.

9. Fracking

Proposed by Ian Hood (Voluntary Sector) and Matthew Crighton (Retired Member)

This Branch notes:

1. The enthusiasm of the Westminster government for 'Fracking' and other unconventional gas extraction are used to exploit hard-to-get fossil fuels, such as shale gas and coal bed methane.
2. In addition to the highly toxic chemicals used, fracking processes mobilise dangerous chemicals and radioactive substances in the coal and shale which can contaminate groundwater and soil, and leak into the atmosphere with consequences for public health and the climate.

We believe that this is a dangerous diversion from the urgent task of creating a sustainable economy based on renewable energy which can bring more jobs and wellbeing for people in Scotland. The health of people and the environment should be put before profit. For these reasons we oppose the development of fracking and other unconventional gas extraction methods and call on the Scottish Government and the City of Edinburgh Council to do the same.

This branch agrees to:

1. make members aware of the dangers of fracking, and encourage them to support campaigns against "fracking"
2. support and lobby for a moratorium on all "fracking" and similar activities across the United Kingdom
3. encourage councils to oppose fracking in their areas
4. request UNISON to support local anti-fracking groups' activities,
5. encourage members at all levels of the

union to support campaigns against "fracking" and to link up with local campaigners.

Decision: On being put to the meeting the terms of the Motion was CARRIED.

Emergency Motion - Proposal to change the working week

Proposed by Joe Wilson (Voluntary Sector) and Tam McKirdy (Services for Communities)

This Branch notes with dismay the proposal to increase the working week of members across SACRO from the current to 35 hours to 37.5 hours.

This increase in hours worked without the attendant increase in salary is nothing less than an imposed 7.1% pay cut in real terms.

Our members at SACRO have, like the majority of us, not experienced a real uplift in wages for several years now so to consider this proposal on top of an estimated 18% reduction in job value due to that is unacceptable.

This branch fully supports the decision at a stewards meeting on 21 January to call upon the employer to withdraw the proposal and enter into meaningful discussions with UNISON to address their funding concerns.

As SACRO is located right across Scotland from the Islands to the Borders - the Branch calls upon UNISON Scotland to assist us in reaching all our members and conducting a recruitment drive, assisted by the local branches, to enable us to reject the proposal from a position of strength.

Decision: On being put to the meeting the terms of the Motion was CARRIED.

At this point the Chair advised the AGM was closed with all vacant posts being remitted to the Branch Committee for decision and action.

Agenda Item 9 Rule and Standing Order Changes - AGM 2016

The full Branch Rules are available at www.unison-edinburgh.org.uk/rules2015.pdf

Notes in italics are provided by the Branch President to explain the effect of the change.

Rule changes require a two-thirds majority.

STANDING ORDERS

1. Closure of Debate

Standing Order H.16

Proposed by Kirsten Hey (Services for Communities) and Ben Owen (Services for Communities)

Before "At the close of any speech during a debate and provided that not less than five members have spoken, a member who has not spoken on the question may move "that the question be put". If this motion is seconded, the Chairperson shall instruct that a vote be taken without further debate. If it is carried, the mover of the original motion shall have the right of reply and the question under discussion shall then be put to the meeting"

Add: "Once the mover and seconder of a motion or amendment have spoken, the Chairperson shall ask the meeting if any member wishes to speak in opposition. If no member wishes to speak in opposition, the question shall be put to the vote without further debate. If any member does wish to speak in opposition to a motion or amendment, the debate shall continue."

Note: Amended rule change would read:

"Once the mover and seconder of a motion or amendment have spoken, the Chairperson shall ask the meeting if any member wishes to speak in opposition. If no member wishes to speak in opposition, the question shall be put to the vote without further debate. If any member does wish to speak in opposition to a motion or amendment, the debate shall continue. At the close of any speech during a debate and provided that not less than five members have spoken, a member who has not spoken on the question may move "that the question be put". If this motion is seconded, the Chairperson shall instruct that a vote be taken without further debate. If it is carried, the mover of the original motion shall have the right of reply and the question under discussion shall then be put to the meeting."

