



UNISON City of Edinburgh Local Government & Related Sectors Branch Annual General Meeting 2020

AGM Agenda 2020 and Annual Report 2019

Aggregate meetings

(Members need only attend one - see details on page 3)

Wednesday 19 February 2020 12:15 - 13:45

WHEC, 5 Murrayburn Drive, Edinburgh

Thursday 20 February 2020 12:15 - 13:45 or 14:30 - 16:00

North East Locality Office, 101 Niddrie Mains Rd, Edinburgh

Wednesday 26 February 2020 12:15 - 13:45

**Council Chambers, City Chambers, High Street,
Edinburgh**

Thursday 27 February 2020 12:15 - 13:45 or 14:30 - 16:00

**North West Locality Office, 8 West Pilton Gardens,
Edinburgh**

Thursday 27 February 2020 18:30 - 20:00

Methodist Church, 25 Nicolson Square, Edinburgh



Budget lobby February 2019



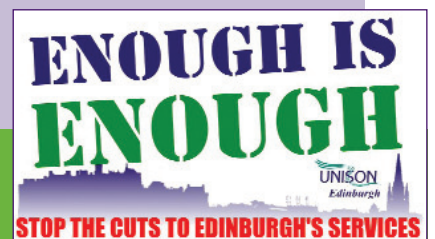
Edinburgh Mayday 2019



Edinburgh Pride June 2019



Youth climate day September 2019



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AGM Calling Notice

To All Members

Dear Colleague,

All members are urged to attend the Annual General Meeting of the branch which will be held across seven aggregate meetings to offer members venues and times that may be more convenient in terms of geography and working patterns. Members need only attend one of the meetings. If they wish, they may attend more than one aggregate meeting but may only vote at one of them and can only be included in the quorum for one of them.

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The agenda and order of business of each aggregate meeting will be identical and the results of voting will be the total of votes cast across all of the meetings. The quorum is 150 and the total number of qualifying members attending the aggregate meetings will define whether that quorum is met.

The names of members attending at each meeting will be recorded. To avoid duplication of vote counting, each eligible member will be allocated a voting entitlement card when they are registered for the meeting.

Members can only be admitted to the meeting on production of their current membership card or pay slip showing UNISON deductions and if their name appears on the branch list.

AGENDA

The agenda on the following pages includes nominations, motions and rule changes received by the closing date in the preliminary notice. Any amendments will be posted on the website and circulated at the meeting.

AMENDMENTS

Any two members can propose amendments to motions. These must be in writing, signed by the proposer and seconder and arrive at the Branch Office by **Noon, Monday 10 February 2019. Questions on the Annual Report and Financial Statement*** must be received by **noon on Monday 17 February** to ensure the information is available for a response.

CRECHE/ CARERS ALLOWANCE

A creche is being arranged for the 27 February 18.30 meeting. Members intending to use the creche should inform the branch office by **Noon on Tuesday 11 February**.

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AGM 2020

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AGM Calling Notice (continued from page 3)

For safety reasons, the creche cannot be made available to members who have not contacted the office. Carers allowance is also available for this meeting but must be arranged in advance with the branch office.

ACCESS

All buildings have wheelchair access. If any member has any special requirements, please contact the branch office as soon as possible so that efforts can be made to provide them.

A good attendance at the Annual General Meeting is essential to the running of the branch. Please make every effort to attend to set your policies and to ensure that the branch can elect its officers and have its structures in place to meet this year's challenges.

Yours sincerely

Tom Connolly
Branch Secretary

** The Financial Statement will be in the supplementary agenda.*

Agenda

- | | |
|--|--|
| 1. Opening Remarks/ Introductions | 8. Honoraria
<i>No honoraria because auditor posts vacant.</i> |
| 2. Appointment of Scrutineers | |
| 3. Standing Orders | 7. Election of Branch Officers
<i>See pages 4-5. Voting, if required will be by secret ballot at the meeting.</i> |
| 4. Minutes of Branch Meetings 2019
<i>Aggregate Annual General Meetings 14 and 15 March 2019 (p16)</i> | 8. Presentations and Question and Answer Session (on any urgent issues) |
| 5. Annual Report 2019 (p 7-15) | 9. Rule Changes <i>See page 18</i> |
| 6. Financial Statement 2019
<i>See Supplementary Agenda and website. Questions on the Annual Report and Financial Report must be submitted to the Branch Office by <u>noon on Monday 17 February</u>.</i> | 10. Policy Motions <i>See page 19</i> |
| | 11. Any other business |

Agenda Item 7 Election of Branch Officers

NOTE: Ballot Papers will be issued at the AGM for any contested posts. Biographical details of candidates in contested posts will be on the website and available from the branch office from a week before the AGM and circulated on the night. Where no nominations were received, they will be sought via the Branch Committee.

Branch President

No nomination received

Branch Chairperson

Duncan Smith (Communities and Families)
Nominated by: *Communities & Families Shop Stewards Committee*

Vice Chairperson (2)

One of whom must be a woman.

Caroline McLean (Communities and Families)
Nominated by: *Resources Shop Stewards Committee*

Tom Muir (Resources)
Nominated by: *Resources Shop Stewards Committee*

Agenda Item 7 Election of Branch Officers (continued)

Branch Secretary

Tom Connolly (Communities & Families)

Nominated by: *Communities & Families Shop Stewards Committee; Duncan Smith (Communities & Families) Mike Smith (Resources); Jane Watson & Kieran Crosby (Health & Social Care); Tom Howorth & Christina Goddard (Place); Health & Safety Sub Committee*

Assistant Secretary

Caroline McLean (Communities & Families) and **Gerry Stovin** (Place) **Job Share**

Nominated by: *Tom Howorth & Christina Goddard (Place)*

Branch Treasurer

Tom Howorth (Place)

Nominated by: *Place Shop Stewards Committee*

Service Conditions Coordinator

Tom Connolly (Communities & Families)

