

OCTOBER 2019

MEMBERS FIRST

GMB

LONDON
REGION

GMB LONDON NEWS UPDATE



CONGRESS 2019

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**Tim Linehan,
27 years of service**

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Grow

Build

Change



Academies Enterprise Trust reconsider restructuring of London academies

In May, GMB scored a small victory against cutbacks at Britain's biggest academy chain, Academies Enterprise Trust, after the Trust informed staff that they would provide financial information relating to planned cutbacks and were reconsidering the restructuring of the London academies.

In a letter to staff, Academies Enterprise Trust said that they would be "looking again at the proposed restructures within our London academies" and that "the proposals previously communicated will not be proceeding." The Trust also agreed to discuss any future proposals with local trade union representatives for each of their five London secondary academies.

GMB had previously called on the Trust to provide financial documents that justified their proposals of cutbacks and restructuring. GMB and other unions representing staff at Academies Enterprise Trust failed to agree on the proposals with the Trust and triggered talks at ACAS over issues such as the Chief Executive's total remuneration for the year to the 31st August being between £290,000 and £295,000, despite just 52% of eligible teachers achieving pay progression, the outsourcing of ICT against the wishes of schools, and the Trust's refusal to let the unions and schools have full details of the recent bailout it had received from the Education and Skills Funding Agency.



Gordon White, GMB Regional Organiser said "We are delighted that Academies Enterprise Trust are showing some signs of listening to sense. We will be more than happy to work with the London academies to ensure that any changes are properly considered and justified.

"This is a fine example of the joint trade unions working for their members, sending a clear unified voice against nonsensical profit driven changes."

"We still have a long way to go but perhaps Academies Enterprise Trust will now listen to staff, teachers and their own local school management teams to actually work in the best interests of the children."

GMB sign recognition agreement with Sonco UK Bidco Ltd



In March, GMB the union for casino workers, signed a recognition agreement with gaming company Sonco UK Bidco Ltd following the sale of Maxims Casino in Kensington by Malaysian company, Gentings.

The sale of Maxims casino and resulting recognition agreement came following a long TUPE consultation which the GMB were involved in.

Sonco UK Bidco Ltd is a UK branch of Sonco Gaming Inc, a Canadian gaming company, whose other casinos include the Grey Eagle Resort in Calgary, Canada.

Anna Meyer, GMB Regional Organiser said "GMB are very pleased to have signed a recognition agreement with Sonco UK Bidco Ltd.

"GMB believe that it is a very positive move signing a recognition agreement from the start with Sonco, and believe this reflects a commitment to a good working relationship, which will allow us to negotiate pay and conditions, promote fairness at work and highlight health and safety issues for our members."

GMB welcome Peabody U-turn on auctioning off social home

GMB welcomed a U-turn by Peabody Housing Trust, following their decision to no longer auction off social housing in Tower Hamlets.

Following pressure from the local community, supported by GMB London Region, Peabody Housing Trust has withdrawn 17 Robinson Road off the market and will be making it available to be allocated to a homeless family from the Tower Hamlets waiting list.

Vaughan West GMB London Political Officer said, "This perfectly adequate home should never have been listed for sale by auction in the first place. London has a massive housing crisis and we never expected a social housing provider such as Peabody to sell off properties such as this one."

GMB London Region has previously protested against the auctioning off of social housing to the highest bidders.

"We are pleased that after pressure from the local community, Peabody have finally seen sense and agreed with Mayor Briggs of Tower Hamlets, that this home will now be used for what it was always intended, an affordable home for a local family."



LONDON REGION SUMMARY OF CONGRESS 2019

June 2019, Brighton

The theme of Congress 2019 was “Grow, Build, Change”. It was the first Congress chaired by National President Barbara Plant and CEC Member and President of Public Services Section June Minnery, who acted as Vice President as Malcolm Sage was unable to attend.

London Region Delegation

We had a delegation of 63 containing 25 female delegates (40%) and 28 first time delegates (45%).

Banner Ceremony

London Region were proud to open Congress carrying the National Banner. This was especially important as 2019 marked GMBs 130th anniversary and the Union was formed in London Region. There was a full banner parade including our Regional Banner.



At the start of Congress, our General Secretary, **Tim Roache** informed delegates about the “Our Mary” Book commissioned by London Region. He called



Lisa Folwell and **Barbara Benham** on the stage in tribute.



Thanks to Pat & Sam Kenny, Mary Roberts, Jill Harris and John Callow who helped out throughout the week on the Exhibition Stand.

If any member or Branch would like to order copies of the “Our Mary” book at a special **GMB Member price of £10** please contact **Jill Harris at our Regional Office (jill.harris@gmb.org.uk)**

Congress 2019 Guest Speakers



Nancy Platt Labour Leader of Brighton Council
Alison Phillips Editor of the Daily Mirror
Sadiq Khan Mayor of London
Leroy Rosenior Vice President of Show Racism the Red Card

There was a Retired Members Association (RMA) Report and our regional delegate and RMA National Secretary **Jan Smith** addressed Congress and spoke passionately against any suggestion to review contributions for retired members.



Congress Business

There were **118** London Region Motions on the Final Agenda + **2 Emergency Motions** (=120) of which **94 were carried** (78%). There were **19** London Region Rule Amendments on the Final Agenda and after some being ruled as Out of Order and some withdrawn, 8 were put to the vote of which 6 were Lost and 2 Fell when the CEC Finance Report was carried.

It was a GMB London Region delegate who made the first lay delegate speech to speak on a Congress Rule Amendment and it was a London Region delegate who was the last speaker on our Emergency Motion.

At the start of Congress, North West & Irish Region proposed RA451 which imposed a limit to the number of motions a branch can submit to Congress to 3 Motions and 2 Rule Amendments. Despite our Region opposing this and a speaker from Yorkshire speaking against this, the Rule Amendment (supported by the CEC) was carried.

Regional Speakers

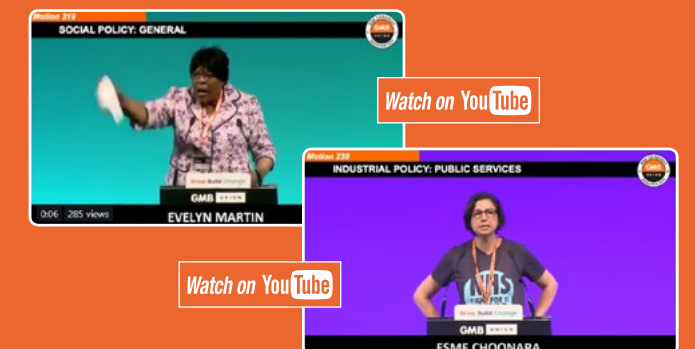
All of our first time delegates had a chance to speak at Congress and we are so proud of you all. Here are some Regional Delegates waiting to speak.



Standing Ovarations

We had some memorable standing ovations by the whole of Congress for these passionate and emotive speeches.

- New delegate Ambulance worker **Esme Choonara** when she spoke on NHS Pay (m239).
- **Evelyn Martin** when she spoke on Food Banks (m319).



Also young member and full time Asda Convenor, **Nathan Clarke** spoke on the last Motion of Congress EM1 on the violent collapse of the Banana Sector in Cameroon. He received a standing ovation as he thanked congress from a delegates point of view. He spoke of his pride to be a member of our hard working powerful campaigning union.

Awards

Alan Law from Kings Lynn Branch received the **Silver Badge** for the **Mary MacArthur Health & Safety Rep of the Year** for improving health & safety structures at Anglian Water where a H&S Technician role has been introduced. Alan is the point of contact for all incident investigations and has also taken on a lead role in mental health in the business, challenging stigma in the workplace and delivering training.

London Region Emergency Motions

Our Region submitted three Emergency Motions, the following two were accepted and carried by Congress

- EM1** Violent Collapse of the Banana Sector in Cameroon
- EM4** Hostile Environment mastermind rewarded with Queen’s Honour

London Region Summary of Congress 2019 (continued)

Fringe Meetings

London Region had speakers on the following:

- Free Ocalan
- Engaging Young Workers Workshop
- Show Racism the Red Card
- Dying at Work

Regional Press Releases

- Launch of 'Our Mary' book on the life of Mary Turner
- Greater investment into training for water industry workers
- Stronger licensing and safety laws for drone pilots
- Calls for a more accessible public transport system
- Heat action plan to minimise global warming effects on low paid people
- Keep gas industry open
- GMB to step up corporate killing prevention campaign
- Full voting rights for 16 and 17 year olds
- Greater support for emergency services to help tackle knife crime
- Awareness campaign on link between workplaces and bladder cancer
- Awareness campaign on biometric checks in the workplace
- Runner-up prize for health and safety award at GMB Congress
- TV Licence (National Press Release on a London and Birmingham composite).

Equality

Secretary of GMB Young Members Network, **Rachael Hookway** spoke in support of Young Members Structures.



After the motion was Moved and Seconded by Gordon Cullum, the General Secretary responded promising a young members organising event and asked to allow time for the new equality structure to be run.

CEC Special Reports

The Region spoke in support of the following CEC Reports which were carried:

- CEC Special Report On Disability and Supported Employment
- CEC Special Report on Local Government and Austerity
- CEC Statement on Brexit
- CEC Finance Report



London Region submitted written questions on the Accounts and the General Secretary gave a detailed response to all as he moved the CEC Finance Report and the Accounts. The Region Supported the Finance Report but made some points about Retired Life Membership and Funeral Benefit.