RULE CHANGES

2. Rule E.21 Lifelong Learning Convener

Proposed by Amanda Kerr (Services for Communities) and Gerry Stovin (Services for Communities)

In point 2) Delete "lifelong learning advisers/representatives" and replace with "Union Learning Representatives"

In point 4) Delete "lifelong learning advisers/representatives and replace with "Union learning representatives "

Note: This reflects the change of title for these posts.

Agenda Item 10 Policy Motions - AGM 2016

Council Budget, Cuts, Redundancies (local)

1. Fighting the silent slaughter of council services

Proposed by John Stevenson (Children and Families) and Amanda Kerr (Services for Communities)

This branch notes that Edinburgh Council is facing the biggest cuts in living memory. It recognises the huge pressures this has put on branch activists and it congratulates them on their response. It also congratulates members who have turned out at lobbies and demonstrations to support them.

While the fight goes on against cuts and redundancies, this AGM recognises the success of branch negotiators in:-

1. winning significant improvements to voluntary severance and redundancy terms.
2. fighting off attempts to stop pay increments
3. winning the arguments against privatisation of facilities management
4. holding the council to agreed procedures to protect staff in organisational reviews
5. keeping up the pressure against compulsory redundancies
6. continuing to work with stewards to organise and recruit to maintain the union's strength.

This branch recognises that the silent slaughter of council services can be stopped or at least mitigated through Government action. While condemning the Tory austerity

which is at the root of the problem, the Scottish Government has choices it can make and must not be allowed to merely heap austerity on to local councils.

This branch therefore calls on

- a. the Scottish Government, councils and other public bodies to act on strategies in UNISON Scotland's 'Combating Austerity' report to mitigate the effects of austerity
- b. the City of Edinburgh Council to be honest about the effects of cuts on services and produce an indicative budget to show what services would look like without these savage cuts
- c. the Scottish Government to work on a cross-party basis to reform council funding with a progressive property tax system that ensures everyone pays their fair share for quality council services.

This branch pledges to continue to oppose cuts and redundancies through local action, joint action with other branches and with service user-groups and community groups. It reiterates its policy to respond to any compulsory redundancies via a ballot on industrial action.

2. Fighting the cuts and protecting members in the workplace

Proposed by Duncan Smith (Services for Communities) and Aileen Park (Services for Communities)

This Branch believes :

- (a) that with at least 2000 council jobs to go and an unprecedented level of cuts we face our most serious challenge to date
- (b) that many services will be degraded and some will cease entirely
- (c) that the depth of cuts makes the Council Coalition's former pledge to reduce 'poverty and inequality' in the city worthless and that both of these evils are likely to increase
- (d) that those staff remaining will face increasing workloads and extra stress that at present are reaching intolerable levels
- (e) that in addition some staff may actually be downgraded in the process of reorganisation
- (f) that by defending our jobs, terms and conditions of work we are also defending the quality of public services
- (g) that the proposal to create an 'Arms Length Company' to provide social care is a backward step that may lead to full privatisation at a later date
- (h) therefore our vision remains one where public service are delivered in-house under

the democratic control of the citizens of Edinburgh through their elected councillors

This Branch therefore resolves firstly to develop a strategy of industrial action appropriate for the threat to the jobs, terms and conditions of our members which should include :

1. A ballot for strike action if compulsory redundancies are threatened
2. Support to members to collectively resist the imposition of unacceptable volumes or pace of work
3. Support to members to collectively resist downgrading as a result of service reviews

Secondly, this Branch resolves to strengthen our Dignity at Work campaign to oppose bullying, discrimination, and victimisation in the workplace.

Lastly, this Branch resolves to reach out to service users and their families to build a city-wide campaign of opposition to service cuts, arms length companies, outsourcing, and privatisation.

3. Cuts and the effect on workloads

Proposed by Mudo MacLean (Health & Social Care) and Kirsten Hey (Health & Social Care)

This Branch notes that the current council restructuring and proposed job losses will have a huge effect on service provision and the workers who provide them.

Staff in social work services are already struggling to manage caseloads safely, and managers are often reluctant to put a limit on

the number of cases workers are expected to take.

This puts both staff and service users at risk.

