

UNISON Matters

Aberdeenshire wishing you a happy new year

YOU ARE NOT TO BLAME

This government says "we're all in this together," but so far only the people who provide and depend on our public services will pay the price to aid the recovery. Am I missing something here? Why are the bankers who caused this recession and the top earners not in this together with us?

It has never been more important to be part of a union. The bigger the membership the stronger our argument that **'there is a better way.'** Many financial experts agree with us that there is no need to destroy the public services that we all depend on.

Don't wait until they are gone before you act encourage a friend to join us now and help just by being a member in our fight to save these services.

Tel: 01224 620624

E-mail: aberdeenshire@unison.co.uk

Web: www.aberdeenshireunison.com



Anger at a government that "blames the excesses of the privileged on the poor".

Aberdeenshire members joined over 20,000 people at the STUC march and rally in Edinburgh on Saturday 23rd October, with one clear message. **'There is a better way',** and here

are just a few of them.

Robin Hood Tax on the banks: a 0.05% transaction tax on financial transactions NOT involving members of the public would raise £30bn

Airline Duty = £3bn

Tax Treatment of Pension contributions for the wealthy = £5bn

Deal with tax avoidance = £33bn
25% of top companies pay no Corporation Tax at all but should be paying around £285m
(Google £1.6bn = 0 - Arcadia Phillip Green £1.2bn = 0)

A one off 20% tax on the richest 10% would give £800bn! (Greg Philo

ALL - except Britain and Argentina of the G20 countries are dealing with the recession through investment.

guardian.co.uk,
Sunday 15
August 2010)

And finally, when the economy picks up tax receipts will increase by well over £60bn.

The money is there - it's just in the wrong hands!

Yes we can save millions if we deal with benefit fraud but if we deal with tax avoidance we can save billions.

So why does the government not concentrate on that?

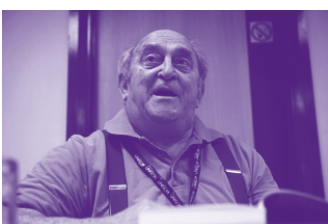
Economists who previously predicted the crash are saying the cuts will damage the economy...



Some photographs from the Conference



Billy Bragg warned against complacency in the fight against the BNP. He advocated the use of a Robin Hood Tax as described on the front page. He also pledged his support in the fight to save our Public Services.



Legendary anti-apartheid campaigner Denis Goldberg who was on trial alongside Nelson Mandela at Rivonia and subsequently imprisoned for 22 years. Released from prison and deported, Mr Goldberg came to Britain, where he helped build international support against the apartheid regime, before founding Community Heart to help build the new, democratic South Africa.

Mr Goldberg praised UNISON for its "support for struggles for freedom everywhere – I wish more unions would do that," saying that he was "proud to be a member" of such an organisation.



UNISON general secretary Dave Prentice at Scottish Strategy conference Sept 2010

SAVE OUR SERVICES

Go back to your branches and organise for the fight back National Delegate Conference 2010

.... biggest attacks we have ever seen on our services, our pensions, our pay, our health and safety and our hard won rights and equalities.

You get Conferences that inspire. Conferences that divide with destructive quasi-political infighting. And you get 2010.

A quiet and serious resolve characterised the contributions and responses as almost 3,000 delegates set out a range of strategies to prepare for the biggest attacks we have ever seen on our services, our pensions, our pay, our health and safety and our hard won rights and equalities. It was time to get down to work and organising is the key.

Aberdeenshire's contribution

Susan raises awareness of non apparent disabilities



Delegates heard of the difficulties which face members in the workplace who have non apparent disabilities, such

as dyslexia or mental health problems.

Susan Kennedy told delegates of the work that Support for Learning members do to support pupils with non apparent disabilities in school.

"We strive to enable our pupils to achieve to the best of their ability, from early

years into young adulthood, and we see great success from the support they receive.

"It is therefore incomprehensible to find that when they enter the workplace they are met with little or no support strategies," slammed Susan.

"Employers have a responsibility to support and develop all their employees. It is therefore crucial that we insist that they are fully trained on the awareness of non apparent disabilities and resources made available to enable equal opportunities to all."