Nominated by: *Communities & Families Shop Stewards Committee; Duncan Smith (Communities & Families) Mike Smith (Resources); Jane Watson & Kieran Crosby (Health & Social Care) Health & Safety Sub Committee*

Service Conditions Convener

David Harrold (Communities & Families)

Nominated by: *Communities & Families Shop Stewards Committee; Resources Shop Stewards Committee; Jane Watson & Kieran Crosby (Health & Social Care); Gillian McFarlane & Sandra Sommerville (Health & Social Care); Karen O'Brien & Claire Brown (Communities & Families); Dave McConnell (Resources) & Keith Harper (Place); Audrey Quinn & G Gardiner (Health & Social Care)*

Service Conditions Officers (5)

General Posts (2)

Ian Mullen (Place)

Nominated by: *Communities & Families Shop Stewards Committee; Health & Safety Sub Committee; Place Shop Stewards Committee; Resources Shop Stewards Committee; Alan McHenry & Paul Marwick (Place); Morag Stevenson & Caroline McIntosh (Place)*

Gerry Stovin (Place)

Nominated by: *Tom Connolly (Communities & Families) Tom Howorth (Place)*

Women's Posts (3)

Pauline Henderson (Communities and Families) Nominated by: *Communities & Families Shop Stewards Committee; Graham Neal & Duncan Smith (Communities & Families)*

Caroline McLean (Place)

Nominated by: *Resources Shop Stewards Committee; Duncan Smith (Communities & Families)*

Mike Smith (Resources); Alistair Bremner & Lorraine Needham (Health & Social Care)

Jane Watson (Health & Social Care)

Nominated by: *David Harrold (Communities & Families) Kieran Crosby (Health & Social Care)*

Health and Safety Convener

Ian Mullen (Place)

Nominated by: *Communities & Families Shop Stewards Committee; Health & Safety Sub Committee; Place Shop Stewards Committee; Resources Shop Stewards Committee; Paul Marwick & Alan McHenry (Place); Morag Stevenson & Caroline McIntosh (Place)*

Recruitment/ Membership Officer

No nomination received

Equalities Officer

Michael Richardson (Resources)

Nominated by: *Andrew Gorus & Stacey Monteith-Skelton (Place).*

Education Officer

No nomination received

Lifelong Learning Convener

No nomination received

Communications Officer

No nomination received.

Welfare Officer

Mike Smith (Resources)/ **Caroline McLean** (Communities & Families) **Job share**

Nominated by: *Health and Safety Sub Committee; Place Shop Stewards Committee; Resources Shop Stewards Committee; David Harrold (Communities & Families) & Ian Mullen (Place); Alistair Bremner & Lorraine Needham (Health & Social Care)*

International Officer

No Nomination received

Young Members Officer

No nomination received

Auditors (2)

No nomination received

Labour Link Officer

Can only be approved by members paying the Labour Link levy

Kyle Bellamy (Place)

Nominated by: *Tom Howorth & Ian Mullen (Place)*

A Brief Guide to Branch Meetings

(See full standing orders at www.unison-edinburgh.org.uk)

We hope you enjoy the AGM and that you will feel able to take part in setting our branch's policies at this very important time.

Meetings can seem quite formal but with so many people there, it is important to have rules to:-

- ensure a well ordered meeting.
- make sure as many people as possible have their say without the meeting being abused.

The Chair is there to keep order and make sure that things are run within *your* rules.

Motions: Motions create policy that mandates the Branch. They are introduced by the mover named on the agenda. The seconder can then speak after or later in the debate.

Amendments: Can add,



change or delete bits of motions but they cannot merely contradict a motion.

Speaking: The mover of a motion gets up to 7 minutes to speak and other speakers get 3. Then any member can speak and should start by giving their name and department. They must keep to the issue and can speak only once.

How do I get to speak?: Just put up your hand or come forward. The Chairperson decides the order of speakers, usually alternating for and against.

Right of Reply: The mover gets another chance to answer at the end but new material cannot be raised.

Voting: Normally voting is by show of hands but elections for branch officers will be by ballot. The Chair will rule on whether a motion is carried or not. If in doubt he/she will call for a count.

Ending a debate:

Normally a debate goes on until everyone who wants to speak has spoken. But, after five speakers, anyone who has not spoken in the debate can move that "*The Question Be Put*". The meeting will immediately vote on this and, if carried, we go straight to the right of reply and the vote.

If you are unsure about anything at all - just ask the Chair. It's your meeting after all!

How motions are ordered on the agenda

In line with practice since the inauguration of the branch, motions have been prioritised under the following headings. In addition, they are prioritised on whether they are urgent, instruct the branch to act on an issue within its remit, and need a branch meeting decision. Where there is no clear priority, they are in the order in which they were received.

- Council Budget, Cuts, Redundancies (local)
- Service Conditions Issues (issues like pay and conditions)
- Health & Safety

- Pensions and Superannuation
- UNISON Services and Structure
- Policy and Campaigning
- Economic Policy
- International
- Miscellaneous

Any motions not dealt with will be remitted to the Branch Committee.

EMERGENCY MOTIONS

Must be urgent, unable to have been submitted within the timescales and relevant. They require a two-thirds majority to be heard.

*** marks motions which may be composited**

UNISON City of Edinburgh Branch Annual Report 2019

Speaking up for local services and the people who deliver them

This has been another tough year for public services and those who deliver them, with budget cuts, increased demand and political uncertainty.

The branch officers and branch staff, stewards and H&S reps continue to go above and beyond in supporting members and supporting each other.

And of course, the determination and commitment shown by our members delivering public services is something we are all grateful for.

Following the general election, that determination and commitment will be all the more important as we organise to protect public services and the workers who provide them.

Local government has been singled out for the lion's share of cuts - what UNISON has called the 'silent slaughter of services' - with

'The determination and commitment shown by our members delivering public services is something we are all grateful for.'

not much uproar from the public.

We have to face the fact that local councils do not tend to be very popular and many people do not realise how critical the services we provide are until they or their family need one of those services.

