

## *Year end update 2009*

### SPECIAL POINTS OF INTEREST:

- Annual pay negotiations with Knitting Industry Federation
- Free Eye Tests agreed
- Discussions on Lay Off
- Recession drives pay negotiations
- Time to plan for 2010

This year's negotiations with the Knitting Industry Federation (KIF) were undertaken against the background of the economic downturn and were thus never going to be easy. The KIF was adamant that this year it was not possible to afford a pay increase and that most of the companies were struggling to survive.

For the first time, to my knowledge of 20 years service, it was decided to gather as many reps as we could in order to get your input into the claim.

Your committee, which comprised of 2 full-time officers and 4 reps accepted this argument after some discussion. We did however ask that we reconvene in June in order to see if the economic climate was any rosier.

Agreement was reached on the issue of free eye-tests and this part of the agreement covers specific job roles. These are knitting, linking, dyeing and examination which are occupations that require good eyesight and are stressful to the eyes.

There were two other elements of the claim which were pursued, lay-off and lay-off pay and health/sick provision.

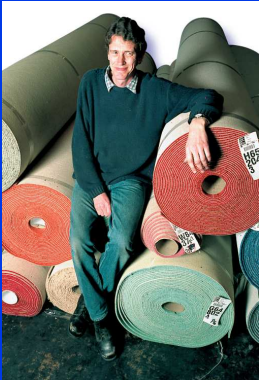
In respect of lay-off it was accepted by the KIF that this practice was long discredited and a relic from the last century!

Companies can still lay-off for 4 hours a week for 26 weeks with no pay. With agreement this could be extended and some members have done so and been in effect on a 35 hour week for over a year. It is the union's view that a contract for 39 hours should be exactly that. If the company cannot provide work for your contracted hours then you should still be rewarded with your full pay.

Some progress has been made and although no agreement was reached this year the KIF seem prepared to move to a 2 hour lay-off from next April. Proposals will be put to the Union for discussion prior to next year's meeting. Details of the proposal will be forwarded to you as soon as Community receives them.

Your negotiators were prepared to accept the offer this year as the feedback received was that expectations of any increase were very low.

*Cont.*



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*Cont.*

We did meet again in June and once more the negotiators accepted that no increase would be offered this year.

Finally I would urge all members to become involved by helping out your rep, if you have one and for those of you in factories without any representation please give some thought to becoming one.

You can help your rep by informing them of any changes in your own circumstances or any changes at work, new piece-rates, health and safety matters etc. You can also help by trying to recruit your work colleagues, remember that the more members then the more income the union has and this helps to keep subscription rates down!

Community continues to work hard on behalf of it's members and as well as striving to improve your terms and conditions has also made changes to the way your Union works in order to improve the support to the members.

Finally I would urge you all to think about items to be included on next year's pay claim. It is vital that your voice is heard, we can't try to deliver what you want, if we don't know what it is!

It is hoped that we can convene a meeting in January 2010 to discuss items for the claim and you will be informed of the date and venue nearer the time.

Yours in Unity,  
Martin Rutter  
Campaign Manager

## ***Our Union—Your Benefits***

Community members are covered by a wide range of benefits and services. These include:

### **Employment Services**

Employment Law Advice to members and immediate family regarding workplace issues including:

- Contracts
- Pay
- Terms & Conditions
- Holiday and Leave entitlements
- Disciplinary & grievance procedures
- Health & Safety advice
- Working Hours
- Representation

### **Legal Services**

- Free personal injury advice to members
- Free legal advice to members and immediate family
- Free 24 hr emergency telephone support service for URGENT criminal issues. Telephone No. **0800 916 9002**

## ***Member Service Centre***

With 3 employment law advisors, 3 legal advisors and 3 membership advisors, our Member Service Centre can answer your questions.

It is a one stop shop with trained advisors about a range of issues. On anything from Community's membership benefits to your legal employment rights. They can also initially advise on a whole host of personal legal issues from housing to dealing with noisy neighbours.

For help and initial advice you can email our Member Service Centre on [servicecentre@community-tu.org](mailto:servicecentre@community-tu.org) or call **0800 389 6332**  
Opening hours are 9am-5pm Monday to Friday

## ***Are you working safely?***

Workplace health and safety is an issue in Britain today. Far too many workers are injured at work through poor health and safety standards.

That's why Community has one active Health and Safety Rep for every 60 members. Unionised workplaces are safer than non-union workplaces because of our safety reps. You're twice as likely to have an accident where there is no recognised union.

Community safety Reps are trained to identify, access and act on hazardous chemicals, occupational injuries, stress, legal rights of employees and much more.

If you would like to become a Health & Safety Rep or would like to know more, please contact your branch official, your regional office or the Member Service Centre on 0800 389 6332.

## ***Stay in Touch***

Community is your union. Stay in touch with Community to keep up to date with all the latest news and events.

Visit us on the web:

[www.community-tu.org](http://www.community-tu.org)

Or follow us on Twitter:

<http://twitter.com/communityunion>

Or call our Member Service Centre on:

**0800 389 6332**

**For advice, support and guidance—Member Service Centre—0800 389 6332**



# APPLICATION for MEMBERSHIP

For Protection at Work

NOTE: Information you supply on this form will be held and processed in accordance with current Data Protection Legislation. We will not disclose your personal data to third parties unless you have given your consent to do so.

For union use only

Date of Entry	Membership No
Branch or Workplace Name	BR,IND
	Grade

## Please give us your details

Full Name
Home Address
Postcode
National Insurance No.
E-Mail Address
Date of Birth
Tel. No

## Please tell us about your work

Employers Name and Location
Average Weekly Wage including O/T (before tax)
Have you been a previous member of Community? <input type="checkbox"/> Yes <input type="checkbox"/> No
Applicants Signature
Department
Shift

## AUTHORITY TO DEDUCT UNION SUBSCRIPTION FROM PAY

SECTION B

To:
I (Full name)
authorise my employer to deduct from my pay £ and pay each week/month or as subsequently arranged by Community from time to time in respect of trade union subscriptions. Please start deductions from and pay the amount to Community. I note that this agreement may be cancelled by one month's notice in writing. I give permission to my employer to notify Community of any future change of address.
Member's signature
Staff payroll no.
Date
Branch Secretary's name (please print)

# I am! ...Are You?

60% of workers not in a trade union would join if asked.

4 in 5 non unionists have never been asked.

Community can better defend your rights at work when we represent all the members of your workplace.

## Have you asked the person working next to you?

It's easy to join Community.

Simply Fill out the membership form below.

Or join through our Member Service Centre on **0800 389 6332**

Or visit our website at **www.community-tu.org/join**