

## "WORK TO RULE" ACTION TO COMMENCE 8 JULY 2013

### WORKING TO RULE TO COMMENCE FROM 00.01 ON MONDAY 8 JULY

UNISON members will have received a mailing from us, confirming the outcome of our recent ballot calling for strike action or action short of strike action.

Since that outcome was known, UNISON has attempted new dialogue with NCC. Remember, we are trying to seek a negotiated settlement where possible.

We had, as part of our talks, signalled that we would contemplate accepting a *temporary* increment freeze in order to retain your rights to national pay bargaining and the national sick pay scheme.

NCC, finally on 21 June, replied to say they are not interested in further talks. They consider the issue closed. UNISON does not.

NCC has also told us it does not intend to speak with the trade unions to make agreements on future pay awards. And it will not talk to the unions to review the operation of its new inferior sick pay scheme. This does not bode well for NCC and its "modernised" local terms and conditions.

**Regrettably, UNISON has therefore notified the employer that we intend to commence industrial action SHORT OF STRIKE ACTION. This will commence on 8 July 2013. UNISON members affected by changes to terms and conditions are asked to support this action.**

**What does "action short of strike action mean"?** We need action that reminds the employer how they totally rely on employee good will and hard work to keep services going across

Northamptonshire. We want action that makes senior leaders review their current stance. So we have notified the employer of the following types of action, short of strike action:

- Withdraw using private cars to conduct Council business or making visits to clients
- Staff to work to contractual requirement of post only, and nothing beyond that
- Staff will not provide cover for absent colleagues
- Not using personal IT equipment whilst working from home and not using VASCO token on non NCC equipment
- Not using private telephones/mobile phones for business calls
- Adhering to Health & Safety Advice by taking appropriate breaks away from Display Screen Equipment, and taking your full lunch break away from your desk
- Newly qualified social workers are asked not to pick up cases beyond their learning capabilities

Encourage your colleagues to support this action from 8 July 2013. If they are not a member, ask them to join at [joinunison.org](http://joinunison.org) today

Yours sincerely

**Steve Bennett**

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## Enough IS Enough. Join us at [joinunison.org](http://joinunison.org) or call 01604 630087

# Join UNISON – essential cover wherever you work



**Post to: UNISON East Mids, Freepost LON20362, Nottingham, NG5 1BR**

## 1 Tell us about you

Title	First name
Surname/family name	Date of birth

Home address

Postcode

email

Phone number (please indicate if home, work or mobile)

National Insurance number (from your payslip)

Please give your ethnic origin: (tick one box)

<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Pakistani	<input type="checkbox"/> Black African	<input type="checkbox"/> Black UK	<input type="checkbox"/> White UK
<input type="checkbox"/> Chinese	<input type="checkbox"/> Asian UK	<input type="checkbox"/> Black Caribbean	<input type="checkbox"/> Black other	<input type="checkbox"/> Irish
<input type="checkbox"/> Indian	<input type="checkbox"/> Asian other	<input type="checkbox"/> White other		

## 2 Tell us about your job

Employer's name

Your job title/occupation

Workplace name and address

Postcode

Payroll number (from your payslip)

## 3 What you will pay each month

Please tick the appropriate box for your earnings before deductions.

Annual pay	Your subscription
Up to £2,000	£1.30
£2,001–£5,000	£3.50
£5,001–£8,000	£5.30
£8,001–£11,000	£6.60
£11,001–£14,000	£7.85
£14,001–£17,000	£9.70
£17,001–£20,000	£11.50
£20,001–£25,000	£14.00
£25,001–£30,000	£17.25
£30,001–£35,000	£20.30
over £35,000	£22.50

## 4 Choose your political fund

One of the ways UNISON works on your behalf is through political campaigning. Your subscription includes a political fund payment so you won't pay any extra, but in UNISON you choose how you want that money to be used.

**Please tick one box only.**

Our Affiliated Political Fund takes UNISON members' views directly into the Labour Party, working to promote UNISON policies.

The General Political Fund is used to pay for branch, regional and national campaigns but is independent of any political party.

## 5 Choose how you wish to pay Please tick ONE box only

### EITHER deduct from salary:

I wish to join UNISON and authorise deduction of subscriptions from my pay by my employer.

### OR pay by direct debit:

I wish to join UNISON and authorise deduction of subscriptions by direct debit

Signature

Date

Please go to [unison.org.uk/privacy-policy](http://unison.org.uk/privacy-policy) to see how we will protect and use your personal information

## Instruction to your bank or building society to pay by Direct Debit



Name and full postal address of your bank or building society

To: The Manager

Bank/building society

Address

Service User Number

9 7 0 0 5 0

Reference number (for office use only do not complete)

\_\_\_\_\_

Postcode

Name(s) of Account holder(s)

Please pay UNISON Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with UNISON and, if so, details will be passed electronically to my bank/building society.

Signature(s)

Bank/building society account number

\_\_\_\_\_

Branch sort code

\_\_\_\_\_

Date