One of the most affected services is social care. UNISON's Scottish convener Lilian Macer told our annual conference in 2019 that: "more than 200,000 people work in social care in Scotland, 7.7% of the workforce. Of those, 82% are

women. These are a dedicated workforce in precarious contracts of employment."

She pointed out that the social care inquiry carried out by the Fair Work Convention in Scotland reported a culture of zero-hours, unpredictable working hours and unstable earnings.

It recommended that the Scottish Government support a new sector body ensuring a voice for the sector and collective bargaining.

UNISON will play a full part in that and also in speaking up for all of the crucial local services our members provide.

It has been a year of change for the branch as we settle into our new premises and map out organising plans for the future.

The encouraging record number of new members recruited in 2019 will hopefully underpin a positive start to 2020.



Kirsten Hey
Branch President

Branch Officers 2019/2020

President: Kirsten Hey
Chair: Duncan Smith
Vice Chairs: Tom Muir, Caroline McLean
Secretary: Tom Connolly
Ass Secretary: Caroline McLean/ Gerry Stovin
Treasurer: Tom Howorth
Equalities: Michael Richardson
Health & Safety: Ian Mullen
Service Conditions
Co-ordinator: Tom Connolly
Convener: David Harrold

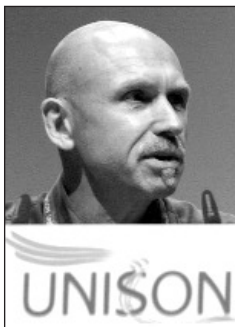
Service Conditions Officers: Caroline McLean, Gerry Stovin, Ian Mullen, Lorraine Needham, Jane Watson.
Communications: Gerry Stovin
Welfare: Mike Smith/ Caroline McLean
International: Tara McCarthy
Education: Graham Neal
Recruitment/ Membership
Services: Peter Sharma/ Jim MacKenzie
Lifelong Learning: Vacant
Young Members: Vacant

Branch employed staff



From left: Monica Niven, Branch Support Officer; Julianne Finlay, Branch Support Assistant, and Amanda Kerr, Organiser/Caseworker Voluntary and Community Sector.

Quality services depend on well-motivated staff



Duncan Smith
Chairperson

The re-election of a Tory government at Westminster in December was a blow to everyone working in the public services in the UK.

While a Labour government under Corbyn might have offered some respite from the annual round of budget cuts it is clear that pressure on public service is set to continue.

Our council claim to have 'saved' £300m since 2012 and plan to save a further £86m by 2023. We know that this means even more pressure on staff

with an increasing number reporting stress at work in 2019 and experiencing a deterioration in mental well-being.

Councillors need to be reminded that quality services depend on well-motivated staff and that when resources are being withdrawn morale suffers too.

The question remains how can we fight back?

To be able to resist this pressure we need to be better organised. As a branch we need to convince a younger generation of workers that joining UNISON is worth it. This is more likely if members build

the union through their own self-activity.

Our union is about more than service conditions and we have rightly taken part in campaign work against racism, for gender equality, and supported the student strikes against dangerous climate change.

Important steps have been taken to make the union less remote by holding meetings in local offices and spreading our AGM over several workplaces to encourage participation.

We still have a long way to go but I think we are making progress.

Equalities Report 2019

Ensuring equality remains at heart of union's work



Michael
Richardson
Equalities Officer

Since taking up the role in March 2019, I've been busy ensuring equality remains at the heart of our branch's work.

Along with providing monthly updates to the branch committee, I've written several communications to our members about various equalities issues including:

- UNISON's draft menopause policy and guidance document
- Our disabled members' "Be Reasonable" campaign
- Key dates of awareness, celebration and remembrance for the LGBT+ community (Bisexual Visibility Day, Coming Out Day, Transgender

Day of Remembrance)

I've taken part in equalities related training sessions including a three-day "Menopause in the workplace" TUC course at Edinburgh College, spoken at Local Government Conference and attended the National LGBT+ Conference in Bournemouth.

I've organised and hosted stalls in Waverley Court with other UNISON officers, contacted councillors about flying flags atop the City Chambers and linked up with equalities officers in other UNISON branches based in Edinburgh.

In terms of direct work with the City of Edinburgh Council (CEC), I was part of the focus group which contributed to

and shaped the newly announced Diversity & Inclusion Strategy and Action Plan. I'm also very proud to have been heavily involved in the formation of STRIDE, CEC's LGBT+ Staff network, which recently celebrated its one year anniversary with a fantastic event at the City Chambers.

From an equalities perspective, over the next year, our branch will focus on re-establishing self organised groups for our Black, Disabled, Women and LGBT+ members.

We will also work with CEC to introduce policies to support our trans colleagues and colleagues experiencing the menopause.

Fighting cuts, supporting members and building a stronger branch

With around £400 million cut from the council budget in recent years we have witnessed the destruction of services and the loss of hundreds of jobs.

The council and the community and voluntary sector are unable to provide the level of services that the public need.

Predictions that we are to lose a further £33 million in the coming financial year will do nothing more than further undermine the services provided.

These cuts have been ideologically driven by the Westminster government's austerity agenda.

Holyrood's accompanying underfunding of Scottish local government has only compounded the problem.

Local government has been losing its capacity to deliver safe and meaningful levels of service and as a result is potentially unable to fully meet its statutory duties.

The community and voluntary sectors have seen their funding slashed to the point that the services have had to reduce or go completely.

Local government and the voluntary sector provide services from the cradle to the grave. The capacity to provide these essential services is being seriously eroded to the point of no return.

The ability to give every child a good start in life, or to provide care for our elderly is broken and needs an urgent investment of finance from the

Scottish and Westminster governments to ensure that adequate services can be sustained and developed.

Council staff are being asked to do more and more with less.

It is hardly surprising that the highest cause of long-term absence is stress and mental health related illness.

‘It is hardly surprising that the highest cause of long-term absence is stress and mental health related illness’

The health and wellbeing of a workforce has to be at the forefront of all employer's agenda.