Congress Reports

You can view GMB Congress 2019 Reports and decisions of Congress by logging into the secure Members area on the GMB National website www.gmb.org.uk/mygmb-login and go into MyGMB area where you will need your membership number.



First time delegates



National Banner Ceremony

Anglian Windows scrap pay cut proposals

In July, GMB welcomed the decision of Anglian Windows to scrap proposals to cut members working hours and pay at the 11th hour after the plans were rejected by GMB members in a ballot.

The ballot asked members to accept or reject proposals that would see a decrease to wages of 8.3% and to utilise agency staff at the Norwich site. The recommendation given by GMB was to reject the offer.

As the extensive members feedback was relayed to the company that GMB and its members would be willing to fight to secure pay and working hours, the company confirmed that consultation on the proposals had been stopped.

Due to the 11th hour announcement by Anglian Windows, GMB members continued the ballot and attended a mass meeting in Norwich where the indicative ballot papers were counted. Over 200 members attended the meeting and gave an overwhelming response of 97% to reject the offer made by the company.

Keith Dixon, GMB Regional Organiser said, "I am pleased on behalf of our GMB members that the company finally realised that they were close to an industrial dispute regarding the proposal.

"Possible strike action is something we all want to avoid, and I feel we were heading

at speed to this due to the company's refusal to negotiate and failure to consider the concerns of the workforce.

"I previously met with the company and offered the opportunity to open negotiations, subject to our members' approval, and to look to see if there is an amicable solution which could be secured. At that time the request was rejected. The offer remains open and I will write to the company to reaffirm this in the forthcoming days.

"I am proud that our members united to oppose the proposal and to fight any further attempt to reduce their pay and working hours."

"The ballot was concluded despite Anglian Windows last minute decision to cease consultation. Now we have our members agreement to fight this proposal if it were to be offered in the future.

"GMB is behind every one of our members in making sure their voices are heard and that their pay, terms and conditions are unaffected."



GMB agree new pay deal for members at DHL FastTrack

GMB members at DHL FastTrack agreed a new pay deal with the company following a ballot on pay negotiations.

GMB members agreed a reduction in working hours to an average of 45 hours per week, a pay increase of 10% over 2 years, and an increase in allowances in excess of 27% for time and distance based work.

Steve Garelick, GMB Regional Organiser said, "This is an improvement for members working to help the automotive industry UK wide, who make the effort behind the scenes to promote new car sales as well as give valuable ancillary backup.

"We hope others will follow DHL FastTrack's example in these uncertain times."

Tribute to John Antonian (1945–2019)

I first met John around 1999 when I was the Regional Organiser for Brent Council and John was one of two relatively new shop stewards in the Council's Property Maintenance Department.

John, along with fellow GMB shop steward, Brian Romaine had started to get a bit of a reputation for their tenacity and firm approach toward a particularly hostile management. I would often meet up with John to discuss cases and how to develop his ever increasing reputation into membership recruitment, as a result of his many wins. John managed to bring the departments trade union membership density up to somewhere in the region of 90% of the workforce, which is pretty good going in Local Government terms.

When John retired from Brent Council, he continued to represent GMB members throughout the region, as an Accompanying Representative. He did so with the same enthusiasm, determination and fearlessness he had always shown while working for the Council. He was calm around members but a terrier when dealing with rogue employers and everyone valued his work enormously. Members would often tell me how John had saved their jobs when all faith and hope was lost.

John will always be remembered for his good humour and joyous outlook on life and will be missed by all who knew him – his friends and family, of course, but also his GMB "family", in the Hendon Branch and here at Regional Office.

In ending this short dedication to John, it is fitting to quote from one or two of the many tributes we have received from GMB members, who have been helped by John, over the years;

"John was a special character, revered by many, I'm sure. He had so many qualities but was always there when I needed him most. Very calm, professional and always so, so supportive. Thank you John."

"John was the absolute best. I was blessed and really lucky that someone so special as John was my Union Representative over these past few years. He was always there to support me the very best he could."

Tony Warr,
Head of Legal Services and Senior Organiser



Hillingdon Civic Centre

GMB were invited to attend and speak at a campaign event organised by Parmjit Dhanda, Chief Executive of Back Heathrow outside Hillingdon Civic Centre on 4th July 2019. This was part of a demonstration against Councils who are using public money to fund their political position and pay extortionate lawyers to oppose the Heathrow expansion.

Freedom of Information request exposed that in a single twelve month period, Hillingdon Council squandered hundreds of thousands of pounds of taxpayers' cash on legal fees opposing the Heathrow expansion while vital local services were cut, between August 2016 and August 2017, Hillingdon Council spent £215,000 of local taxpayers' money employing lawyers to oppose Heathrow, the borough's largest employer. In the same twelve month period, the council cut £215,000 from its children's services budget.

The decision to go ahead or not with Heathrow third runway is a political decision that has to be based on trade-offs between economic, transport and environmental considerations. For political leaders at Hillingdon Borough Council to spend nearly a quarter of a million pounds on expensive and very highly paid lawyers is a very big waste of scarce taxpayers' money at the expense of the most vulnerable in our society.

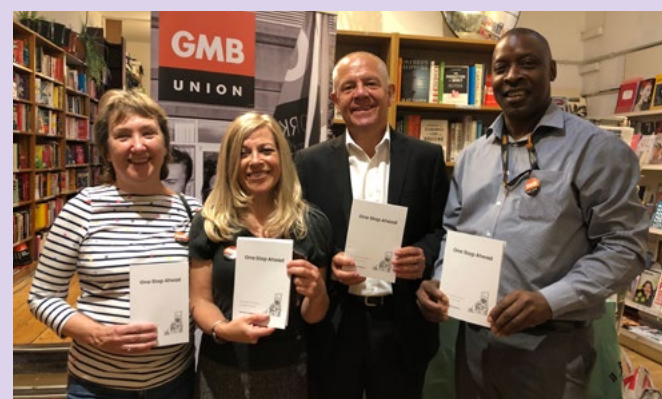


They certainly wouldn't spend their own money on this expensive posturing.

GMB has a longstanding policy of support for the Heathrow expansion for the best part of a decade, the expansion will not only protect the 80,000 jobs directly employed by Heathrow but will increase to a further 114,000 jobs which will enhance economic growth within the local communities. We represent thousands of workers at Heathrow, from customer service agents to baggage handlers, security staff to retail staff and many more.

Our members need the airport to expand for their job security.

Heathrow needs expansion, if it is to retain its world class status as a global hub airport.



GMB London Region member and Branch Secretary of Kensington & Chelsea, Michael Aulsberry, has written an exciting new booklet called, "One Step Ahead".

Mick has spent over 30 years representing GMB members, and in his booklet, One Step Ahead, he shares the stories, knowledge and expertise he has accumulated as a union rep during this period.

Booklet Launch

One Step Ahead – your guide to survival at work and in life

One Step Ahead is a complete guide to survival at work, written to help working people navigate the complexities of work (with the support of their union of course!). It's a booklet anyone at work should read.

No one goes to work looking for trouble but sometimes it comes your way. This booklet will help when it does.

GMB Union organised a One Step Ahead Booklet Launch on Monday 19th August at the Housmans Bookshop in Kings Cross.

If you would like to find out more, please contact infolondon@gmb.org.uk.

Your chance to design a new regional banner

This is your chance to be part of GMB history

Our current London Regional Banner is battle-worn, faded and needs updating so we are looking for ideas for the design of a new one. Here is our current banner:

We are looking for a design that will identify London Region our members and the Union. Remember that we can have two separate designs one for the front and one for the back.

Please email your suggestions to infolondon@gmb.org.uk or send by post to the **Regional Office** for the attention of **Warren Kenny** (Regional Hendon Office details on page 35).

Our Regional Committee will decide on the best entry who will win £500.

Please return ideas by 31 January 2020



GMB London Region launch 'Our Mary' book on the life of Mary Turner

GMB London Region launched a new book in June on the life of Mary Turner, a committed activist and campaigner and former president of the GMB Union who passed away in 2017.

The book, written by GMB member and former union employee John Callow, tells the story of Mary's life and outlines her instrumental role in the survival of the GMB as an independent union, and its unprecedented growth in membership after 2005.

The book also charts the recent history of the British labour movement: from the People's Marches for Jobs in 1981 and 1983, through the miners' strike, to more recent struggles against cutbacks in local government, the depredations of multinational corporations, and the scourge of austerity.

John Callow, Author of the 'Our Mary' book said "Mary – though fiercely proud of her Irish heritage – was a Londoner through and through. Her career was rooted in the union's London Region, through her strong bonds of friendship and comradeship with John Cope and Paul Kenny, as successive Regional Secretaries.

"For those who never had the unforgettable opportunity to get to know Mary then this book will be a reference to such an amazing person, who led such an inspirational life, and gave so much to our Union and its brilliant members".

"As a result, it was only natural that GMB London Region should take the lead in commissioning and financing her biography; raising funds through branch collections and appeals to rank-and-file union members for whom Mary Turner – union president, chair of the Labour Party and MBE – would always be simply – 'our' Mary.

"She was the stuff of a legend, of a thousand stories – some tough to hear, some sorrowful, some triumphant, some downright comical



– all informed by Mary's principled fight against injustice and for the rights of working people."

