

# Warning!



DO NOT AGREE!

Derby City Council has informed UNISON that it is trying to seek individual agreement on the proposed changes to Terms & Conditions. UNISON is urging members to not sign or agree to these changes. You have nothing to gain by signing and accepting.



Your friend at work

## Join UNISON – essential cover if you work in public services

Simply complete the form below and post it to the freepost address on the back page

### 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 payroll)

Please give your ethnic origin: (tick one box)

- Bangladeshi  Pakistani  Black African  Black UK  White UK
- Chinese  Asian UK  Black  Black other  Irish
- Indian  Asian other  Caribbean  White other

### 2 Tell us about your job

Employer's name

Your job title/occupation

Workplace name and address

Postcode

Payroll number (from your payroll)

### 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	£3.60
£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**

Please fill in one form and send to UNISON, 130 Euston Road London NW1 2AV

Name and full postal address of your bank or building society

To: The Manager  Bank/building society

Address

Postcode

Name(s) of Account holder(s)

Service User Number

Reference number (for office use only do not complete)

Signature

Date

Bank/building society account number

Branch sort code

Please pay UNISON Direct Debits from the account detailed in this instruction subject to the safeguards assumed 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.

Banks and building societies may not accept Direct Debit instructions for some types of account

UNISON locally is fighting these unfair and discriminatory proposals, you can do your bit by not agreeing and not signing up to them. If you are unsure, contact us for support.



Your  
friend  
at  
work

## Why You Shouldn't Sign:

- This is a fishing exercise, you are being treated generically and not as individual employees.
- This is designed to undermine the consultative process with the Trade Unions.
- You're only being given 2/3 of the information on the changes which affect you and being asked to make a decision.
- The Appeal Process has **not** been agreed, and we consider it is completely unfair if you have already lodged an intent to appeal.
- There is 10 years of Equal Pay litigation, DCC is proposing a scheme that is discriminatory and open to Equal Pay Claims. **UNISON is legally investigating this with our Solicitors.**
- If you are due to have an increase in pay under Single Status, this is being delayed by your employer. UNISON maintain that whilst some staff have gained in pay, the majority are losing in hours and total income. This is not the best outcome you could have and with the reduction in Spinal Column Points, your overall ability to earn is significantly less. You will not get increase in pay any sooner by signing now.
- By accepting these changes you will remove your right to any legal recourse.



Not a UNISON Member?  
Join today and be part of  
the fight back against  
these proposals.

Contact the branch for the latest information...



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