Employers need to be doing more to ensure that they meet their duty of care and address the difficulties associated with work related stress and other mental health related illness.

The senior management need to acknowledge that there is a limit to what they call lean and agile.

Branch workload

As well as all having a significant workload comprising of representation, policy making and negotiations with the employers; the service conditions team have dealt with over 1,500 logged calls over the past year from members seeking advice and guidance on a large range of issues.

Throughout the transformation programme we had been fully involved in over 52 organisational reviews ensuring that our members views were communicated back to the employer and highlighting the risks associated with the cuts to jobs and services.

We will be facing the same issues again as the so-called change programme starts to take off.

This is in addition to all the other meetings relating to ongoing negotiations and consultations pertaining to the development or review of the policies and procedures that affect our conditions of service at work.

One example of a positive policy improvement was with the City Council where we managed to achieve the reintroduction of a manager's capacity to use their discretion in sickness absence as



Tom Connolly
Branch Secretary and
Service Conditions Co-ordinator

Convener



David Harrold

Officers



Caroline McLean



Lorraine Needham



Gerry Stovin



Ian Mullen



Jane Watson

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opposed to taking the previous punitive measure of applying a staged warning. We also succeeded in stopping the loss of a pay step if someone was staged.

The menopause as something that will impact on many of our women members was also written in as was the issues affecting trans colleagues.

We will aim to ensure that we are able to call on the community and voluntary sector employers to introduce supportive and progressive personnel policies.

I must acknowledge the great work of all the branch officers, shop stewards and health and safety reps who have provided support and guidance to our fellow members.

I welcome the new reps that have come forward to take on challenging roles that will benefit the membership and increase the branch's capacity to develop our organisational capacity.

Seeing new representatives coming forward and the continuing development of the shop steward committee structures will assist in our capacity to organise and campaign around various issues.

Thanks to staff and members

Invaluable assistance is provided to us by our branch support staff who field the calls and many other associate tasks that enables the branch to run smoothly. Many thanks to them all for the work that they have provided over the past year.

Thank you to all the members across all the services for the work that they do for the public, and for being a vital part of a union that is committed to fighting for workers' rights and for decent and meaningful public services.

Building a stronger branch

Nowhere has the work the staff, activists and members have put in been better reflected than in the fact that we have recruited a record 946 new members in 2019.

That is over 100 more than in any of the last 10 years and probably longer.

The fact that this has been achieved amidst record job losses is a credit to the branch.

‘Nowhere has the work the staff, activists and members have put in been better reflected than in the fact that we have recruited a record 946 new members in 2019.’

Of course, we are still a smaller branch than we were in 2009 and we have to keep building on recruitment every year.

Contact with elected members

We meet with the Leader and deputy leader of the council on a regular basis. In these meetings we keep them updated on the issues of concern to the union, those issues relating to the budget and highlighting the devastating impact of the cuts on the health and wellbeing to staff and the services they provide.

It is a concern that the leader and deputy leader can appear very distant and unresponsive in dealing with staffing concerns raised by us with them.

We have been reassured that they and the administration are still committed to the no compulsory redundancy pledge and the presumption of no

outsourcing.

We also meet on a regular basis with other elected members on a variety of issues e.g. health and safety, diversity and inclusion

We regularly make deputations to council sub committees and the full council to ensure that our position on the budget and the development of policy and procedures are heard.

Participation at Scottish level

We are committed to playing a full and meaningful role at a Scottish level. Our attendance capacity has increased over the past year to both the Scottish Local Government and Scottish Council meetings.

I am pleased to be a member of the Scottish Local Government committee.

Ian Mullen (Health and Safety officer) is a member of the Scottish health and safety committee.

Tara McCarthy (International Relations Officer) is a representative on the Scottish International Relations committee.

In the coming year we will be looking to have more of our branch officers appointed to Scottish Committees.

National Conference

The branch was well represented at UNISON's National Conference and local government conference and included first-time delegates.

Community and Voluntary Sector

Our membership in the Community and Voluntary sector continues to grow.

The conditions of service for our members in these sectors are not always the best, but with the growing membership

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UNISON is able to have a stronger voice to campaign and organise around the issues of poor pay and other inadequate terms and conditions.

I am pleased to announce that we now have a trade union recognition agreement with COSLA, and there is work under way on agreements with other progressive organisations.

The impact of the austerity agenda has had a hugely negative impact on the community and voluntary sector, and many have seen their funding from the council drastically cut or stopped.

The coming year

In the next year we will continue to work supporting members on an individual and collective basis.

We will continue to challenge and highlight the negative impact of job losses and cuts.

The health and wellbeing of our members should be a priority for the employer. We will engage constructively with them to ensure that this objective is met.

We will not collude in any way with the employer in implementing cuts to jobs and services.

Any deviation from the no compulsory redundancy pledge will immediately result in a ballot for industrial action.

We will continue lobby the

Scottish government for greater funding to Local Government.

We will ensure that punitive policies and procedures are reviewed.

There will be assistance provided to Shop Steward Conveners and all shop stewards and health and safety representative to enable them to build on the positive work that they have done on behalf of our members over the past year.

Our presence in the workplace will continue to become more visible, and opportunities for members to engage in the processes of the union will be encouraged with the purpose that we ensure that we remain a lay led union.

Tom Connolly

Community, Voluntary and Related Sectors Report 2019

Pressures in voluntary and related sector lead to unreasonable work demands

The branch currently has over 1,500 Community, Voluntary and Related Sector (CVRS) members spread across hundreds of different workplaces in Edinburgh, Midlothian, West and East Lothian.

It has been another very challenging year representing and organising across this sector.

There continues to be a huge demand for support, advice and representation at disciplinary and grievance hearings, as well as a large number of members seeking help with sickness absence issues.

Both at a local level and nationally, UNISON must continue to lead the way on campaigning to finally get appropriate investment for our services.

Ongoing cuts in funding to local government has

impacted on many of the employers where we have members resulting in poor pay and cost cutting changes to terms and conditions.