Lisa Folwell, granddaughter of Mary Turner said, "The family feel proud and honoured that so many people will now be able to read and capture Mary's life, her pathway and her achievements. Mary's memory will live on through generations for years to come.

"We are all grateful to everyone who helped and contributed to get the book generated and published and a sincere thank you to both Warren Kenny for putting the plans in motion and John Callow for all the hard work that was put into the book which tells a true story of a working class hero with so much determination and without a doubt, was one of a kind."

Warren Kenny, GMB London Regional Secretary added, "Those who knew Mary should never forget what a truly inspirational woman she was and how she fought passionately for those less fortunate and where their voices were not being listened to. By producing this book, we can proudly say we've most certainly ensured Mary's story lives on and will do so forever more.

"I'd like to thank every Branch and activist for their donations to making this book a wonderful reality. Without their fantastic support and generosity, achieving this goal would have been incredibly difficult and taken much longer than it did."

If you're interested in purchasing a copy, please contact Jill.Harris@gmb.org.uk



POLITICS



Despite there being no local council elections in London this year, it has still been a busy time for the GMB London Region political department and activists over the past few months.

Council elections were held across the rest of the country and that meant GMB London Region were on the campaign trail across East Anglia for elections in May.

Despite poor results nationally, Labour bucked the trend in East Anglia by taking control of the council in Basildon, in coalition with independents and in North Hertfordshire in coalition with the Liberal Democrats. Elsewhere Labour held control in Cambridge, Ipswich, Stevenage, Luton and Norwich, where our very own Vaughan Thomas was elected Lord Mayor of the city.



Labour also remain in power in Milton Keynes in a confidence and supply arrangement with the Liberal Democrats. Whilst not taking control elsewhere a number of GMB activists were elected as councillors right across the region.

No sooner had the council elections ended when we had elections for the European Parliament, because the Tory government have left us in limbo over Brexit. There is no other way of describing the results in these elections but as very poor for the Labour Party, as they were for the Conservative Party. The big winners were the Brexit Party or parties such as the Liberal Democrats, the Greens and Nationalists in Wales and Scotland, who stood on very clear remain manifestos. In London, Labour went down from four MEPs



to just two and in East Anglia from just one to zero having lost GMB member, Alex Mayer.



Despite this, two weeks later on the 6th June good news awaited Labour.

A parliamentary by-election had been called, following the first successful recall petition against the sitting MP, who had been found guilty of perverting the course of justice. Labour had selected a local candidate and GMB member in Lisa Forbes and despite this being a highly marginal seat GMB and other union activists, together with Labour activists from across the county turned out in force throughout the campaign and their hard work paid off with Lisa Forbes elected on the morning of June 7th.



GMB settle pay dispute with Menzies Aviation

GMB, the union for ground handling staff at Heathrow Airport, settled a pay dispute with Menzies Aviation following a 9 month battle.



Two years ago GMB entered into talks regarding pay and conditions with Menzies Aviation. The outcome was a pay award forced upon GMB members, despite resoundingly rejecting the pay offer with a massive 97% majority.

Since then GMB have advised Menzies to resolve the situation through ACAS, but this was rejected by the company. This led to the undertaking of a consultative strike ballot by members, which resulted overwhelmingly in favour of an official industrial action ballot. Eventually the threat of strike action led to Menzies finally sitting down with GMB which allowed some issues to be resolved.

GMB have now secured members one extra day of leave after 3 years, 6 years, 9 years, and 12 years' service, which will be backdated meaning that employees on Menzies contracts can attain the extra days leave which they have earned on their next anniversary of employment. The union have also secured

a working agreement to review and attain several other benefits for staff, including sickness benefit and skill payments. Menzies Aviation has set out a timeline to resolve and implement these actions by 31st January 2020.

Trevlyn McLeod, GMB Regional Organiser said, "We are happy that after so many months Menzies sat down with us and we were able to resolve some of the issues that are of great concern to our members. It has been a long hard struggle to gaining ground with Menzies, but we are happy to say we have made some headway into improving our members' terms and conditions.

"Our members felt that Menzies offer devalued the workforce and was an insult to all the staff affected and agreed despite a 97% rejection. 3.5% and 3% was over two years is not an ample reward for the daily duress staff are forced to continually operate under.

"All our members should be proud of what they have achieved in the last two years."

"We as a union represent all the workforce and what we see as gains for some employees will lead to gains for all employees now and in the future. What we gain today cannot be taken away and should be built upon and enhanced so everybody can reap the benefits."



GMB Regional Women's Conference

GMB London Region held our 4th annual Women's Conference in May at Wyboston Lakes in Bedfordshire and can happily report another resounding success.

With the most diverse conference to date. 50/50 BAME delegates, third of attendees being young members and great representation from both LGBT+ members and members self-defining as disabled. All our delegates were first time attendees.

Our Conference is member-led, organised by Women from our Regional Equality Forum and GMB Sisters. They write all the materials, deliver all the workshops and well, do everything really, they are an absolute joy to work with and a true lesson in self-organisation. A massive thanks to them all.

This year we discussed issues affecting women - Understanding the Gender Pay Gap, Know Your Pension, Universal Credit, Domestic Abuse, History of Women's Rights, Flexible Working, Getting Involved in our Union, understanding how it all works and much more. All this done in a warm and engaging way and of course, the obligatory social in the evening.

Our delegation was completely engaged with every second of the weekend, the respect and support from everyone was just so heartening. We know everyone really enjoyed it, because they stood up and said so during our open mic session at the end. We got an overall 4.84 out of 5 score in their feedback forms. To quote one of our delegates, "I've never had a sister before and always wanted one, now I have all of you."



Over 50% of delegates have signed up for our follow-on women-only courses that will continue into 2020. The courses include Public Speaking, Understanding the Big Political Ideas and Organising & Negotiating.



Since we held our first Conference, we have seen a dramatic increase in Women's participation within our Region: 70+ new women reps; Branch Secretary posts being taken up by women increased by 35%; more Branch Presidents and Equality Officer posts filled by women - our Conferences have been a real success story. More women have got involved with all our self-organised groups, taking up key committee positions, leading in many areas.

This year the Sisters adopted a new strapline **"A GMB Woman's Place Is Leading Her Union"**.

GMB Sisters are currently promoting their "Menstruation to Menopause Workplace Policy" and welcome invites to branch & workplace meetings to deliver their presentation. I hope we will see many more members engaging with us and getting involved and I certainly hope I will be seeing you there next year.

Lastly, thank you to all the 2019 delegates for making it such a success.

Sue Hackett

GMB London Regional Equality Officer

Our Conference is open to all self-defining Women in our Region, you don't have to be a rep to attend. However, we aim to give priority to first time delegates. We will start promoting for next year's conference in October 2019, look out for emails, you can self-nominate, follow GMB Sisters on:

Facebook: /GMB Sisters London Region

Twitter: @GMBsisters for event posts

Race for Life

My name's Hayley, daughter of Gary Doolan, the late GMB Political Officer. As we approach the one-year anniversary of my dad's passing, I've been thinking about what we could do to make him proud.

Those who knew my dad know that all he ever worked for was to help others. So on Saturday 20 July, me and my 8-year-old daughter Rosie completed the Race for Life 5K.

We couldn't have done it without the help of friends, family and especially GMB. All of your support over the last year has not gone unnoticed and we know my dad is watching over us with pride, as we raised a little over £4,000 for Cancer Research, a charity close to all our hearts.



We miss him more every day but the thought of us making him proud is what keeps us going. Our lives are not the same without him in it and I'm sure GMB is a much quieter place without him there.

Once again our family would like to thank you all for such great support.

Hayley & Rosie



Pre-school donation for fundraiser

'Like a life-saver' Nursery hails union's cash boost

NURSERY teachers were delighted to receive a "life-saving" donation from unions.

Members of the GMB Islington branch, GMB London and GMB Apex donated £600 to Essex Road Pre-school.



The children, aged three and four, met GMB Islington representative Gary Harris to receive the donation.

Nursery manager Claire Wolfe said: "This is like a life-saver. It really means a lot."

This is a small nursery that is totally reliant on raising money and what we get from parents."

The money brings the nursery, based in Canonbury Crescent, closer to a £5,000 target which means it can hire contractors to put windows into its sensory room.

Mr Harris said: "We look at helping out local programmes and we hope this will encourage others to do the same."

"But it's not just money. People can donate materials, their labour or their expertise."

Islington Tribune 05 July, 2019 — By Calum Fraser

GMB continue fight against academisation and claim victory as William Torbitt Primary School academy order is revoked

GMB scored a victory in our fight against academisation following the decision by Education Secretary Rt Hon Damian Hinds MP, to revoke the academy order to turn William Torbitt Primary School in Redbridge, into an academy.

GMB had previously held a protest outside the school calling on Mr Hinds to retract his recommendation after the school received a 'good' rating in a recent Ofsted report. The protest was attended by Wes Streeting MP for Ilford North, GMB membership, NEU staff, and the local community.

Madeline Daley, GMB Redbridge Branch Secretary said, "This is fantastic news for the GMB Redbridge Membership, children, and teachers. I would like to say a big thank you to all for supporting the GMB in its quest for all schools to remain in Local Education Authority, in whatever part of the county you are in.

"We look forward to continuing to work with parents, governors, councillors and the local community to inspire and improve learning for all.

