

MASSIVE NO VOTE ON UNFAIR PAY AWARD: GMB CAMPAIGN GOES ON

Following a massive consultation by your Union, GMB, including a postal vote for every member, a resounding NO vote has been returned by a 9 to 1 majority. We have notified the company and are demanding further talks to get improvements on the current offer.

The reason we recommended rejection of the pay award was because it discriminates against those of you that have transferred into Southern Cross from other companies. We want Southern Cross to agree that everyone should benefit from the pay award.

Meanwhile, the company have indicated they will impose the pay award as it stands, which means some staff transferred in will get nothing at all. GMB will now be taking the campaign up a gear in our fight for fair pay and conditions for all in reply to the companies divisive and discriminatory pay award where some staff would receive nothing or very little.

RICH MAN, POOR MAN, BEGGAR MAN, THIEF

Whilst the company pleaded poverty during pay talks, it came as no surprise to us that the company has just announced that dividends to share holders will resume in 2010. So they can't afford to pay you for your meal breaks or decent sick pay or even to give those staff in homes that have transferred in anything at all, but they can afford bonuses for managers and dividends for shareholders.

Treble mulled wines all round?

YULE BE SORRY

Your GMB General Secretary Paul Kenny has now written to every Councillor within the 23 Local Authorities who have made matters worse by cutting funding, a copy of which is attached. If your home is in the area of one of these Councils we will be asking for a delegation from your home to come with us to meet them.

We will also contact your local MP's, resident's families, campaign groups and the media to alert them all to the way you and the residents are treated by Southern Cross.

However it is not good enough to just be asking Councils to provide proper funding levels if it is just going to be paid out in bonuses and dividends. We will be demanding that the company puts a fair proportion of these monies into the pay packets of you, the staff.

HOW DO I ENCOURAGE A COLLEAGUE TO JOIN GMB?

Simply ask them to fill in parts 1, 2 and 3 or 4 overleaf and hand the form to your local GMB representative or post it to FREEPOST RRRS-KSGH-REKT, GMB, Cavendish House, 369 Burnt Oak Broadway, Edgware HA8 5AW (you do not need a stamp).

Join online today at www.gmb.org.uk/join

GMB—THE INDEPENDENT UNION FOR SOUTHERN CROSS STAFF

610,000 GMB members can't be wrong. Whether you work full-time or part-time—whatever job you do—join GMB to make your workplace stronger.

- Call meetings in your homes with your managers and raise these issues.
- Write to your own Councillors and MP's.
- Encourage the families of residents to become involved as well.
- Get colleagues who have transferred into Southern Cross to join GMB and get involved in our campaign.
- Become a Workplace Organiser in your home, joining up with the hundreds we already have and receive free Union training on campaigning issues.

NOTE: You can find out the contact details of your Councillors or MP from the Town Hall or local library or if you have any difficulty your GMB Officer will be able to put you in touch.

FOR UNION USE ONLY Section Branch No Membership No Date of joining

GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname	<input type="text"/>	First name	<input type="text"/>	Title	<input type="text" value="Mrs/Miss/Ms/Mr"/>	Date of birth	<input type="text"/> <input type="text"/> <input type="text"/>	
Home address	<input type="text"/>		Home Tel	<input type="text"/>		Email	<input type="text"/>	
	Postcode		Mobile	<input type="text"/>		I agree to abide by GMB rules	Signature <input type="text"/>	
Date	<input type="text"/> <input type="text"/> <input type="text"/>	We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members						
		Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other: <input type="text"/>						

2 TELL US ABOUT YOUR JOB

Employer	<input type="text"/>	Your job	<input type="text"/>				
Address where you work	<input type="text"/>		How many hours a week do you work?	<input type="text"/>	Pay No	<input type="text"/>	
	Postcode		Work Tel	<input type="text"/>		Pay Date	<input type="text"/> <input type="text"/> <input type="text"/>

3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended

- I authorise my employer to deduct from my pay each week/month the sum of

£

or other amounts as may be fixed by GMB from time to time.

- Please start the deductions immediately and pay the amounts to GMB.
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify GMB of any future change of address.

Cash

Signed

Date

4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form and send to **GMB**, 22–24 Worples Road, London SW19 4DD

Name and full postal address of your Bank or Building Society branch

Originator's Identification Number

To the Manager of	<input type="text"/>	Bank/Building Society
Address	<input type="text"/>	
	Postcode	<input type="text"/>

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Name(s) of account holder(s)

Instructions 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 and, if so, details will be passed electronically to my Bank/Building Society.

Bank/Building Society Account Number

Bank/Building Society Sort Code

Reference number (Office use only)

Signature(s)

Date

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