‘Both at a local level and nationally, UNISON must continue to lead the way on campaigning to finally get appropriate investment for our services.’

This lack of investment also leads to issues with recruitment and staff retention.

Pressures on the sector have resulted in poor management, a bullying culture, high levels of absence and unreasonably high work demands.

Organising across this fragmented workforce is difficult.

We continue to hold recognition agreements with various organisations and more recently we have secured recognition with COSLA where we have already recruited a shop steward and are looking for one other.

We continue to have regular meetings and recruitment events within ELCAP and Edinburgh Leisure.

I would like to take this opportunity to thank the local shop stewards in ELCAP, Garvald and Edinburgh Leisure, for their continuous support of members in their respective areas.



Amanda Kerr
CVRS organiser/
caseworker

Raising awareness of health, safety and wellbeing



Ian Mullen
Health and Safety
Convener

UNISON's health and safety team have continued to raise awareness and standards of health, safety and wellbeing within the workplace throughout 2019. Workplace inspections and re-inspections have increased from 30 to 42 since the last AGM and further inspections are programmed for 2020.

The serious risk to health from the potential exposure to Asbestos and Silica dust remains one of our highest priority and we will continue to campaign at the highest level to have exposure levels reduced or eradicated where these have been identified within workplaces.

UNISON has demanded new awareness training programmes, medical surveillance and the appropriate Personal Protective Equipment (PPE) for all members and colleagues who

may be exposed to possible hazards.

In 2017, UNISON identified a possible cancer "hotspot" within the council estate.

It has taken some time but perseverance has prevailed and working with colleagues from HR and Facility Management, we now have a commitment to meet with colleagues to listen to their concerns and take action if appropriate.

Violence in the workplace and particularly in schools remains high.

UNISON has campaigned throughout 2019 for improved reporting of accidents, incidents and near misses and we would encourage all colleagues to report these as a matter of urgency with members retaining a paper copy of the SHE report.

As a result of our campaign, a working group was set up prior to the procurement of the new reporting system with nine submissions from UNISON.

2019 saw a large number of Improvement Notices served on

the council by the Health & Safety Executive. We have worked with the departments involved to make those improvements, identification of poor Risk Assessments, Safe Working Practices and a lack of recorded training remain areas of concern.

UNISON will always attempt to resolve our members concerns by engaging with managers, Facilities Management and the Corporate Health and Safety team.

However, we will remind the employers that we reserve the right to contact regulatory bodies such as the Scottish Fire and Rescue Service, SEPA and the Health and Safety Executive where there has been a failure in the duty of care to our members.

Finally, thanks to the team for their hard work in 2019. If you would like to become a UNISON health and safety representative please contact the office on 558 7488 for details.

Communications Report 2019

Keeping members informed in newsletters and online



Gerry Stovin
Communications
Officer

We have produced a host of publicity materials over the year, starting with the lobby of the council in February 2019.

Five UNISON News sheets were issued on issues from cuts to health and safety and sexual harassment and thanks go to the branch staff for their assistance in producing these.

Website

The branch's website is well used and our special cuts bulletin on 8 February 2019

gave our biggest ever response with 2,321 views in the one day. Over the whole year the website has had 42,000 visits.

The site is mobile friendly which is important when so many people now access the web on smartphones.

Social Media

It also makes integration with our facebook and twitter accounts much easier and we are using those regularly to update members.

We have 833 Facebook likes (up 40 on 2018) and 1,154 followers on Twitter.

I would encourage more members to follow us on twitter @unisonedin or 'like' us on facebook.com/unisonedin because that's where you can get immediate news about any major issue.

It also helps if you register your email address with us which you can do on the website.

Media

We had good press and TV coverage for the budget lobby and in relation to cuts issues throughout the year.

Unique welfare service no other council union provides

Another year passes and your Branch Welfare Officers have continued to provide support to our members and their families, providing much needed advice and financial assistance where required.

This unique membership service, which no other trade union in Local Government provides, can include advice and support with regards to day to day living expenses including utility bills, Council tax, Rent and Mortgage arrears and where necessary, providing emergency grants to put food on the table and keep homes warm.

As we have in the past, we continue to promote our national charity UNISON 'there for you' and their small grant schemes of Winter Fuel and School Uniform Grants, as well as promoting the other services that the charity can provide including free debt advice using UNISON's Debt Line.

We have sign-posted members

there
for you

supporting UNISON members
when life gets tough

to other welfare grant schemes and can provide our members with details of appropriate agencies who can provide a more specialised service.

Your Branch Welfare Officers remain involved in keeping up to date with changes in the Department of Work in Pensions UK wide and the implementation of Universal Credit which has been implemented in The City of Edinburgh.

We recently attended a Welfare Review seminar in Glasgow which provided us with up to date advice as well as to

assist members so they can maximise their entitlement to all statutory benefits /grants which they

may be entitled to. We would also advise members if not sure of their entitlements to benefits and have access to a computer, they can access UNISON website "Turn to us" and complete the questionnaire and it will guide you to what benefits if any you can claim.

Thank you to all the members of our branch for the kind donations they make to the Branch Welfare Fund every month, which continues to assist members in their most difficult of circumstances.



Caroline McLean Welfare Officer Mike Smith Welfare Officer

Labour Link Report 2019

Taking UNISON policies into Labour Party

The branch was without a Labour Link officer in 2019, so there wasn't as much activity within the branch as you would normally expect.

However, in the run up to the general election, Labour Link members like me stepped up and got organised, with help from Simon Macfarlane, UNISON regional organiser.

You may have seen a group of us at the start of December flying the flag for Labour outside Waverley Court.

The following week, a number of activists from UNISON and sister unions braved storm Atiyah to hand a leaflets to commuters at Waverley station. Who would plan a general election for

December!

In the end, it was a bitterly disappointing result at the election. Now, more than ever, this country and the starved public services we all work for need a Labour government.

Those of us in Labour Link and the party will need to reflect on the result, learn the lessons and press for a better result in the Holyrood elections next year.

