



Radian / Abri Trades



UNION RECOGNITION: What it is and why it benefits workers

Since the threats from the company to make massive cuts to your pay began some weeks ago, many of you have joined the GMB. We've been working with members to hear about your thoughts on this, how much the pay cut puts your houses, families and lives in jeopardy, and have worked with you to put forward counter proposals, to stand firm against any cuts, and to raise individual grievances.

We are also looking to gain GMB Recognition – ideally for all Trades Staff across the area. In some areas, we have a massive majority of staff in the union now, but we would like to try and gain recognition for all Trades people, across the entire region rather than just in smaller sections.

The benefits of union recognition are summed up briefly below:

CURRENT SITUATION – NO RECOGNISED UNION	FUTURE SITUATION – GMB RECOGNISED UNION
Management and HR dictate your pay.	GMB Reps and Officers will consult you, ask what you want in terms of yearly pay rises, and will negotiate with the company. All GMB members will get a vote on whether to accept an offer or not. GMB will support members whichever way they vote.
In consultations (such as this one), management pick 'your reps'. You have no say in this, and are often just assigned HR to 'represent you'.	In all consultations, your GMB Reps and Officers will support you, and the company will have to negotiate through the union from the outset. This means that the company are negotiating with an independent union whose entire purpose is to protect YOU and your interests. If you wish to nominate certain people to speak for your smaller group of workers, you will be absolutely free to pick the people you want – not who management want.
There is no union structure and no Reps in Abri / Radian at the moment.	In the future, you will be able to nominate and elect your choice of Union Reps in the workplace. They will be fully trained by the GMB to support members in individual issues (such as disciplinaries and grievance) as well as raise collective issues. Training time for Reps will be supported by the company and the company must allow Reps reasonable time for training and to support members.
Health and Safety meetings do not generally involve any of the workers.	With union recognition, we will be able to set up a Health and Safety Committee for your trained Reps to raise issues regularly and ensure the company is looking after you. In this particular time of Covid, this is obviously very important, but at all times, there is nothing more important at work than making sure you are not injured or hurt doing a days work, just to pay your bills.
Decisions about policies, changes in the workplace, etc, are all decided by management. You are told their decision.	With a recognised union, everything is up for debate. The GMB is the umbrella for you to organise under, and to have your say about all elements of your job and work life. The union will run a democratic ballot about any issues in the workplace, and will look to make sure that workers are protected as much as possible.

In short, at the moment, you have very little voice and very little power in the company. Trade Unions began to form in large numbers approximately two centuries ago, and they are the only organisations that have fought for the legal right to have a voice for workers within their companies and organisations. As independent unions, our entire role is to support YOU. Whatever you as workers want, we help you to achieve it inside your own workplace.

If you have not yet joined the GMB, please support your colleagues and join at <https://www.gmb.org.uk/join-gmb>

10 Reasons to Join GMB

1. Better pay and conditions

On average trade union members earn more than non-members.

2. Safety at work

Unionised workplaces are safer workplaces. In fact, on average, workplaces with a union presence have half as many injuries.

3. Free legal advice

Support on personal injury and employment claims as well as advice on a broad range of legal issues through our law firm UNIONLINE.

4. Someone on your side

If you have a problem at work GMB is here to help and advise you.

5. More holiday's and control over your working life

The trade union movement brought us the weekend. GMB campaigns to protect your controls over your working life.

6. Better maternity, paternity and care leave

We negotiate better terms of maternity, paternity or care, often winning you more than the legal minimum.

7. Learning and development opportunities

From free accredited qualifications to bursaries for study, as a GMB member you're entitled to many learning opportunities.

8. Discounts and benefits through GMB Extra

With discounts off amusement parks, travel, cinemas and more. GMB offers many extra benefits.

9. A 600,000 strong family on your side

When we work together to fight for better, we are always stronger than when we fight alone. We will never stop campaigning for better protections and rights.

10. Because you have a legal right to

Every worker has a right, by law, to choose to join GMB. Any action by an employer aimed at preventing a worker from exercising this right is unlawful.

Also, please support the campaign for recognition by signing the attached petition. You can sign this petition whether or not you are a GMB member.

In solidarity,

Nikki Dancey

GMB Regional Organiser