

## Your April Pay

You may have noticed a reduction in your take-home pay in April. This is due to having to pay higher national insurance (NI) from April 2016.

Employees in a workplace pension have received a 1.4% NI rebate because they are contracted out from the additional state pension due to having their workplace pensions.

The basic state pension is not affected. From April we start paying the standard rate of NI; that for the vast majority of employees who are affected, this will mean you will be able to get more State Pension under the new scheme as a result of the changes compared to under the current scheme. You can find out more about these changes at <https://www.unison.org.uk/gethelp/knowledge/pensions/>.

## Reorganisation at York St John

The re-organisations at York St John university will affect many people and so is inevitably a cause for concern. Please be aware that the branch is working very hard to negotiate with the University over jobs, terms, timelines and conditions and the Chair and Deputy Chair have had many meetings with University managers and the Director of HR.

A question & answers meeting was held on Tuesday 19 April where representatives from the regional UNISON office attended to answer queries and concerns with regard to the changes taking place.

If you were unable to attend and you have questions, please contact the union via the details in the "Meet the team" section of this newsletter.

One of the key resources to find out what is planned and happening is the Moodle course "York St John Strategic Projects" where the Ways of Working section describes itself as "a forum for information flows on the strategic projects launched to support delivery of our Strategic Plan". You can find copies of FAQ's documents and presentations . §

## Meet a member of our team

Simon Davis has lived and worked in York all his life and worked at York St John University for 18



years. He is a Senior Gardner, one of the people who keep the grounds so beautiful. He has been a member of UNISON since he started work here and he acts as a workplace representative, which means helping and advising people with issues at work.

He has been on the UNISON level 1 steward training which gives a good overall introduction to how things work in the union. He has been a rep for 3 years and share the role with Sally Rollinson also a member of the Grounds this arrangement ensures that our team are always represented at meetings etc. §



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### What does UNISON do?

If your understanding of what unions do came from Newspapers and the TV you might think it was all about disputes and strikes and negotiating pay. Although those things do happen, in reality most union activity is simply about helping its membership, and much of that involves members helping members, and covering workplace issues such as health and safety.

UNISON is one of the unions recognised by York St John University (along with UCU), and we work closely with the university to ensure that employment practices within the University are conducted to the highest possible standards

Whether you are being bullied, want to find out more about your rights to flexible working or need help with your finances, UNISON can offer you confidential advice.

See any of our workplace representatives as a start and you can find out information via the knowledge base on the UNISON web site at <https://www.unison.org.uk/get-help/knowledge>. §

### **Trade Union Bill**

#### **Government concession**

The government has withdrawn plans to ban public service workers from having their union subs deducted from their wages.

The Cabinet Office minister confirmed that the government was withdrawing the plans to end check-off in the public sector and civil service. UNISON will continue to campaign against the other clauses in the bill. §

### **Member benefits**

As well as representation at work, and a voice in local and national negotiations, UNISON members can benefit from a range of services, including:

- Legal representation inside and outside work,
- Good deals on car, home or pet insurance,
- Savings on holidays and travel insurance,
- Educational and training opportunities,



- And much more...

### **Meet the team**

These are your key contacts if you need advice or have any concerns or suggestions. UNISON prides itself on being "your friend at work", and we need to know what you are thinking if we are going to represent your views in the University.

Chair: Dave Thompson (Maintenance, x6668)

Deputy Chair: Hazel Eldred (Registry, x6926)

Treasurer: Jo Ripley (Registry, x6670)

General enquiries: [unison@yorks.ac.uk](mailto:unison@yorks.ac.uk)

Health and Safety: Dave Thompson (Maintenance, x6668)

Rebekah Dale: Equality and Diversity (Admissions x6970)

Communications: Marcus Green (ILS, x6367)

Workplace reps: Sally Rollinson (Grounds, x6508)

Simon Davis (Grounds, x6508)

Keith Vasey (Maintenance, x6668)