Tackling domestic violence and holding perpetrators accountable

UNISON will call for a statutory requirement in the public sector for workplace agreements to deal with the complex issues of domestic abuse and violence. These workplace

policies should not only provide support for the victims of the abuse, but also provide procedures for dealing with the perpetrators.

Kate Ramsden, Aberdeenshire Branch said that domestic abuse crosses gender boundaries both in terms of those who perpetrate domestic violence and those who experience it, though the majority of those who experience it are women.

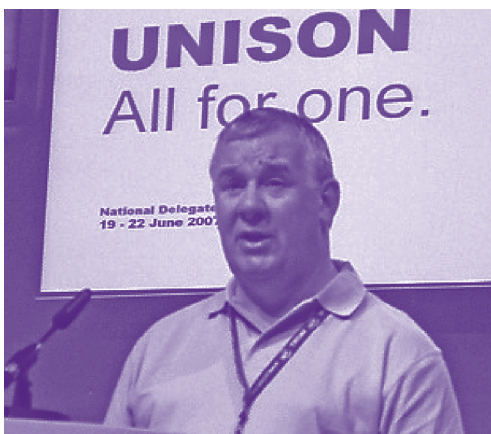


She added, "We should remember that the victims of domestic abuse are not just those who experience it directly. We know that children who live in households where

domestic violence takes place, or who witness it on a regular basis can also be significantly affected.

"Those who perpetrate domestic abuse do so often as a result of their own life experiences. They too need support to confront and address their behaviour," she said, adding that we need a broad based approach to combat domestic violence including support for perpetrators to change their behaviour.

A farewell message from Bob



Dear Member,

On 31 October 2010 I retire from Aberdeenshire Council and all UNISON positions. In this, my last note to you I want to thank the Branch Officers, Stewards, UNISON Staff and members, past and present for their support over the 30 years over which I have

been a union representative. It has been an honour to serve UNISON Aberdeenshire and its members over the years. I have been able during that time to serve the union in a number of different ways at local, Scottish and UK levels. I have always tried to make a positive contribution which was in the best interests of the membership. From these varied experiences I have a store of friendships and memories which I will hold onto.

25 years ago I reluctantly agreed to become Branch Secretary. At the time this was "only for a few years" but I discovered that I had chosen a way of life, or possibly it had chosen me.

I could not have served in this way without the support of Aberdeenshire Council and that

of the former Grampian Regional Council. As employers they have recognised the vital role that UNISON has in the conduct of collective bargaining and representation. I very much hope that this will continue in the coming months and years.

Public Services and Local Government in particular face difficult times but the branch are lucky to have a strong team of officers and Stewards who will take UNISON forward. To them and my colleague Inez Teece who takes over as Acting Branch Secretary on 1 Nov. 2010, my very best wishes. If I can help in any way, just call.

To you, the member, thank you, good luck and farewell.

Bob Revie

Cuts will affect services, warns branch

Aberdeenshire UNISON Branch is deeply concerned at the potential impact of the Council's proposed budget cuts on the services our members provide.

We have written out to all our members to reassure you all that we are aware of the budget proposals and will work with members and the council to minimise the impact of the cuts on jobs and services. We have also issued the following press release that was printed in many local Aberdeenshire papers.

Kate Ramsden – Branch Chair said "UNISON has said from the outset that cutting the public's services is not the right way to deal with the debt and will in fact make things worse. Aberdeenshire, like every Council has been put in a very difficult position by the unfair and unjust policies of the ConDem Government at Westminster and the knock on effects for Scottish spending. However, make no mistake, if 900 jobs go, people's services will be seriously affected.

"Aberdeenshire was the best performing Council in Scotland last year so we are not in this position because of waste and inefficiency. Why should Aberdeenshire folk pay the price for the crisis caused by the bankers?" asked Kate.



Inez Teece – Branch Secretary added "We recognise that this is an extremely worrying time for all our members and we will continue to work with Aberdeenshire Council to minimise the impact of the cuts.

"The Branch will be meeting with the members in the new year to gauge their reaction to the cuts and to discuss how best to protect jobs and services."