"I am so proud of the GMB membership in Redbridge."

In July, the fight continued as GMB attended a public meeting at Redbridge Town Hall on defending Redbridge schools from cuts and academisation.



GMB and other education unions called for a review of the current academisation system and for the Government to invest instead in local authority schools.

Speakers included Shadow Secretary of State for Education, Angela Rayner MP; Joint General Secretary of the National Education Union, Mary Bousted; President of Class think-tank, Sam Tarry; and GMB Senior Regional Officer, Gavin Davies.

Gavin Davies said, "GMB have growing concerns over what continuing academisation means for our members, the hard working support staff that work in schools and deliver frontline educational services and support for children.

Angela Rayner added, "I want to join local Labour Party campaigners, Councillors, the GMB and NEU Unions, parents and teachers in demanding that this government gives local people in Redbridge a genuine say over the future of their schools and their children's education.

"The Tories' academy system is simply not fit for purpose. That is why Labour will end the forced conversion of local schools to academies, scrap the inefficient free school programme and instead focus on delivering what works to get the best results for pupils.

"The Tories have thrown money at an academy and free school programme that is not improving outcomes for pupils, even while individual schools have their budgets cut year after year. We now routinely see the shocking sight of schools begging parents for financial support just to ensure that they have basic equipment and supplies. Labour will fund our schools properly and restore morale in parents, teachers and education staff facing Tory cuts."

"We are seeing constant TUPE transfers and cuts to services that have dramatic detrimental effects on the good people that work in schools. We are calling on the government to undertake a complete review of this system and invest in vital resources needed to give our children the education they deserve."

Sam Tarry, local Labour campaigner and President of Class think-tank said, "For too long, parents and local communities have been shut out of decisions affecting schools when academies are forced upon them. In Redbridge, there is a proud track record of fighting off Academies and ensuring local communities have a real say in their children's education. The next Labour government will give power back to communities so that our schools are run by the people who know them best – parents, teachers and local communities."



Gold Charity Day – Air Ambulance

The Essex and Herts air ambulance is a self-funding charity therefore it relies on donations from people like ourselves to support and fund every flight.

A group of us in 2011 got together, and that is the group you can see in the photograph, and we discussed how we could run a golf day in order to raise funds to support the charity.

So in 2011 we went ahead, we had 27 players and we raised **£430.00**. On the last occasion 2019, we raised **£3,510.00**, and we have gone from 27 players to 57. We also run actions and a raffle in the evening.



In total to date we have raised £10,637.71.

On behalf of the whole group I have been asked to thank the GMB, regional committee and the branches, as we have been the main sponsors throughout the 8 years we have been doing this. Your donations have been the lifeline of the project and very much appreciated.

Just to give an example of just how important the air ambulance is, I was washing my car at home one Saturday morning. The air ambulance circled over me and then landed, to my amazement, in a field to the back of my property to assist my neighbour who had a heart attack. It was an amazing sight and I spent some time talking to the pilot while the medics saw to my neighbour.

The ability to get the medics on the scene so quickly, saved my neighbour's life and I am very proud that we, as a union, have been supportive of such a worthy cause. So once again I thank the Regional Committee, Warren Kenny, Regional Secretary and the branches for their support.

I must also pay tribute to the team because it is no easy task to organise such an event. They do extremely well, however this may be the last time we do this. So once again I thank everybody for their support to such a worthy cause.

Shaun Graham
Senior Regional Officer for Health & Safety

GMB hold picnic protests at West London hospitals over Sodexo poverty pay

Hundreds of workers in West London joined in GMB's picnic protests against poor wages, taking place at Paddington St Mary's, Charing Cross Hospital & Fulham and Hammersmith Hospital.

Over 1100 cleaners and porters working for French multinational Sodexo at St Mary's, Charing Cross and Hammersmith Hospitals are angry over the two-tier system of wages payments which see most of the staff paid the National Living Wage of £8.21 per hour whilst a small minority of staff who do the same work are paid £11.00 per hour. GMB say that if you do the same work you should be paid the same wages.

The porters, cleaners and domestic staff who work for French multinational facilities giant Sodexo have been attending protests over the summer to let the public know all about how they are treated. The picnic protest is a novel way to highlight what the GMB call Poverty Pay at the hospitals.

Many of Sodexo workers are paid the minimum wage and the company refuse to pay any additional wages. GMB have been told that there may be a pay increase next year however the workers say they cannot spend a promise and have been living on the minimum wage for too long and need their wages increased this year.

The picnic protests, which include soft drinks, music, pizza and cakes for the workers and their supporters, is a means to draw attention to the workers' demands without the need to go on strike in a hospital.

Michael Dooley, GMB Regional Organiser said. "The general public will be surprised to

hear that the staff at these hospitals are paid only the minimum wage. Porters who care for patients and the deceased, cleaners who clean the blood, sick and other waste and the staff who keep the hospitals moving 24 hours a day deserve more than the minimum wage.

"These protests are to draw attention to the poor wages and obtain increases in pay rather than to go on strike at the hospitals, but the workers understand they may have to go on strike if their wages are not increased."

"The picnic protest seems to be taking off with many workers attending and joining in to demonstrate how they feel while having some fun as well. Many staff are new to Britain and will appreciate the efforts made by the union to get them involved in this after work protest."



Tim Linehan retires

On the 29th of May a small surprise party was held at the council offices in Dockside Newham to recognise and thank the years of dedicated service of Tim Linehan, Branch Secretary of the P17 Plaistow Branch. Tim had decided that 45 years working for the council as a GMB member was enough and is now adjusting to retired life.



When Tim joined GMB Union in 1974, Harold Wilson was the Prime Minister. Tim became the P17 Branch Secretary in 1992, a role which he held until his retirement this year; an astonishing 27 years of service in the role.



Over this time Tim has helped and supported thousands of GMB members. He was known and respected all over the Borough of Newham, and members always knew that when he walked in with them they had a strong ally on their side.

Tim has always had the members' interests as his first priority, and had a talent for negotiating on their behalf. I would love to know how many jobs he saved, how many lives he improved and how many thousands of pounds of settlements and compensation he secured for our members.

Tim is a humble man and never one for a fuss, and he seemed to think that he could quietly retire unnoticed. He was quite shocked when members of his branch, council and friends surprised him to mark the occasion. GMB were privileged to present a Certificate of Merit and a Long Service Certificate in recognition of his amazing and inspiring service. We all wish Tim a long and happy retirement.

King George's Hospital A&E to remain Type 1 facility

GMB welcomed the news that the A&E at King George's Hospital in Ilford has been saved from the threat of closure and is to remain a Type 1 A&E department.

This means it will continue to be a consultant led service, open 24 hours a day, with full resuscitation facilities and designated accommodation for the reception of accident and emergency patients.

The news was announced in an open letter from Chris Brown, Interim Chief Executive at Barking, Havering and Redbridge University Hospitals NHS Trust, and Ceri Jacob, Managing Director of Barking & Dagenham, Havering and Redbridge CCGs (Clinical Commissioning Groups).

GMB Redbridge and Redbridge Council have campaigned together since March 2017 in attempts to keep the hospital's A&E department open.

Mark Holland, GMB Regional Organiser said, "Since March 2017, GMB in Redbridge have supported the campaign to save King George's Hospital.

"GMB Redbridge Branch is delighted that our campaigning, in spite of difficulty and opposition, has won the day!

"King George's Hospital A&E department remaining a Type 1 facility is another victory for GMB Redbridge members and the whole of the Redbridge community."



Hainault's new office

"Bright, airy and conducive to learning"

The Region has a new office and an education facility, occupying the whole of the third floor.



GMB Reps can now work in their own self-contained space.

The training room is fully air conditioned, with loads of natural light; a kitchenette adjoins the room with a separate breakout/meeting room and office also available.

"It's pleasant working in the classroom with air conditioning. Nice kitchen area and good location close to the tube"

Trade Union education is the vital grounding blocks to help our hard working GMB Representatives have the tools to support our members in the workplace.



The first course was held four days after the office officially opened, the feedback was extremely positive and some commented:

"Quiet and spacious environment occupying the whole of the third floor"

The new training facility will become the hub for training in the region, eventually offering an expanded training programme including short courses and briefing days.



This is a huge investment in the training programme for reps, ensuring that they continue to gain confidence and skills to represent their members and grow the union in the workplace.

"Great accessibility with a lift, accessible toilet and disability parking"

GMB Hainault Office
2nd Floor, 65 New North Road
Hainault, Ilford, IG6 2UE
t 0208 518 9200
w www.gmblondon.org.uk

Barking & Dagenham Recognition & Facilities Agreement

After a dispute that has lasted over 9 months the GMB Union has finally signed a new Recognition and Facilities Agreement with Barking & Dagenham Council.

Last autumn the council approached GMB and the other recognised unions saying they were going to serve notice on our joint recognition agreement that dated from 2008.

The reason they claimed was due to the agreement being outdated and did not reflect the current state of industrial relations in the council, coupled with the council policy of establishing arms length companies to run their services and their insistence that the union would have to negotiate separate recognition agreements with each company.

The threat this posed to the GMB was that our membership in these companies would not count towards the allocation of branch officers who were on full-time facility release. We believe that these issues were really a smoke screen to attack the GMB and payback for a bitter dispute in the Refuse Service some years ago.