This branch resolves to campaign for safe, manageable caseload limits, and to support workers who feel they cannot take on any more.

Service Conditions Issues (issues like pay and conditions)

4. Caring is the Council's business*

Proposed by David Harrold (Services for Communities) and Gerry Stovin (Service for Communities)

Waverley Court proposes to offload the provision of in-house care services, such as home care and residential care to an arm's length trading company (ALTC). UNISON believes that this will create erosion to our quality services and attacks upon terms and conditions that will not only affect those who work in the caring professions but those we serve who are some of the most vulnerable people in society.

Council care services are essential for the quality of life of Edinburgh's citizens. They support both the recipients of care and their families. Throughout the UK care service models continue to be designed and imposed from above and they continue to fail. To establish and build a sustainable and affordable council care service you have to listen to and involve service user and staff.

UNISON believes that City of Edinburgh Council should reject this proposal and start investing in care for the elderly and infirm. Council must call on the Scottish Parliament to release more funds for council care services rather than making them the

responsibility of an arm's length trading company that will not be accountable to the people of Edinburgh. They need to start putting people before the bottom line.

This AGM calls upon the union to support this motion and instructs our Branch Officers to:

- 1) Organise and coordinate a campaign with members, local community groups, services users and the public guaranteeing that the people of Edinburgh and their elected officials are fully aware about the negative effects of moving to an ALTC ensuring that the full impact on services is known to all.
- 2) Highlight the professionalism and dedication of those staff within council care services. Underlining the constant efforts made to maintain services regardless of continual restructuring, belt-tightening and austerity cuts.
- 3) Encourage the council to create a coherent strategy for care services to build upon existing talents, to reverse cuts in funding, boost staffing levels and cut service charges.

5. Homecare - No to more privatisation*

Proposed by Lorraine Needham (Health and Social Care) and Gillian McFarlane (Health and Social Care)

This AGM notes the proposal to privatise the 25% of homecare which is currently provided by the council.

If carried out, it would mean all homecare services were in the hands of the private sector with no back up from the council who would no longer have responsibility.

At present there are serious problems with the ability of the private sector to recruit/retain staff. Many of them pay the minimum wage - less than can be earned in retail or hospitality sectors.

Many people are attracted to care work but the hard physical work and the emotional demands made are, in no way, reflected in the pay and working conditions.

Consequently, in the UK, 40% of careworkers leave within a year, 65% within 2 years. The statistics speak volumes for the value placed on such work.

In Edinburgh several agencies have withdrawn from contracts with the council because they could not staff the services they committed to (Eve News - 13/1/16)

This branch believes that we need less privatisation; that service users will suffer as their basic needs will not be met by staff who are over-worked; appallingly low paid and receive inferior training as their employers make a profit out of the needs of our most vulnerable citizens.

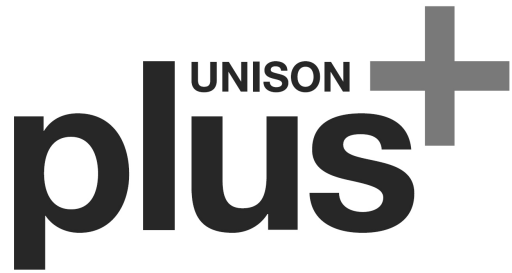
Increasing privatisation is dismantling our welfare state - so hard fought for in 1945.

This branch therefore resolves

1. Build on the spirit of previous successful campaigns of resisting privatisation - sell off of council housing; tendering care and support services and privatising services under the alternative business models.
2. Organise and support a campaign involving our members - particularly home carers; service-users; their families; community groups and members of the public.
3. Support the homecare UNISON members if they decide to take industrial action in defence of their jobs; working conditions and the public service they deliver.

PLEASE NOTE: At the time of going to print, Home Care privatisation plans had been dropped following UNISON pressure. The motion has been left on the agenda to offer a composite with Motion 4 on the issue of an Arms Length Trading Company.

Every member, wherever you work, receives our full range of member benefits and services



UNISON has negotiated a range of exclusive deals and discounts with a number of suppliers. We have chosen reputable companies that provide value and good customer care to be part of our UNISONplus package, which is designed to add real value to your UNISON membership. UNISON members can save up to £250 with UNISON plus and over time could save the cost of UNISON membership many times over.