Kate Ramsden, Branch Chair, 07767 027722

"No school cleaner gambled billions on the stock exchange - No home carer, no social worker, no librarian. None of them created this recession. Why should they be expected to pay for it?" Dave Prentis, UNISON General Secretary

Members vote to accept changes –

after UNISON negotiators were able to get some improvements to the package. Inspire members voted overwhelmingly to accept changes to terms and conditions.

The changes still mean cuts to terms and conditions but after lengthy



negotiations, UNISON believed there was no option but to recommend the proposals to members. On a 45% return, 73% of members voted to accept the proposals.

There has been widespread consultation with members throughout this process. UNISON has also reached agreement with Inspire management to hold quarterly meetings to monitor the effects of the operational review so that any issues can be formally notified and addressed.

First time Conference for Anne & Julie

Kate, Anne and Julie attended the Scottish Womens Conference on the 9th October in Glasgow. It was Anne & Julie's first conference and they were made very welcome. They all took part in 'We are All in this Together' workshop. There was also an informative discussion on Breast Cancer Awareness in which Anne has become a volunteer for the Campaign & Advocacy Network. Julie was elected on to the Scottish Womens Committee.

Date for your diary AGM Wednesday 23rd February

Congratulations

Mrs Doreen Seery, Stonehaven you were last time's winner and a cheque for £25 is on its way.

Ancillary & Maintenance Wordsearch

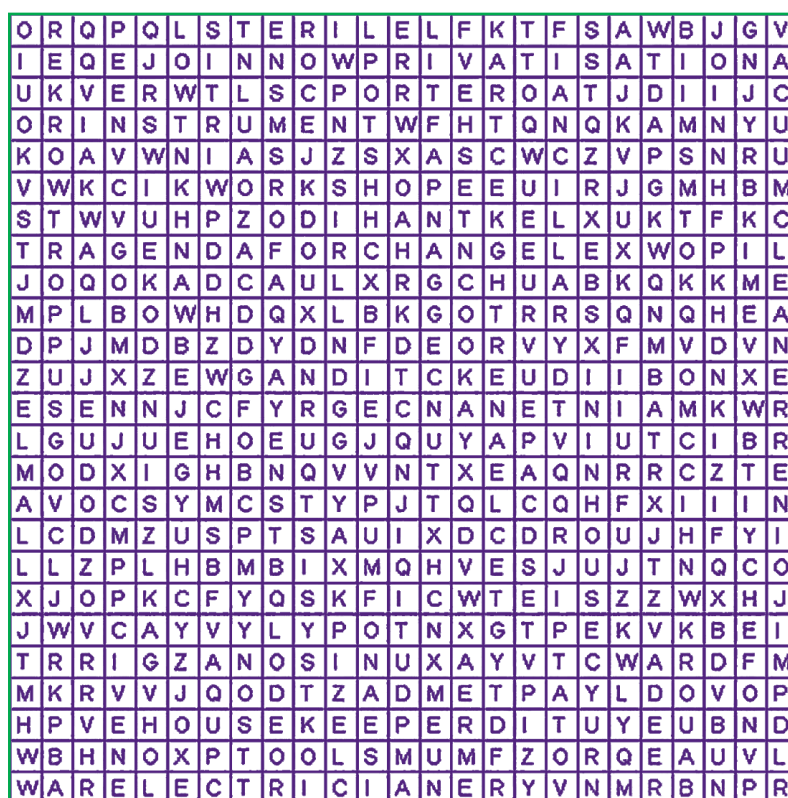
winner will receive £25 cheque.

Name: _____

Address: _____

Membership number: _____

| | |
|-------------------|----------------|
| DEEP CLEAN | JOINER |
| DECONTAMINATION | PLUMBER |
| ANCILLARY | ELECTRICIAN |
| MAINTENANCE | SUPPORT WORKER |
| INHOUSE | HPV |
| PORTER | INSTRUMENT |
| HOUSEKEEPER | UNISON |
| COOK | JOIN NOW |
| CHEF | KITCHEN |
| PRIVATISATION | WARD |
| STERILE | WORKSHOP |
| AGENDA FOR CHANGE | TOOLS |
| CLEANER | VACUUM CLEANER |



Cut out and send in to UNISON Freepost (AB048), 7 Alford Place, Aberdeen.