As for 2020, I hope that we get a new Labour Link officer elected at the AGM that will help drive forward the branch's priorities and take those to the new Labour leadership.

Tom Howorth
UNISON Labour Link

About the political fund

To take part in political activity unions have to maintain a separate political fund.

In UNISON you can choose to opt-in to the Labour Link or the Campaign Fund or both.

The Campaign Fund is not affiliated to any political party and is used to support local campaigns, to give a boost to the union's national political campaigns and pay for political advertising.

The Labour Link works directly within the Labour Party to take UNISON's policies into the heart of the party.



Branch to form international and climate group



Tara McCarthy
International Officer

In 2019, I was elected to sit on the Scottish International Committee.

Priorities this year include continued work with indigenous farmers in Sao Paulo, Brazil, solidarity with Palestine, solidarity with the Kurds and Turkish trade unions, all of who face human rights abuses on a daily basis.

In September 2019, I was privileged to represent UNISON at the Global Strike for Climate organised by the Scottish Youth Climate Strike Campaign.

The branch was asked to host a stall and provide a speaker on the day. The stall was well attended by young people, many of whom had never heard of a trade union!

The march was well-attended by branch representatives and I would like to thank everyone who turned out to support the school strikers.

In response to increased interest from members, the branch committee has agreed to form a group for members to engage in campaigning issues around international solidarity and/or climate.

The plan is that the group will meet monthly to share information and work on

campaigns. Information to follow shortly in a special "International Edition" newsletter.

You can find me on Facebook at TU McCarthy, where I can join you to the private group UNISON Edinburgh LG Branch International Group. On Twitter, the handle for the UNISON City of Edinburgh International Officer is @BiroEdinburgh

Please feel free to get in touch if you are interested in knowing more and getting involved!

For further information on the work of the Scottish International Committee, please go to:
<https://unison-scotland.org/international>
<https://www.facebook.com/unison.scot.international/>

Branch Committee Attendances 2019

Name	POSS	ACT	Name	POSS	ACT	Name	POSS	ACT	Name	POSS	ACT
Branch Officers			Jane Watson	12	8	Pauline Henderson	12	4	Place		
Kirsten Hey	12	1	Mike Smith	12	9	Heather Ellis	12	0	Christina Goddard	12	6
Tom Howorth	12	8	Michael Richardson	12	9	Dave Hewitt	12	4	Stephen Bishop	12	3
Duncan Smith	12	11	Tara McCarthy	12	9	Edinburgh Leisure No delegates appointed			Resources		
Tom Muir	12	5	Graham Neal	12	6				Hugh Menzies	12	3
Caroline McLean	12	3	Associated Bodies			Health & Social Care Joan Lancashire 12 0 Colin Sutherland 12 3			Graeme Nesbit/ Dean Williams	12	7
Tom Connolly	12	11	No delegates appointed						No delegates appointed		
Gerry Stovin	12	7	Chief Officers			Lothian Valuation Joint Board Gary Miller 12 0			Community & Voluntary		
David Harrold	12	5	No delegates appointed						No delegates appointed		
Ian Mullen	12	8	Communities & Families			Self Organised Groups No delegates appointed					
Lorraine Needham	12	12	Lorna Dunn	12	0						

Affiliations 2019

Paid in 2019

ACTSA
ACTSA Scotland
Cuba Solidarity Campaign
Edinburgh TUC
Labour Research
Midlothian TUC
Nicaragua Solidarity Campaign

Awaiting renewal notice

Justice for Colombia
Campaign for Press and Broadcasting Freedom
Trade Union Friends of Bhopal
Scottish Pensioners Forum
MENA Solidarity Network
People's Assembly Scotland
Scottish Venezuela Solidarity
Scottish Palestine Solidarity Campaign
Labour Behind the Label

Proportionality and Fair Representation Audit 2019

Because of council reorganisations, unfortunately the usual comparisons cannot be made this year with 2018 figures at Departmental level.

However, there is enough information to show that the balance has slid on the branch committee although there is progress in terms of women's representation among stewards.

However, we still have work to do to get to a position where the percentage of women in steward and officer posts gets closer to the percentage of women in the branch.

* 2018 figures corrected.

Women's representation (2018 figures in brackets)

Branch	Branch Committee	Officers	Stewards
70% (71%)	38% (41%*)	33% (36%*)	43% (38%)

Record number of new members recruited in 2019

The branch recruited 946 new members in 2019, over 100 more than the highest figure for the last 10 years.

It means that, had it not been for 180 members from Edinburgh College who transferred to the new Scottish FE branch in October, we would have shown a net increase.

However, it still means we are over 2,000 members down on the 2009 figure - largely due to significant job losses in the council - and the Treasurer's report outlines some of the actions we have had to take due to that.

That should not detract from the efforts of staff and activists that have seen the branch recruit its highest number of members for over a decade and it illustrates how much recruitment needs to be done to just stand still.

The strength of the union lies in the power of its membership and it is in every member's interests to encourage colleagues to join.

Membership at 31 December 2019

Because of the change in council departments, some figures are affected by transfers between departments.

Department	31/12/2018	31/12/2019	Var
Associated Bodies	.88	.70	-.18
Chief Executive	.35	.33	-.02
Communities & Families	.2,229	.2,296	+.67
Edinburgh College	180	transfer to new FE branch	-180
Edinburgh Leisure	.97	.95	-.02
Health & Social Care	.1,406	.1,351	-.55
Lothian Valuation Joint Brd	.41	.54	+.13
Place	.740	.742	+.02
Resources	.907	.894	-.13
Comm & Voluntary Sector	1,211	.1,264	+.53
Unallocated	.9	.31	+.22
TOTAL	.6,943	.6,830	-.113
Student	.0	.0	.0
Unemployed	.18	.12	-.06
Retired Members	.1,189	.1,199	+.10
TOTAL	.8,150	.8,041	-.109
Recruited 1/1/19 - 31/12/19 = 946 Officially resigned = 73			

Treasurer's Report 2019

Review of branch finances brings organisational changes

This is my first report to AGM as branch treasurer. I started 2019 as joint treasurer with John Stevenson and ended it as sole treasurer with John having retired in the summer of 2019.