Full list of discounts and offers

For a full list of all the offers and discounts available to you go to

www.unison.org.uk/member-benefits/

In addition to the range of benefits outlined above, UNISON members can benefit in other ways too.

There for you

UNISON's registered charity provides a unique confidential service just for UNISON members and their families. We offer:

- debt service
- advice and support
- financial assistance
- wellbeing breaks.

Get more information from the Welfare Officers on 0131 558 7488

Octopus lottery

With the 'There for you' monthly lottery you could win great cash prizes every month and support the work of the charity.

With a guaranteed 50% of all revenue being paid out in prizes, the more members who play Octopus the bigger the prize list gets. For an application form call UNISON Direct on 0800 0 857 857 or visit **unison.org.uk/octopus**

Training and new skills

UNISON runs a range of education and training courses available to all members. So whether you want to get active in UNISON, advance your career or simply learn for fun, check out what UNISON has to offer. Contact the Education Officer on 0131 558 7488

Legal services for you at work and your family at home

Our legal support includes free help with most work problems that you may have. This can either be from our specialist in-house lawyers and a team of trade union solicitors that are on hand to help, or by local union reps, branches and officers in the UK.

But our help doesn't just stop when you leave work. We offer free initial legal advice on any matter not related to work, plus a range of other legal help for you and your family. Terms and conditions apply.

To find out more go to **unison.org.uk**

100% compensation for an accident or injury

If you are a UNISON member and are affected by an illness or accident that was caused by someone else's fault, the union will help you.

Our team of legal experts will

give you the advice and support you need and seek the compensation you deserve – and it's all free. You keep 100% of the compensation you are awarded, and you

won't pay a penny for our legal team's help and support. UNISON family members are also covered for non work related accident and injury compensation claims. Terms and conditions apply.

Branch Meetings

These are the supreme branch policy meetings and are open to all members.

Departmental Meetings

Open to all members in each department or sector and can mandate Shop Stewards Committees. Members mandate their own stewards via **Workplace Meetings**.

Branch Committee

Consists of about 50 members made up of branch officers, stewards elected from Departmental Committees and reps from self organised groups. Steward delegates are accountable to their Stewards' Committees. Structures ensure stewards outnumber officers.

The Committee meets monthly to deal with the running of the branch and oversees work of all other committees.

Delegations must meet proportionality (ie reflect the proportion of women in the membership) and fair representation.

Shop Stewards Committees

Made up of all stewards in each department. These deal with issues in your department and most have a Joint Consultative Structure through which they meet management regularly. They represent your views through workplace or departmental meetings and elect delegates to the branch committee.

Scottish Council

UNISON's Scottish forum of delegates from all branches. There are also specific structures for services like Local Government and Health.

National Conference

UNISON's supreme policy making body made up of delegates from branches. Also Conferences for each individual service (eg Local Government).

National Executive

Elected by ballot of all members on Regional constituencies (eg Scotland), and UK service constituencies like local government. Implements, interprets and sets policy between conferences. Members are lay officers who have jobs like the rest of us.