After a period of what can only be described as a stand off the GMB and the other unions finally agreed to a membership verification process overseen by ACAS.

This showed that GMB is by far the biggest union amongst the council workforce with a membership four times bigger than Unison and Unite combined. Credit must be given to the local branch officers for keeping our recruitment and retention figures up over this period and in particular to Sue Warman who spent hours ensuring that our membership data was accurate and up-to-date.

The membership check resulted in the status quo of full time officers on release being maintained with the GMB holding four posts and Unison and Unite one each and a new recognition agreement being signed 25th July 2019.

With the attack from the council having been seen off, we now hope that a new era of industrial relations and cooperation will follow.

Amazon Prime Day Protest in Milton Keynes



In July, Amazon ran its annual Prime Day event, based on giving consumers discounts on various items, creating a desire based on discount and quick availability. However, GMB are often asked what is the real cost to workers.



Since 2015/2016 more than 600 reports have been made from Amazon warehouses to the Health & Safety Executive. Recently, Tilbury Depot pronounced that it had been just 30 days since their last accident.

Workers are worried about being reported for taking time to go to the toilet and often individuals who have health issues find themselves facing warnings or undergoing disciplinary procedures, despite their health issues being caused by the company themselves. The work that is required of these workers is stressful and arduous, especially with larger packages and given tight deadlines.

GMB have attended Amazon sites where steel bands were hired to play to try and create a fun atmosphere. However, being at Hemel Hempstead in July, during the height of the hot weather, only one air conditioning unit was working causing operatives to work in 30+ degree conditions. This tells a different story.

There was also the issue of the dismissal of a GMB member who had worked at the organisation for many years for allegedly stealing a 60p packet of mints from a vending machine despite there being no real proof offered.

We are constantly going to Amazon sites and hearing the same problems. Amazon likes to look like a lovely big friendly company but when it comes down to it, it is a business like anything else and runs on American principles.

At Milton Keynes, Amazon were keen to take a journalist in to see the site and draw their own conclusions but of course this was a far different story than the one we are able to depict.

We were joined at our protest by members of the CC.OO. (Workers' Commissions Union) in Spain who face very similar problems and their support along with Jack Dromey MP and GMB Brothers & Sisters including prospective Parliamentary candidates was much appreciated.

We are hoping to spread the message in Dunstable for late November when the Amazon Black Friday sale event takes place and we will hope that we will swell the numbers.

Check out more on this campaign at www.gmb.org.uk/campaign/amazon-workers-are-not-robots



Rent in London up 21.7% since 2011 compared to 9.1% pay rises

A new study by GMB of official data shows that between 2011 and 2018 rent prices for 2 bedroom flats in London increased by 21.7% to an average of £1,450 per month, whilst over the same period, monthly earnings increased by just 9.1%.

In London, Greenwich is the borough that has seen the biggest rise in rent. Between 2011 and 2018 rent of a 2 bedroom flat increased by 50%, to an average rent of £1,350 per month. Meanwhile, wages in the borough increased by just 7.2%.

Other London boroughs with a significant gap between pay-rises and rent are; Lewisham, where rent increased by 47.4%, yet wages have increased by just 16.8%; Newham, where rent increased by 47.4%, yet wages have increased by just 9.5%; Barking and Dagenham, where rent has increased by 45.5%, yet wages by just 16.4%; Waltham Forest, where rent has increased by 42.9% since 2011, and wages have increased by 16.1%; and Croydon, where rent for a two-bedroom flat has increased by 41.2% to an average of £1,200 per month, whilst wages have increased by just 11.7%.

The figures for the 33 London boroughs are set out in the table opposite. This is from a new study by GMB London Region of official data from the Office of National Statistics (ONS) for 33 boroughs in London. It shows the median rent of a 2-bedroom flat in 2018, the percentage change in rent-prices between 2011 and 2018, and the percentage change in monthly earnings between the 2011 and 2018.

Warren Kenny, GMB Regional Secretary said "These official figures show increases in average rents for two bedroom flats of 30% or higher in 14 of the 33 London boroughs in the seven years since 2011. The average increase for all the boroughs is 21.7%. By comparison average earnings in the same period rose by 9.1% in London.

"In Greenwich rents went up by no less than 50% so that a two bedroom flat now absorbs about 70% of the average net pay of a resident in the borough.

"Policy mistakes have made the housing position for lower paid workers worse. Council homes for rents at reasonable levels were aimed at housing the families of workers in the lower pay grades and did it successfully for generations.

"These were sold off – but crucially not replaced as a matter of Tory dogma. Housing benefits was introduced instead to help pay rents for those on lower paid and the costs to the taxpayer has ballooned to over £24 billion a year. It would have been far cheaper to build the council homes.

"The chickens are now coming home to roost on these policy mistakes. There is a massive shortage of homes for rent at reasonable rents for workers in the lower pay grades. There is now no alternative to higher pay to pay these higher rents plus a step change upwards in building homes for rent at reasonable rents."

"Rent in Barking and Dagenham are up 45.5% since 2011, compared to a 16% rise in wages. Earlier this year GMB also found that 30% of Barking and Dagenham residents in employment were earning less than a living wage. These companies have to start offering at least 50% of all new builds as social housing.

"Dogmatic opposition to allowing councils to build homes for rent is a luxury we can't afford.

RANK	BOROUGH	TWO BEDROOM MEDIA RENT 2018	% CHANGE IN RENT 2011-2018	% CHANGE IN MONTHLY EARNINGS 2011-2018
	LONDON	1450	21.7	9.1
1	Greenwich	1350	50.0	7.2
2	Lewisham	1400	47.4	16.8
3	Newham	1400	47.4	9.5
4	Barking & Dagenham	1200	45.5	16.4
5	Waltham Forest	1300	42.9	16.1
6	Croydon	1200	41.2	11.7
7	Sutton	1175	38.2	10.3
8	Hillingdon	1250	35.1	3.2
9	Harrow	1300	33.3	10.4
10	Bromley	1200	33.3	18.7
11	Redbridge	1200	33.3	3.3
12	Havering	1100	33.3	9.2
13	Ealing	1447	31.5	8.6
14	Enfield	1300	30.0	6.5
15	Bexley	1025	28.9	4.1
16	Merton	1410	28.2	7.8
17	Lambeth	1582	28.1	0.8
18	Hounslow	1275	27.5	8.6
19	Kingston upon Thames	1350	26.5	8.5
20	Hackney	1690	25.8	7.7
21	Richmond upon Thames	1540	20.8	-0.8
22	Southwark	1560	20.0	5.0
23	Barnet	1352	20.0	15.2
24	Haringey	1450	19.5	9.0
25	Wandsworth	1650	19.0	9.6
26	Tower Hamlets	1700	18.9	11.2
27	Islington	1907	17.4	4.8
28	Brent	1500	15.4	13.1
29	Camden	1993	15.0	14.3
30	Hammersmith and Fulham	1712	14.5	14.3
31	City of London	2297	13.5	n/a
32	Westminster	2492	9.5	3.3
33	Kensington and Chelsea	2708	8.7	n/a

So too are plans by property developers and councils to demolish over 100 council estates in London and replace them with luxury housing.

"These high rents are here to stay. So too are younger workers living for longer in private sector rental accommodation. As a direct consequence, employers must be prepared to pay much higher wages to staff to enable them to afford these much higher rents.

"If employers don't respond with higher pay they will face staff shortages as workers, especially younger people, are priced out of housing market.

"It makes little sense for these workers to spend a full week at work only to pay most of their earnings in rents. They will vote with their feet."

For information on East of England statistics, visit our website at:
www.gmblondon.org.uk/news/rent-and-earnings-in-east-of-england

GMB support stab vest campaign

GMB London Region surveyed members working within the security industry regarding PPE (Personal Protection Equipment) requirements. This was in response to a growing number of concerns raised by GMB members regarding their safety in the workplace.

In some areas of the security industry, stab vests are automatically issued as PPE, but they are not issued to every officer in some workplaces.

Over 95% of members responding to the survey said it was not acceptable that they were not provided with the same health and safety equipment as other colleagues, when confronted with the same dangers.

Security Officers stated that they feel physically vulnerable in their workplaces due to the lack of PPE, and feel wearing a stab vest would make them feel less physically vulnerable in their workplaces.

When asked the question, 'would you wear a lightweight stab vest as part of your normal PPE if your employer provided this free of charge?', 76% of responders said they would welcome this.



87% of GMB members surveyed confirmed that they would actively support a campaign across the security

industry, to ensure employers provide stab vests as PPE to all security officers in all areas of the security industry.

Paul Meddes, GMB Regional Organiser said, "Issuing stab vests as part of security officers safety equipment should be automatically part of their uniform as standard practice."

"At present, the majority of companies issue their security officers with body cameras as standard practice, but cameras will not protect them from a knife attack.



"GMB are calling on the Government to support our campaign to protect employees who work in the security industry, and to put pressure on the industry to make this a safer working environment.