John was in the hot seat for 9 years and leaves large shoes to fill. I would like to thank John for leaving the books in a healthy state and continuing to support me with vital advice in his new role as retired member!

2019 was a very challenging year with a major review of the branch finances required. With the branch running an unsustainable £80,000 budget deficit, we had to rely on the strike fund and regional one-off funding to keep us going.

Considering the deficit and

our need to get on to a stable financial footing, all financial outgoings had to be considered, including the option of offering voluntary severance to our branch support staff. Two of those colleagues expressed an interest and then accepted voluntary severance.

This has been an incredibly difficult process for the branch, but I thank all those involved and express an immense amount of gratitude to our departing colleagues for their combined 60 years of impeccable service.

The rest of the deficit has been eliminated with our move to new premises, halving our rent as well as eliminating a host of associated costs of

running our own premises. Now being under the wing of the regional office, we have achieved guaranteed long-term stability.

The accounts show a large deficit for 2019 with new ICT contracts, office move expenses and staff severance payments constituting one-off expenses.

The accounts are likely to show a surplus in 2020 as we recover our depleted reserves.

NOTE: Due to printing deadlines, the audited accounts will be published in the Supplementary Agenda.



Tom Howorth
Treasurer

Minute of Aggregate Annual General Meeting on 14/15 March 2019

MINUTES OF AGGREGATE BRANCH ANNUAL GENERAL MEETING 2019

Thursday 14 March 12.30pm – 1.30pm
East Locality Office, 101 Niddrie Mains Road, Edinburgh EH16 4DS, (47 members attending Meeting 1)

Thursday 14 March 6.30pm – 8.30pm
Methodist Church, 25 Nicolson Square, Edinburgh, EH8 9BX (72 members attending meeting 2)

Friday 15 March 12.30pm – 1.30pm
North West Locality Office, 8 West Pilton Gardens, Edinburgh EH4 4DP (35 members attending Meeting 3)

Total members attending = 154

1. OPENING

REMARKS/INTRODUCTIONS

Meeting 1: was chaired by Gerry Stovin, Assistant Branch Secretary

Meeting 2: was chaired by Kirsten Hey, Branch President.

A special presentation took place for John Stevenson, who is due to retire from the City of Edinburgh Council in the coming months. He will continue in his post as Branch Treasurer until March/April 2019. The meeting thanked John for all the work he has done on behalf of the branch.

Meeting 3: was chaired by Duncan Smith, Branch Chairperson

A copy of the Supplementary Agenda was circulated at each of the meetings.

The meeting(s) were advised that an election was no longer required for the following branch officer posts.

Service Conditions Officer (General posts): Graham Neal has withdrawn as

a candidate. No election is now required for the general posts.

Service Conditions Officer (Women's posts): Pamela Gifford has withdrawn as a candidate. No election is now required for the general posts.

Branch Assistant Secretary: Pauline Henderson has withdrawn as a candidate. No election is now required for the Assistant Secretary post.

Equalities Officer: Peter Sharma has withdrawn as a candidate. No election is now required for the Equalities Officer post.

2. APPOINTMENT OF SCRUTINEERS

Four Scrutineers were appointed from the body of the hall to oversee the ballots being counted by the branch support staff.

3. STANDING ORDERS

There were no proposed changes to standing orders.

4. MINUTES OF BRANCH MEETING 2018

The minutes of the recall AGM on 13 March 2018 were AGREED at each

meeting as a correct record with no matters arising.

5. ANNUAL REPORT 2018

No questions were raised on the Annual Report.

6. FINANCIAL STATEMENT 2018

The meetings AGREED the previously circulated financial statement which was included in the Supplementary Agenda and which had been posted on the branch website for the previous four weeks.

7. ELECTION OF BRANCH OFFICERS

The following posts were elected unopposed:

Branch President

Kirsten Hey (Health & Social Care)

Nominated by: Tom Connolly (Communities & Families) & Ben Owen (Health & Social Care)

Branch Chairperson

Duncan Smith (Chief Executive)

Nominated by: Communities & Families Shop Stewards Committee

Vice Chairperson (2) One of whom must be a woman

Caroline McLean (Communities & Families)

Nominated by: Communities & Families Shop Stewards Committee; Place Shop Stewards Committee

Tom Muir (Resources)

Nominated by: Resources Shop Stewards Committee

Branch Secretary

Tom Connolly (Communities & Families)

Nominated by: Communities & Families Shop Stewards Committee; Health & Social Care Shop Stewards Committee; Place Shop Stewards Committee; Resources Shop Stewards Committee

Assistant Secretary

Caroline McLean (Communities & Families) and Gerry Stovin (Place) (job Share)

Nominated by: Tom Connolly & David Harrold (Communities & Families), Ian Mullen (Place)

Branch Treasurer

Tom Howorth (Place) & John Stevenson (Communities & Families) (job-share)

Nominated by: Place Shop Stewards Committee; Children & Families Shop Stewards Committee

Service Conditions Coordinator

Tom Connolly (Communities & Families)

Nominated by: Communities & Families Shop Stewards Committee; Resources Shop Stewards Committee; Place Shop Stewards Committee

Service Conditions Convener

David Harrold (Communities & Families)

Nominated by: Communities & Families Shop Stewards Committee; Health & Social Care Shop Stewards Committee; Resources Shop Stewards Committee; William Henry & William Balloch (Communities & Families); Karen O'Brien & Claire Brown (Communities & Families)

Service Conditions Officers (5)

General Posts (2)

Ian Mullen (Place)

Nominated by: Communities & Families Shop Stewards Committee; Health & Safety Committee; Health & Social Care Shop Stewards Committee; Place Shop Stewards Committee; Resources Shop Stewards Committee

Gerry Stovin (Place)

Nominated by: Tom Connolly (Communities & Families) & Ian Mullen (Place)

Women's Posts (3)

Caroline McLean (Place)

Nominated by: Communities & Families Shop Stewards Committee; Place Shop Stewards Committee; Tom Connolly & David Harrold (Communities & Families)

Lorraine Needham (Health & Social Care)

Nominated by: Health & Social Care Shop Stewards Committee

Jane Watson (Health & Social Care)

Nominated by: Health & Social Care Shop Stewards Committee

Health and Safety Convener

Ian Mullen (Place)

Nominated by: Communities & Families Shop Stewards Committee; Health & Safety Committee; Health & Social Care Committee; Place Shop Stewards Committee; Resources Shop Stewards Committee.

