

# Scottish Socialist Party



Party

## UNITE MEMBERS VOICE



## *dedication doesn't pay the bills!* **VICTORY TO SHELTER WORKERS**

**The Scottish Socialist Party extends unqualified support and solidarity to the Shelter staff forced into strike action by senior management's attacks and refusal to negotiate.**

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.

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

The SSP believes this retrogressive 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 stand shoulder-to-shoulder with you in exposing the measures and methods deployed by your bosses - and help you to pressurise them into retreat.**

### **Shelter striker speaks out.....**

"Traditionally Shelter has relied on voluntary income (public donors) to fund its front line services to help those at risk of homelessness and in housing need. This form of funding has allowed Shelter to be free and independent in its role to campaign for housing reform. Shelter has been well respected for this.

Last year, Adam Sampson, Chief Executive, announced his intention to shift front line service funding from predominantly voluntary income to statutory funding from government sources.

**This would result in Shelter's independence being compromised.** But also in order to win contracts ahead of others, he argued the need to drive down costs. **This would mean a drastic reduction in the terms and conditions for employees.**

Senior management's "Proposed Organisational Changes":-

- Abolition of incremental pay.
- An extension of the working week which amounts to 3 working weeks per year at no extra pay.
- Downgrading of posts throughout Shelter's housing advice and support services with the same to come in non-service divisions.
- Changes to redundancy policy involving a massive reduction in salary protection for redeployed staff.

...continuovertleaf...

### **take the profiteering out of heating and eating!**

Ordinary people struggle to cope with food bills - whilst Tesco, Asda, Sainsbury and Morrisons pile up obscene mountains of profit.

Families in Scotland struggle to heat their homes as Scottish Power, Scottish Gas and other suppliers announce price rises putting bills above £1,000 a year.

To add insult to injury, oil giant Shell has just proclaimed profits of £13 billion - that's over £2,500 for every man, woman and child in Scotland.

**The SSP is the only party that fights to take the profiteering out of heating and eating.**

**For public ownership of the biggest supermarkets and energy companies.**

**Join the party that puts people before profit - the SSP.**



**JOIN SSP** 0141 221 7470 text 07899 732068 email [ssp.glasgow@btconnect.com](mailto:ssp.glasgow@btconnect.com)

**Shelter striker speaks out.....**

*...continued from front page...*

“These proposals met with massive resistance both for effected workers and the organisation as a whole. Union members were furious both that the Vision & Values, which the organisation was built on, would be lost, and that cuts in conditions would lead to high quality workers leaving the organisation, and poor terms and conditions would affect the quality of service given to the public.

Adam Sampson argued the financial case for change. However Union members were horrified when allegedly (Management will not deny) Senior Managers awarded themselves massive pay increases (believed to be £20,000 increase to £70,000) at the same time as calling for cuts. Shelter Headquarters was also refurbished at an estimated cost of £500,000 and union members saw the misuse of funds including use of external consultants. There has also been a plethora of new Management posts created. Union Members were concerned the public were unaware of what their money was being spent on.

Formal negotiations commenced between the Union & Management in June 2007. After some months without agreement, the Union organised an indicative ballot to gauge the opinion of members. This led to an overwhelming rejection of management proposals.

The dispute was referred to ACAS in November where Management made only very minor changes to the proposals. Talks broke down and the Union organised a second indicative ballot to members with a recommendation to reject managements revised offer. Again, members overwhelmingly supported a rejection of managements revised offer.

In January 2008, the union decided to ballot for industrial action. Following the result the first strike day for the 5th March has been agreed.

Management have basically refused to negotiate since the 4th January, They have attempted to bully members into signing variations to their contracts by the 13th January by threatening dismissal and then re engagement on new terms if they don't sign. They have also bribed members to sign before the 31st January by offering 'compensation' for removal of increments. 'Compensation' only available to those who sign voluntary variation before 31st January.

Despite this many members have refused to sign and have supported strike action. Currently management are issuing dismissal letters.”

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

**“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**



**The Scottish Socialist Party makes a difference!**

- we forced the Scottish government to scrap Warrant Sales
  - we forced the government to at least take limited steps towards free school meals - by our 9-year campaign for universal provision of them
    - in 2006 we put the Bill to Scrap all NHS Prescription Charges - forcing the Scottish government to gradually scrap them
    - we have campaigned since 1998 to scrap the Council Tax - and to tax the rich their fair share - forcing the Scottish government to promise its future abolition
  - SSP councillor Jim Bolland in West Dunbartonshire has campaigned alongside elderly people and saved nursing homes from closure; with parents against school closures; with council workers against cuts.
    - We have led and assisted numerous strikes to defend jobs, pay, grading and conditions.
- JOIN THE SSP - the workers' party.**

**Join the SSP - the party of public ownership, solidarity and socialism**  
name..... phone .....  
address.....  
.....email.....

**contact: SSP, Suite 308, 93 Hope St, Glasgow G2 6LD 0141 221 7470**  
**text 07899 732 068 email: ssp.glasgow@btconnect.com**