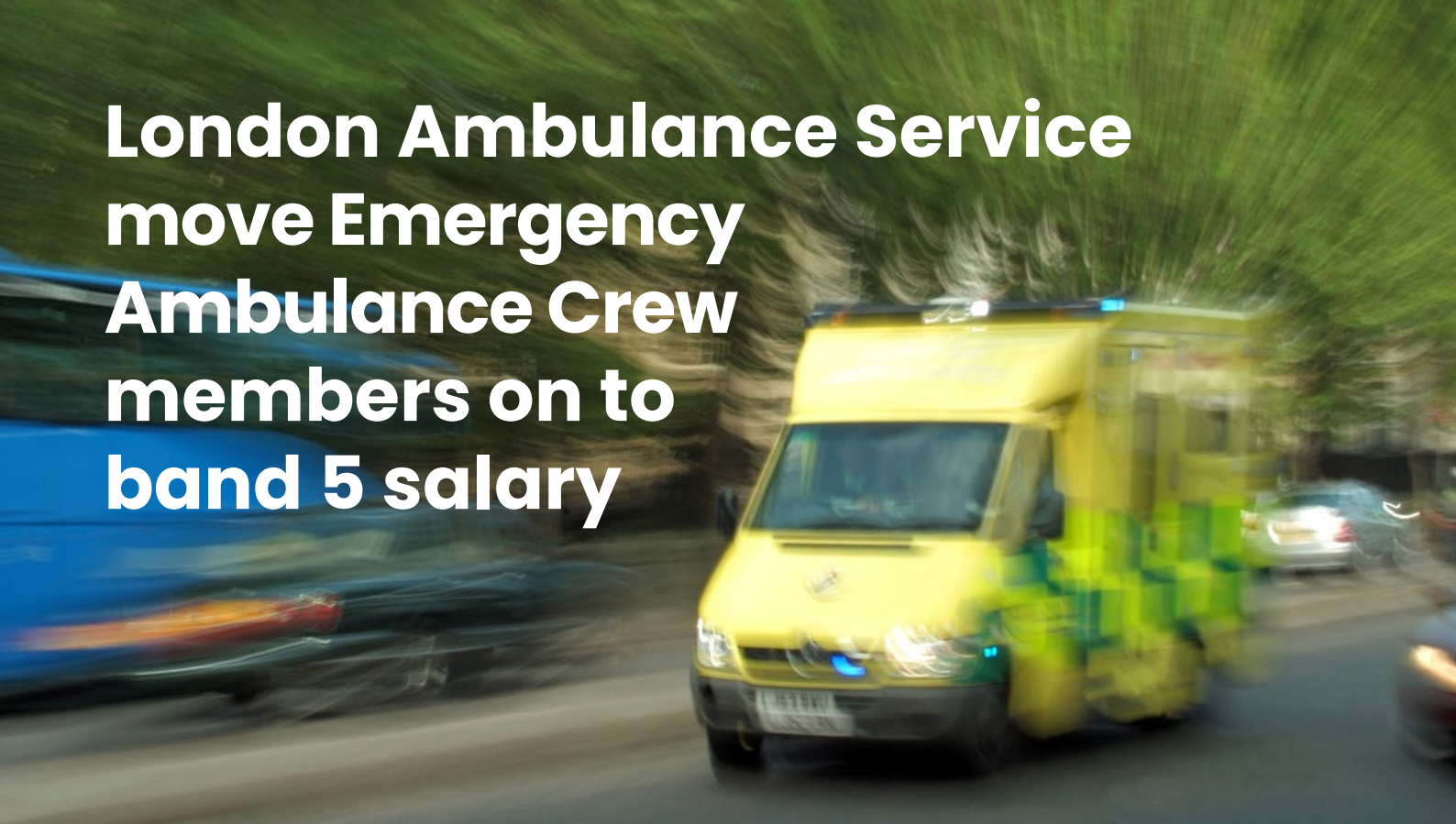
"In the last year, a number of members have reported an increase in attacks, using weapons and in one instance, a samurai sword was produced by the attacker, putting GMB members and the public in danger."

"We will be engaging with MPs to support and raise awareness of these findings over the coming months by calling on the Government to debate this serious issue in Parliament, if we get enough signed signatures. See information below.

Sign our petition calling for stab vests to be issued to all workers in the security industry!

www.petition.parliament.uk/petitions/267541

London Ambulance Service move Emergency Ambulance Crew members on to band 5 salary



GMB have welcomed the decision of London Ambulance Service NHS Trust to transition all Emergency Ambulance Crew members to a band 5 salary from September, backdated to 1st March 2019. This comes after the job description was re-evaluated by the Trust's job evaluation panel.

Further discussions at a Staff Council meeting on 31 July 2019 came to the agreement that members that are in training at the Trust's Education Centres, Operational Placement Centres or posted to one of the Trust's Group Stations in their consolidation period, and are receiving a percentage of AfC band 4, will now be paid at the equal percentage of band 5. These adjustments will also be made in September's pay and where applicable will be backdated to 1st March 2019.

London Ambulance Service have currently paused recruitment to the Emergency Ambulance Crew role to enable them to develop a new AfC band 4 Job description and contract. Therefore, new arrangements do not apply to anyone in the recruitment pipeline that does not have a formal contract of employment.

Gordon White, GMB Regional Organiser said, "We are delighted that the collective voice of the staff is being listened to and the London Ambulance Service NHS Trust are starting to properly value our members.

"GMB, the union for ambulance workers, asked for a re-evaluation of the EAC and Trainee EAC role back in January 2019. This was taken forward in March 2019 and the re-evaluation panel agreed that this was a band 5 role.

"It is a very welcomed announcement that has seen their jobs re-evaluated and the pay uplifted. This is a step in the right direction to properly reflect the skills and dedication that these heroes bring to the job."

"This latest announcement ensures that trainees' time is recognised and value too. Our Emergency Ambulance Crews, and trainees are in the front line, helping those most in need when they most need it."

Public Services – Pay Campaign



As part of the preparation for the submission of the pay 2020/21 pay claim for our members within local government & schools, GMB Union undertook a workplace consultation campaign with members in local government and schools, to seek their views and aspirations on what they would like GMB to put forward as part of the local government and schools pay claim.

These consultations have been fundamental, in allowing GMB to hear the views of what our members in local government and schools would like the Union to put forward on their behalf.

Local authority and school workers have suffered years of pay restraints because of austerity, which will culminate in local authorities losing 60 pence of every pound of Central Government funding by 2020. With demand increasing, local authority and school workers are being asked to do more for less. Our members in local government and schools deserve a real pay rise, as their earnings have been devalued by up to 22% after ten years of real term pay cuts.

GMB are campaigning for a pay deal that recognises the invaluable and important role that employees within local government and schools undertake in continuing to provide quality service provision, against the backdrop of constant restructures, because of the Tories unfair and unjust austerity measures.

Whilst the Government claim that austerity has ended, no new money has been made available to fund local government properly to protect jobs, wages and services. The GMB pay justice campaign for local authority and schools workers, is campaigning for a reversal of the

sharp cuts to living standards experienced by local government workers since 2009/10, and for pay increases to be fully funded by Central Government – removing the burden on local authorities, whose funding has been cut to the core. As part of GMB London Region Local Government & Schools Pay campaign, all public service officers in conjunction with Branches have written to council leaders, providing a model motion for Councils to adopt seeking their support for the pay claim submitted by the NJC Local Government Trade Unions, and to call on Central Government to fully fund pay across public services.

The headlines of the joint union pay claim submitted to local government employers is asking for the following:

- A real living wage of £10 per hour to be introduced for National Joint Council (NJC) SCP 1 and a 10% increase on all other NJC/GLPC pay points
- A one-day increase to the minimum paid annual leave entitlement set out in the Green Book
- A reduction in the standard working week set out in Green Book to 35 hours (34 hours in London) with no loss of pay
- A comprehensive joint national review of the workplace causes of stress and mental health throughout local authorities

To achieve the aspirations and pay that our members in public services rightly deserve, we need to use this campaign to build our bargaining power within the public services section, and as part of this process, in addition to the motions sent by officers and Branches to council leaders, we would ask that every member emails their local councillor by filling in the form at the following link: www.gmb.org.uk/campaign/local-government-workers-deserve-pay-rise calling on them to support our motion to call on the Government to properly fund local government and schools.

Over the coming months GMB Officers and Branches will be organising workplace meetings to discuss the GMB Pay Campaign.

Who to contact: If you and colleagues within your workplace would like a meeting to discuss and get involved in the campaign please contact your local branch. If you have any further queries on this please call us on **020 8202 8272**. If you have a workplace issue and need support or advice you can fill out our online support form via our website at www.gmblondon.org.uk/support.

Asda workers are being threatened with the sack!



Asda was formed from a Leeds family company built on proud Yorkshire values of hard work and respect. They would be spinning in their graves now.

Asda workers are receiving letters from bosses saying they'll be sacked in 12 weeks time unless they sign a punishing new Contract 6.

In 2017 Asda introduced Contract 6, under a fanfare of £1 more per hour. They claimed the contract was supported by GMB. It was not! They gave assurances of the contract being voluntary. It is not! Only 15,000 colleagues chose to go onto the contract and over a 2-year period they saw the £1 extra diminish.

Earlier this year Asda started a consultation to force every colleague onto contract 6. Asda say the contract gives them flexibility and an increase in pay. It also removes paid breaks, allows Asda to change your contract every 4 weeks and changes the night window. Asda say anyone refusing to sign up to the contract will be dismissed.

Loyal colleagues are being rewarded with cuts to terms & conditions. They face giving up work to look after elderly or disabled parents and relatives. Single parents may sacrifice their only source of income.

Members are reporting bullying and pressure being applied to force you onto the new contract.

