

21 June 2011

Dear Member

**ADVICE TO ALL UNISON MEMBERS – SCHOOL SUPPORT STAFF
INDUSTRIAL ACTION BY NUT, ATL, PCS, UCU ON 30 JUNE 2011**

You will be aware that members of the above trade unions will be taking industrial action on 30 June 2011 in response to Government proposals attacking public sector pensions.

UNISON has not balloted its members at this stage as they are still in negotiations nationally with government ministers and these negotiations will conclude on 30 June. However we fully expect that there will be an announcement following this date for an industrial action ballot of UNISON members to take place in the Autumn.

UNISON respects the right of other trade unions to take industrial action. UNISON members in schools have not been balloted and are therefore expected to continue with their normal duties and responsibilities. UNISON members should not take on any additional responsibilities given to them directly as a result of NUT/ATL industrial action. In particular school support staff should not be expected to provide cover for, or take classes, where this would normally be done by NUT/ATL members on strike. For example HLTAs or Cover Supervisors should only be taking classes or providing cover where this would normally happen and they are timetabled to do so.

Members need to be aware that due to industrial relations legislation only those employees who have been involved in a legal ballot are allowed to take industrial action. However we would encourage members to show solidarity with colleagues in NUT/ATL by supporting any rallies or standing on picket lines provided it is in their own time (i.e. outside contracted working hours).

Nottingham City UNISON has asked the City Council specifically whether they will attempt to discipline staff that refuse to cross a picket line. They have confirmed that they expect staff to attend work as normal, and those that do not do so will not be paid for that day.

The City Council has never previously taken disciplinary action against employees refusing to cross a picket line and we expect that to continue as they have not indicated to the contrary when asked this specific question and we have given them an opportunity to consider their response should this occur. **Please note this position only applies to schools where staff are employed by the City Council and not other types of schools such as Academies/Voluntary Aided/Foundation etc.**

Nottingham, City UNISON will be writing to all Headteachers about the need to review risk assessments in line with Health and Safety legislation if they are planning to open schools on the day of the industrial action, about members not covering the work of staff on strike that day and ask that no disciplinary action is taken against staff who do not cross a picket line.

UPDATE ON SINGLE STATUS (SCHOOLS) AND THE NATIONAL PENSIONS CAMPAIGN

You are invited to attend one of the following meetings where we will give feedback on the recent meetings with management on Single Status, including the revised Teaching Assistant job descriptions, and retention payments for Midday Supervisors.

Date	Time	Venue
Mon 4 July 2011	9.30am	Ball Room, Council House, Nottingham
	4.00pm	Hall, Hadden Park High School, Harvey Road, Bilborough
Tues 5 July 2011	9.30am	Dining Room, Council House, Nottingham
	4.00pm	Hall, Springfield Primary, Lawton Drive, Bulwell Hall
Wed 6 July 2011	9.30am	Council Chamber, Council House, Nottingham
	4.00pm	Hall, Ambleside Primary, Minver Crescent, Aspley
Thurs 7 July 2011	4.00pm	Hall, Rosehill Special School, Harvey Road, Bilborough
Mon 11 July 2011	4.00pm	Hall, Farnborough School, Farnborough Road, Clifton
Tues 12 July 2011	4.00pm	Hall, Sycamore Primary School, Abbotsford Drive. St Anns
Wed 13 July 2011	4.00pm	Large Hall, Ellis Guilford Comp, Bar Lane, Old Basford
Thurs 14 July 2011	4.00pm	Haydn Primary School, Haydn Road, Sherwood

There has never been a more important time to be a member of a trade union. Therefore, these UNISON meetings will also be open to employees who are not a member of a trade union, who may wish to come along to hear what we have to say, and consider joining. Keep updated by regularly checking our Branch website at www.nottinghamcityunison.org.uk

Yours sincerely

Christina Sanna

Service Conditions Officer