Self Organised Groups

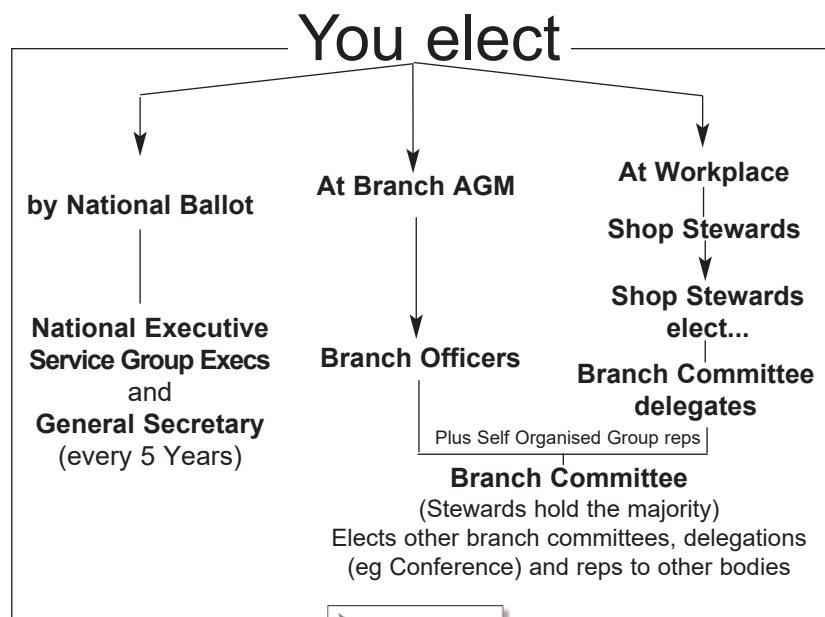
For structurally disadvantaged groups, eg Women's Group, Young Members, Black Members, Disabled Members, Lesbian, Gay, Bisexual and Transgender Members.

Making your VOTE COUNT

Here we outline broadly the current framework and the UNISON structure in which the branch works.

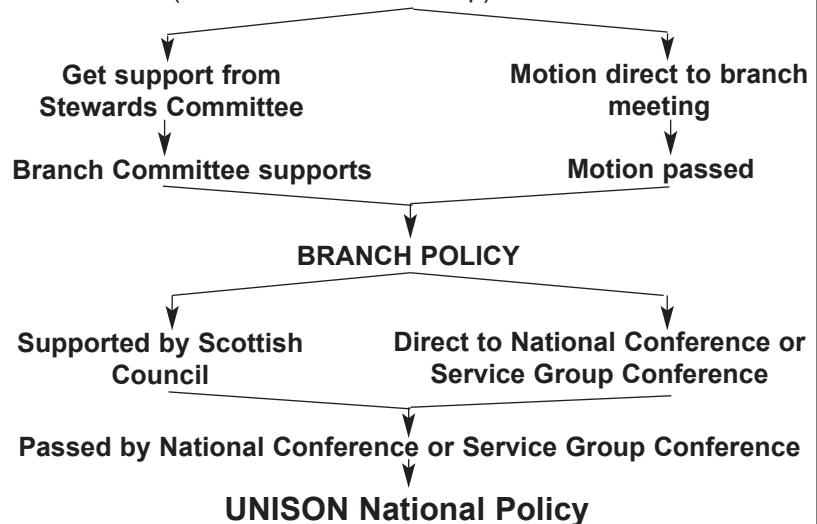
UNISON is a lay member led union with democratic structures at all levels. But these structures are no good unless members themselves exercise their right to use them.

The structures which branch members have set up will no doubt develop through experience to meet the branch's needs.



How you can make UNISON Policy

For example, you want UNISON to campaign for more leave
Discuss at your workplace, raise with your steward or draw up a motion (the branch office will help) and find a seconder.



SPEAKING UP FOR THE PEOPLE WHO DELIVER OUR SERVICES

UNISON is Edinburgh's largest public service union with over 8,000 members working for the council and related bodies, and 1.3 million members across the UK.

If you are a UNISON member we will:

- Represent you at sickness absence meetings, disciplinaries and grievances
- Offer support and advice on your rights at work and health & safety
- Be your voice in negotiations with employers
- Help you access free legal advice, holiday and insurance deals and much more!
- Speak up for you and the services you provide.



Amanda Kerr
UNISON City of Edinburgh

JOIN US: Phone the Edinburgh Branch on **0131 558 7488** or join online at **joinunison.org** or call free on **0800 171 2194**

As budget cuts and austerity hit our public services with the biggest challenges for generations, you need your union and we need you. Why not join us today?

UNISON Essential cover for you

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Published by UNISON City of Edinburgh Local Government and Related Sectors Branch,
10 Infirmary Street, Edinburgh EH1 1LT. Tel 0131 558 7488; Fax 0131 558 7041
branchoffice@unison-edinburgh.org.uk.

Produced by communications officer. Printed by FLESH Ltd 11, Rutland Street, Edinburgh EH1 2DQ



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