Contract 6 allows Asda to change your pay, terms and conditions, without consultation or your agreement. This gives you no security!

This would effectively allow them, if they wanted, to change you to a zero-hour contract in the future. Although Asda say they would not do this, did they not say that Contract 6 would remain voluntary?

It's not good enough and it's not acceptable. Asda is a multi-billion-pound company. It doesn't have to do this.

GMB have requested that Asda negotiate better pay, terms and conditions for their Asda members and they have declined.



We organised a number of mass protests in May, August and September due to Asda refusing to negotiate. We are also arranging to visit stores within GMB London Region to demonstrate and bring awareness of exactly how staff are being treated. Additional protests will be taking place over the next few months, keep an eye out on our updates via the Region's website at www.gmblondon.org.uk/workplace.

We will continue to fight for better pay, terms and conditions for our members. If you have any questions on this please contact our **Norwich Office** on **01603 626 492**.

Burston Strike Rally 2019



Thank you to all who attended the Burston Strike Rally this year.

I am very pleased to inform you and all concerned that together we raised £320.42 for a charity called F.A.C.K (Families Against Corporate Killing).

Too often these days someone goes out to work and never returns home due to being killed whilst working. Often these kinds of situations can and should be avoided. There is little help for families who suffer the loss of a family wage earner and the hardship, loss, grief is immeasurable.

A friend of a member suffered this tragedy some time ago and when we learnt of the difficulty of trying to get legal aid to assist when putting a claim in for financial help and justice we decided to help. For the last couple of years, we have tried to make a meaningful donation to this worthy cause. I have been attending Burston for the last 15 years with a good supporting group of members from our local Kings Lynn GMB Branch and Lowestoft Branch, alongside just about every trade union in the British Isles being there on this first day of September each year.

I have been informed that there were 10,000 people attending Burston this year and I am very thankful for the tolerance of the people of this little Norfolk village.

We must not forget what the meaning of Burston is. It is a continuous reminder of the need to seek and gain justice for people who have been victimised such as the two school teachers who this story is really all about, Annie and Tom Higdon who were wrongly dismissed. Remember this was at the turn of the century when there was little or no tolerance of justice and thanks to their incredible bravery sixty-six out of the seventy-two school children this effected decided to seek justice, they boycotted the local Authority school and went on Strike.

They paraded around the village marching with banners held aloft one with the single word JUSTICE written on it many with requests that their teachers should be re-instated. This was recorded in the local and national newspapers and as a consequence started a national fundraising campaign which resulted in enough funds for the building of a new school which still stands this day and is situated next to the village green and is now a museum and a monument to working class education and the struggle against rural tyranny.



I want to say how proud I am of all the members who showed up this year. To Peter Smith and his colleagues who carried our branch banner, to new members who joined us, thank you so much for your help and involvement. To Denise and Linda who worked tirelessly brewing countless cuppers cooking burgers and sausages and a special thanks to Warren Kenny who organised one hundred unique designed Burston T-shirts who we did try to give to as many GMB members who turned up. To Paul McCarthy being another generous donor who donated such good quality goods for the Tombola prizes which made our stall very popular.

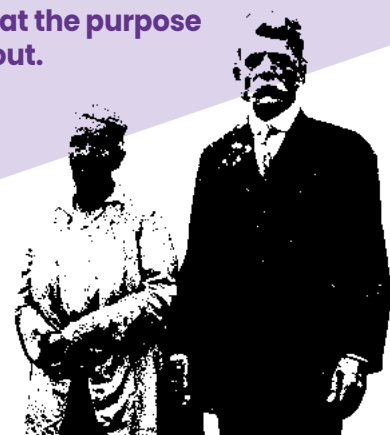
Our thanks to Chris and Debbie who helped so much and baked delicious cakes which soon disappeared and to all of you who attended and worked so hard to keep GMB in good light with all our fellow trade unionists, thank you so much.

We must never forget what the purpose of Burston is really all about.

Dave Dennis

GMB Branch Secretary
of Kings Lynn Branch

**BURSTON
STRIKE SCHOOL
RALLY**



GMB Personal Injury Services

If you have been injured in the last 3 years (longer in certain cases) through the fault of someone else and you want to keep 100% of the compensation won on your behalf, do not go to the No Win – No Fee rip-off artists, talk to GMB union instead.

We exist to represent and defend the rights of the injured or mistreated. We are proud to act for those who need us most and unlike those No Win – No Fee firms, with their flashy, glitzy advertisements, we will not deduct a single penny of your compensation. All of the costs of making a personal injury claim are covered by your union membership.

Our personal injury team will work for you to secure the best possible outcome for your claim. We will provide you with a first rate service – whatever the injury, however complex the claim.

Teaching Assistant Pamela arrived at work one day and found her classroom filled with heavy recording and other equipment used by the media department. This was not the first time this had happened and she had previously complained about it and requested that the room be cleared before the class began. With nobody to assist, Pamela had to move the equipment herself. As she did so, she injured her back. With the help of GMB Pamela received £6,000 in compensation.

David was employed as a machine operative and had received just one week of training before being asked to operate a particular machine. He attempted to step down from the machine onto the floor, and as he did he landed on a patch of oil, causing him to slip and fall. He injured his lower back in the accident and recovered £23,000 in compensation with the help from our GMB solicitors.

We can help you with Accidents at work, Industrial disease, clinical negligence, slips and trips, road traffic accidents and animal attacks.

Industrial Disease

Industrial diseases are illnesses, both physical and mental, that you can contract in the workplace because of employer's negligence. These illnesses can include but are not limited to mesothelioma, pleural plaques, pleural effusion and other asbestos related diseases, noise induced hearing loss, carbon monoxide poisoning, cancers, dermatitis, repetitive strain, occupational stress, Vibration White Finger (VWF), Hand Arm Vibration Syndrome (HAVS).

Contracting an industrial disease can have a profound effect on your life and that of your loved ones both at work and at home. It can be traumatic and stressful. In the most serious of cases, it can be life threatening. You can often feel alone and helpless, regardless of whether or not you have a strong network of family and friends supporting you.

Medical Negligence

Your health is your priority and in the hands of medical professionals, it should be a priority too. In most cases, our country's wealth of competent and professional nurses, doctors, GP's and consultants get things right.



However, for the instances that go wrong it can prove to be disconcerting and stressful – the last thing that you need when your health has already been compromised. Our team of expert lawyers and solicitors are there for you to give any medical/clinical negligence related advice and support when things do go wrong.

Abi had worked for a well-known delivery firm for more than 25 years when she slipped on the icy tailgate of a lorry and injured her arm and shoulder. Abi's employer failed to provide her with salt to put on the tailgate, which would have prevented slipping. Following surgery, Abi was left with just 40% use of her shoulder and, when her employer stopped paying sick pay, she was forced to retire. Our lawyers successfully fought the case and secured significant compensation for Abi's injuries.



So if you have suffered an accident or injury that wasn't your fault or are unsure of your rights, call our legal department now on 020 8202 8272 or email sylva.klojdova@gmb.org.uk and request a form to start your claim and remember, you keep 100% of the compensation we win for you.

National Section Conferences 2019

GMB
UNION

As agreed by a rule change in Congress 2018, National Section Conferences will now be held every year.

These new style conferences will focus on discussions and debates around industrial sectors within each GMB Section. They will drive the Union's strategic priorities and core aims into the industrial and organising agenda and build on section's national and/or sector specific campaigns and organising priorities. They will report to the CEC and Congress.

- ✓ **Manufacturing**
- ✓ **Commercial Services**
- ✓ **Public Services**

All three conferences will be taking place in November with the first being **Manufacturing** to be held in **Belfast** on **5-6 November**, then **Commercial Services** in **Cardiff** on **12-13 November** and finally **Public Services** in **Glasgow** on **19-20 November**.

The region has written to all branches who have nominated members interested in attending and the Region has now selected our regional delegations to each Conference.

If you are interested in finding out more, please contact **Tony Warr** (Commercial Services), **Keith Williams** (Public Services), **Shaun Graham** (Manufacturing) at our Regional Office. (See contact details on page 35).

GMB
extra

Get a bit *extra*
from GMB Union

up to
50%

up to
49%
off

20%
off

Haven



national
express

the
Dungeons

up to
10%
off

10%
off

up to
41%
off

Huge range of

exclusive member
offers!

Check them out online:

GMB.ORG.UK/EXTRA



Or scan me
with your phone
camera

...and for additional
GMB London Region benefits
visit our website at:

WWW.GMBLONDON.ORG.UK/BENEFITS

Guardian Taxation

Are you missing out on an income tax repayment?



Our taxback benefit for GMB members is offered by Guardian Taxation Services who have handled tax claims for tens of thousand of people throughout the UK and have sourced tax refunds totalling millions of pounds.

If you have to clean your own workplace clothes, uniform or protective clothing, you are entitled to tax allowance to cover laundering costs and such allowance can be claimed for the past 4 years.

Every year, millions of ordinary taxpayers overpay on their income tax to HMRC, whether because of errors, mistakes or lack of knowledge.

GMB have joined up with Guardian Taxation Services, a specialist firm that deals with employees' tax matters, to offer you the opportunity of having a FREE, no-obligation tax review to take advantage of their unique and highly successful 'no rebate – no fee' taxback service.

