

Scottish Socialist Party



Party

UNITE MEMBERS VOICE



charity begins at home - if you're a boss!
VICTORY TO SHELTER WORKERS

The Scottish Socialist Party salutes the courage, strength and unity of Shelter staff forced to strike by senior management's attacks and refusal to enter meaningful negotiations.

It is particularly shameful that an organisation with such radical, campaigning roots has bosses who are prepared to stoop to bullying, bribery and brow-beating tactics to impose cuts to workers' wages, redundancy terms and jobs... and the very core values that Shelter is renowned for.

The only things they are not prepared to cut are the working week for staff and the senior management's salaries!!

Management's 'new' offer was rightly rejected by Shelter staff; it didn't even compensate most workers for the earnings lost through the first 2-day strike.

It is obscene that Shelter bosses awarded themselves pay hikes of £20,000 - to incomes of £70,000 - on the very eve of slashing dedicated workers' incomes by up to £5,700, - through their package of downgrading, loss of incremental payments, extension of the working week and lack of compensation for increased child-care or carers' costs. Is that what Shelter's top dogs mean by a re-distribution of wealth?!

The SSP believes this attack on Shelter staff is part of the wider drift towards charities and voluntary organisations being converted into profit-seeking corporate bodies - part of the privatisation mania pursued by the New Labour government.

It is critical that the attacks on conditions of work are defeated in Shelter; a victory for you will help other Voluntary Sector workers resist similar attacks - attacks that put profit before people.

The SSP will continue to stand shoulder-to-shoulder with you in exposing the measures and methods deployed by your bosses. We had Shelter strikers speaking at the recent SSP conference - holding a solidarity collection. SSP members have assisted with workplace collections. We will join your lobbies of parliament and try to raise support for the strikers' cause in the various trade unions we have SSP members within. Stand firm and confident - you do not stand alone!



Shelter striker speaks out.....

"Following two days of strike action in March, Shelter senior management came back to negotiations at ACAS.

Prior to strike action they had repeatedly refused to negotiate with the union.

Instead senior management pushed forward implementing their proposal by force, downgrading staff, making redundancies and issuing dismissal notices to those refusing to agree to cuts in pay and conditions.

The union was willing to conduct meaningful negotiations at ACAS.

However, Shelter senior managers issued a derisory new offer which merely tinkers with their previous package of cuts.

This angered union members, many of whom have lost more by striking than they were offered in compensation.

The core elements of the new 'offer' were a one-off payment of £150 before tax to all Shelter staff, plus a one-off payment in lieu of increments but not consolidated into salaries.

Management refused to withdraw dismissal notices or move on the extension of the working week, and neither would they address members' concerns around downgrading of posts.

That's why we are back out on strike and appealing for maximum support from other trade unionists and the public."

Andy Locke, UNITE (TGWU section) shop steward in Shelter

JOIN SSP 0141 221 7470 text 07899 732068 email ssp.glasgow@btconnect.com

Scottish Socialist Party - *UNITE* members' VOICE

LABOUR BETRAYS WORKERS - make the break from Brown's new Tories - JOIN THE SSP

The working class have been politically dis-enfranchised, as Labour has transformed into a nakedly capitalist party, with no pretence of combining their worship of the market with representing working class people. Increasingly workers have awoken to the realisation that New Labour are the New Tories.

Whilst the biggest initial reaction is to abstain from politics and from voting in elections, a conscious minority of workers have seen the need to combine their efforts through the unions with the organisation of a political voice and vehicle for socialist change.

That is what underlies the formation of the SSP in 1998, our growth in the workplaces, unions and communities, our vote of 130,000, and our continued track record of uniting with every group of workers in struggle.

SSP FIGHTS FOR:

- £8 minimum wage for all workers and trainees over 16 - based on two-thirds male median wages - end age wage discrimination
- equal pay for women workers - without a penny off the pay of any worker
- a 35-hour maximum working week for all, without any loss of earnings - as a step towards a 4-day week
- abolition of all anti-trade union laws - for a positive charter of workers' rights, including the right to strike, to take solidarity strike action, to be in a union - without fear of victimisation
- for workers' control of health and safety through elected H&S reps
- a minimum of 1 years' maternity leave on full pay - with the job protected for return, and the choice of returning part-time or full-time without loss of benefits. At least 1 month's paternity leave on full pay - and the option of exchanging part of the maternity/paternity leave
- scrap all prescription charges - stop taxing sickness
- free school meals for all children in state schools - nursery, primary and secondary - permanently
- scrap the Council Tax - for the Scottish Service Tax, based on income, on ability to pay, raising more funds for jobs and services, and making 8 out of 10 Scots better off
- tax the rich and the big Corporations - no to the tax havens of New Labour AND the SNP
- reverse all PPP/PFI and privatisations
- public ownership of all services, transport, construction, banks, energy, telecomms, big industries, North Sea Oil - under democratic control and management
- an independent socialist Scotland that stands for people not profit, the millions not the millionaires.

"I would likely become homeless myself"!

"I have real concerns over the changes as I currently work a 35-hour week, which is being increased by two and half hours per week. My issues surround childcare for my 2-year-old son. I am fortunate my mother provides my childcare, however due to her work commitments with this increase in time I would have to pay for a nursery place. I would be unable to continue working due to childcare costs. I am the sole income provider, with a mortgage of almost £600 per month. I would likely be facing the prospect of becoming homeless myself, if this went ahead."

**by a Shelter Housing Aid Worker &
Lone Parent in Glasgow**



We appeal to trade unionists to unite in action - but to also fight to break the link between the unions and New Labour.

UNITE and other unions pouring affiliated union members' money into New Labour is like giving petrol money to an arsonist to torch your home! Why should the unions fund the party of cuts, profiteering, privatisation, anti-union laws and war? Make the break from Brown's New Tories - as an individual and as a union - and join the socialists.

Join the SSP - the one party in Scotland which since our formation in 1998 has stood on the side of the working class and trade unionism, for people not profit, for a socialist Scotland that produces for need not greed.

Join the SSP - the party of public ownership, solidarity and socialism

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ShelterSSP24April08