

Inside this issue:

- Schools Campaign
- Health & Safety Reps Needed
- Register to vote
- Retired members group

UNISON Secures Landmark Legal Victories for Term-Time Only Staff

UNISON has secured two landmark legal victories for term time only staff which could have a significant impact on term-time only staff in Rochdale.

Staff working term-time only are considered part-time workers. It is unlawful to treat part-time workers less favourably than full-time staff. This means part-time workers should receive the same pro-rata benefits – such as holiday entitlement – as their full-time equivalents. Failure to do so could be discriminatory.

Following UNISON's 5 year legal battle with Greenwich Council over holiday pay to term-time only staff, UNISON won a £4m settlement for 5,000 member at Employment Tribunal.

A further legal victory came in August 2019 at the Court of Appeal which will affect hundreds of thousands of employees working part-time and irregular hours. Harpur Trust v Brazel & UNISON confirms that all workers are entitled to a minimum of 28 days paid annual leave, even if they are not given work or paid for parts of the year. Music teacher, Mrs Lesley Brazel was supported by UNISON to defend her claim against Harpur Trust, her term-time employer. The Trust claimed she was entitled to leave and pay below the statutory minimum.

These two victories should make a significant difference to thousands of part-time workers. UNISON is already in negotiations with local authorities across the North West to ensure staff are receiving the correct pay for their jobs—but we need your support to build the campaign in Rochdale.

How does it affect term-time only staff in Rochdale?

UNISON has identified a potential problem with how Rochdale Council calculate holiday pay for term-time only workers. This could mean that you are receiving less holiday pay than you are entitled to.

UNISON is seeking a recalculation of pay and leave so our members receive the pay you deserve. We are also seeking payment of any back pay you may be due.

If you have not already done so, please click on the link below to your name to the collective grievance.

<https://www.surveygizmo.eu/s3/90174311/Rochdale-TTO-Survey>

Encourage your colleagues to join UNISON today to support this campaign

Two simple ways to join UNISON today:

www.joinunison.org

Call UNISON
0800 171 2193

Register to Vote Today

If all you want for Christmas is better funded public services, then register to vote today. And get your family and friends to register too. There will be a general election on 12 December and to vote in it, you must be registered to vote by **26 November 2019**.

Ways of voting

At a polling station: You can choose to vote in person at your local polling station. Details of your local polling station will be on the card that comes in the post. You don't need any ID to vote this way.

Postal vote: if you have lots of Christmas parties already planned, or you can't get to a polling station for any other reason, it might be a good idea to register for a postal vote. You'll receive the ballot paper through the post, then you vote and post it back. Or, if you miss the last post, take it to a polling station.

Voting by proxy: you can also nominate someone else to vote for you.

How to register to vote

Go to the [Register to Vote](https://www.gov.uk/register-to-vote) page on [gov.uk](https://www.gov.uk) and click the Start Now button. You'll need your National Insurance number. You can choose how you'd like to vote on the form.

Who can vote

In a general election British, Irish and Commonwealth citizens over 18 who are permanent residents of the UK can vote.

Who to vote for?

The political parties will publish their manifestos soon. Have a look at their policies to see which ones will give more money to public services and protect your rights as a public sector worker.

Health & Safety Reps needed in your workplace

The Health and Safety at Work Act (1974) is the main piece of health and safety law. It puts a duty on employers to ensure the safety, health and welfare at work of their employees and to ensure their activities do not endanger others. It also places duties on designers, manufacturers and importers to ensure that equipment and substances are safe when used properly.

UNISON takes health and safety very seriously which is why we aim to have at least one UNISON safety rep to cover every workplace where we have members.

If you are interested in becoming a Health & Safety Rep within your workplace, please contact the UNISON office for further information. Full training and support will be available for the role.



Retired UNISON Members

Rochdale UNISON has an active Retired Members Group that meets on the 2nd Tuesday of each month — usually in Rochdale Town Hall. The group has guest speakers on previously agreed topics and trips out voted for by the group. If you are interested in joining this group, please contact the UNISON office for further information.