Contact

Guardian Taxation Services

☎ 078 092 70210

www.taxbackservice.co.uk

If you're not yet a GMB member join us at

www.gmb.org.uk/join

BEING A MEMBER OF GMB OFFERS SO MUCH MORE...

Just take a look at our fantastic legal services...



0300 333 0303

www.unionline.co.uk

HELPLINE FOR FREE LEGAL ADVICE

As a GMB member you have access to a dedicated law firm that works for you. We pay out 100% of any compensation you win and not just to you but your immediate family members also...

If you or a family member has had an injury or accident that wasn't your fault

You're covered whatever the injury, however complex the claim and you keep 100% of the damages awarded.

We provide to members only, expert employment law advice and assistance on a broad range of issues

Our lawyers have extensive experience of all aspects of employment law that gives you local support, advice and representation.

Free legal advice helpline covering a wide range of issues

If it's a neighbour dispute, motoring offence, holiday problem, criminal issue, consumer dispute, immigration, family issue or divorce... you name it, we'll give you free advice.

Free simple will service

We offer GMB members a free simple will service and preferential rates on more complex wills.

Fixed rate conveyancing

If you're selling or buying a house or flat, we offer preferential rates that you'll be hard pushed to beat on the high street.

Free Motor Claims Service

We can save up to £40 per year on your car insurance - just let your insurers know you no longer require legal cover - UnionLine will take that on as part of your GMB membership.

Power of Attorney

Preferential rates on all areas of Power of Attorney, lasting or general.



UNIONLINE



@UnionLineNews



www.facebook.com/UnionLineNews



Ethical Threads T-shirts in partnership with London Region and BWTUC

Do you require T-shirts for an event rally or demonstration? Look no further!

Our ethos is simple; we are committed to ensuring that everyone involved in the production of our garments gets a fair deal.

- ✓ Our T-shirts are high quality, ethically sourced and sweat shop free.
- ✓ We supply T-shirts both plain and printed to your specification requirements at competitive prices.
- ✓ Small or large orders are welcome.
- ✓ All profits are ploughed back into GMB Union.



Contact the Communications Department at the GMB Regional Office for further information Telephone 0208 202 8272 or you can email your inquiry to jill.harris@gmb.org.uk

EXCLUSIVE GMB LONDON MEMBER OFFER

NEW

Do you have a NHS dentist?

Would you like all your NHS dental bills repaid in full up to **£500 per year?**

The GMB NHS Dental Plan will give you money back each time you visit your NHS dentist, so no more costly treatment bills.

What's more, as a special offer for all GMB members, **you're covered immediately as soon as you join the plan** for £500 of NHS dental cover for:

- ✓ Examinations, Scale and Polish, X-rays, Fillings, Extractions
- ✓ Root Canal Treatments, Crowns, Bridges, Dentures and Repairs

Cover also includes:

- ✓ 6 Dental-related prescription items
- ✓ £6,500 Oral cancer cover
- ✓ Extra £750 Accidental impact injury cover
- ✓ £25 per night dental-related hospital in-patient (up to 25 nights)

Claiming is easy! Pay your NHS dental bill and claim your money back. You'll receive your money back by cheque or bank transfer within a few days.

All for just £11.50 monthly premium per person

Call our customer service team to join the plan on **0800 161 5771** or apply online at www.gmbdental.co.uk



IMPORTANT INFORMATION: In order to make your first claim, you must have been to see your dentist within the last twelve months for a full examination. Any pre-existing condition or ongoing treatment is not covered; only new dental conditions that occur after joining are covered by this plan. Cover is for NHS dental charges only as per the English banding charges and no cover is provided for any private dentistry charges on this plan. You can join the NHS Dental Plan up to your 70th birthday and use the policy for as long as you wish. Policy terms and conditions apply. Claims are handled directly by the insurer who is a 'Not for Profit' organisation with a 135 year heritage of providing affordable healthcare. GMB NHS Dental Plan is designed and administered by Protego Group Ltd. Registered Office: 260 - 268 Chapel Street, Manchester M3 5JZ. Protego Group is authorised and regulated by the Financial Conduct Authority (304363) ©Protego Group 2017



As a general union, our members work across a variety of sectors including retail, security, schools, distribution, utilities, social care, the NHS and ambulance service and local government to name but a few.

Our role is to get the best deal for our members both in the workplace and in society and every day, GMB offer **protection at work** and provides **support, representation and advice** on issues that matter to our members.

If you would like to find out more, you can visit our website at www.gmblondon.org.uk

If you have yet to join GMB and would like to do so, you can join online at: www.gmb.org.uk/join

If you're a member and would like to get more involved in building GMB in your workplace, please contact your local rep or regional organiser or call us on **020 8202 8272**, we'd love to hear from you!

Follow Us
 Keep up to date with all the latest news, events and campaigns:
 Twitter @GMBLondonRegion
 Facebook GMBLondonRegion

GMB London Press Office
 If you have questions and would like to speak to our Press Office team contact:
 020 8457 4143

Do you have an issue in the workplace? Would you like us to help? If so you can fill out and submit our online support form on our website and a representative of the GMB London Region will contact you within 24 hours. You can find this link here:
www.gmblondon.org.uk/support
 or if you have a general inquiry contact infolondon@gmb.org.uk.

Who to contact in GMB London Region



GMB Hendon Office

John Cope House,
 152 Brent Street,
 London NW4 2DP

020 8202 8272
 020 8202 2893

GMB Luton Office

2nd Floor
 Jansel House, Hitchin Road,
 Stopsley, Luton LU2 7XH

01582 404842
 01582 393150

GMB Chelmsford Office

53 Duke Street
 Essex
 CM1 1JA

01245 345165
 01245 345129

GMB Hainault Office

2nd Floor, 65 New North Road
 Hainault, Ilford IG6 2UE

020 8518 9200
 020 8518 9209

This replaces the Romford office which is now closed

GMB Hayes Office

213 Church Road,
 Hayes
 Middlesex UB3 2LG

020 8573 6969
 020 8756 0276

GMB Norwich Office

9 Norwich Business Park,
 Whiting Road,
 Norwich NR4 6DJ

01603 626492
 01603 766516


If you need to get in touch with one of our Senior Organisers in the region, you can contact them on the following below:

- Tony Warr, Commercial Services**
 tony.warr@gmb.org.uk
- Keith Williams, Public Services (Local Government and Schools)**
 keith.williams@gmb.org.uk
- Gavin Davies, Public Services (NHS, Ambulance Services)**
 gavin.davies@gmb.org.uk
- Shaun Graham, Health & Safety and Manufacturing**
 shaun.graham@gmb.org.uk

Join now for protection, support and advice.

Hand this form to your local GMB representative, or post it by simply writing 'FREEPOST GMB LONDON REGION' on an envelope. You don't need a stamp or any other address details. Questions? Email us at london.membership@gmb.org.uk or visit our website: www.gmblondon.org.uk where you can also join instantly.

PLEASE USE BLOCK CAPITALS

SIGN WHERE YOU SEE THE  s

TELL US ABOUT YOU. This will help us do the best possible job for you.

Forename <input type="text"/>		Home address <input type="text"/>	Work address <input type="text"/>
Surname <input type="text"/>		Postcode <input type="text"/>	Postcode <input type="text"/>
Title Ms Miss Mrs Mr Mx	Date of Birth <input type="text"/>		
Home phone number <input type="text"/>		Email address <input type="text"/>	Job title <input type="text"/>
Mobile number <input type="text"/>		Employer <input type="text"/>	Hours a week <input type="text"/>

THE IMPORTANT BITS. Please authorise the Direct Debit.

Instruction to your Bank or Building Society to pay by Direct Debit



Please fill in the form and send back to 'FREEPOST GMB LONDON REGION'

Name & full postal address of Bank/Building Society

To the Manager of Bank/Building Society
Address:

 Postcode:

Service User Number

9	7	4	3	3	0
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Reference (FOR GMB USE ONLY)

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Instruction to your Bank or Building Society. Please pay GMB 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 GMB & if so, details will be passed electronically to my Bank/Building Society.

Name(s) of account holder(s)

Signature(s)



Date

Account number

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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Sort code

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Banks/Building Societies may not accept Direct Debit instructions for some types of account.

PAYMENT DATE. Please select a payment date.

This is not part of the instruction to your bank or building society.

If you are paid monthly 1st* 8th* 16th* 23rd* Last day of the month* OR if you are paid 4 weekly 1st Friday 2nd Friday 3rd Friday 4th Friday
* or next working day

STAYING IN TOUCH. We want to make it as easy as possible to talk to each other.

GMB contacts members by email, phone and SMS about issues related to membership, membership services and campaigns.

Tick if you **DO NOT** wish to be contacted by: Email Phone SMS

GMB has a political fund to pay for political campaigning, which you can opt-in to for **1p a week**. In the past, the fund has helped win rights such as the minimum wage and maternity leave. There will be no detriment to you if you do not opt-in

Do you want to opt-in to the political fund? YES NO

AND JOIN. I agree to abide by GMB rules.

Signed 

Date

To read the GMB rulebook please visit www.gmb.org.uk/rules For our privacy policy go to www.gmb.org.uk/your-privacy

You can change your contact preferences at any time by logging into your MyGMB area at www.gmb.org.uk/mygmb

Welcome to the GMB Union family!

FOR GMB USE ONLY

Section

Branch number

Membership number

Join date