Recruitment/ Membership Officer

Peter Sharma and Jim MacKenzie (Job Share) (Edinburgh College)

Nominated by: Thomas Hall & Mikolaj Maliszewski (Edinburgh College)

Equalities Officer

Michael Richardson (Resources)

Nominated by: Caroline Merry (Resources) & Emily Gilloran (Communities & Families)

International Officer

Tara McCarthy (Health & Social Care)

Nominated by: Health & Social Care Shop Stewards Committee

Welfare Officer

Mike Smith (Resources)/ Caroline

Continued from page 16

McLean (Children & Families) Job share
Nominated by: Communities & Families Shop Stewards Committee; Place Shop Stewards Committee; Communities & Families Shop Stewards Committee

No nominations were received for the post of Communications Officer, Education Officer, Lifelong Learning Office, Young Members Officer and Auditors. These posts would be remitted to the Branch Committee for action.

8. PRESENTATION AND QUESTIONS AND ANSWER SESSION

The meeting received a brief update on the ongoing negotiations/discussions on the following matters: -

- Pay Claim
- Budget
- Change Policy
- Stress Survey

9 RULE CHANGES

There were no rule changes submitted

10. POLICY MOTIONS

1. Council Budget Reduction

Proposed by Tom Connolly and David Harrold (Communities and Families)

The huge impact of constant cuts to local government funding has had and continues to have a devastating effect on essential services. In the last five years the loss of over a third of a billion pounds from City of Edinburgh Council's budget has not just resulted in significant cuts to jobs but the irreplaceable loss of experience and knowledge across all services.

Westminster's austerity agenda is compounded by the Scottish Government's lack of thought and concern as to the impact their underfunding is having on local government services. The Scottish government have therefore directly contributed to the rise in homelessness and the lack of provision in social care.

This AGM calls on the branch to build a campaign of opposition and resistance to the ongoing cuts and to build alliances with community organisations and other unions.

This AGM calls on the branch to highlight Holyrood's chronic underfunding of Local Government. Demanding that the Scottish Government uses their tax raising and borrowing powers with the purpose of ensuring that Councils receive the finance that they need.

This AGM calls on the branch to lobby those city councillors who would implement

and enforce cuts and those who would ignore the negative impact that this has on jobs, and already overstretched staff and service users. The branch will ensure that the employer does not cut terms and conditions or introduce punitive policies and procedures that would have a negative impact on our members health and wellbeing.

Decision: On being put to the meeting the terms of the Motion were CARRIED.

2. Transfer from Industrial Action Fund

Proposed by John Stevenson and Tom Connolly (Communities and Families)

This branch notes the decision of the 2018 AGM to give the Treasurer the authority to transfer £50,000 from the Industrial Action Fund to the General Fund in the financial year 2018. It noted that this would leave the Industrial Action Fund at over 38% of the annual income from members, far more than the required 8%.

The 2018 AGM also instructed the branch treasurer to, as and when financially prudent, take measures to restore the level of the fund.

It notes that the treasurer in conjunction with the Policy and Finance Committee considered that only £20,000 required to be transferred in 2018.

It also notes that a motion which included review of branch funding was not carried at UNISON National Conference and as such the current system of Objective Based Budgeting and the potential for financial uplifts from HQ remains in place. While this is welcome, it hinders longer term planning, especially in terms of staffing.

As such this AGM gives the Branch Treasurer the authority to transfer part or all the remaining £30,000 of the 2018 decision to the General Fund, as and when required, subject to approval by the Policy and Finance Committee.

Decision: On being put to the meeting the terms of the Motion were CARRIED.

3. Branch Structure

Proposed by John Stevenson and Tom Connolly (Communities and Families)

This AGM notes that the current branch structure in terms of committees, officer posts and responsibilities dates from the needs of the NALGO and NUPE branches at the time of merger in 1996 into the City of Edinburgh Branch.

There has been a considerable change since then in the needs of the membership and the issues that face the branch in

representing them, but there have only been minor changes to the structures in that time.

This AGM believes that after over 20 years, a review is long overdue and instructs branch officers and the branch committee to review and update structures with a view to bringing forward the relevant rule changes to the 2020 AGM.

The review should ...

1. Involve full consultation with the branch committee and members via their stewards' committees
2. Address a more significant role for stewards' committees and conveners
3. Ensure adequate support for representing members while shifting the focus significantly to an organising model to recruit, include and support activists at all levels.
4. Create a flatter service conditions structure with clear leadership remits and lines of accountability, ensuring that officer time is used most effectively.
5. Review the committee system to avoid issues being duplicated in several forums.

Decision: On being put to the meeting the terms of the Motion were CARRIED.

11. ANY OTHER BUSINESS

The meeting was advised of the following forthcoming events:

i. Stand Up to Racism Demonstration

16th March is the UN Anti-Racism Day and will be the day the world marches against racism and the rise of the far right.

In Scotland over the past year we have saw a shocking series of racist attacks in Edinburgh and threats to evict 'failed' asylum seekers from their homes in Glasgow.

A free bus will leave Edinburgh from Waterloo Place on Saturday 16th at 9.30am. The bus will leave Glasgow at 2.30pm to return to Edinburgh. Seats on the coach are free and family members are welcome.

ii. Counter March to Oppose the SDL

A counter protest against the Scottish Defence League will take place in Edinburgh on Saturday 23rd March. The assembly point for supporters of Unite Against Fascism is East Market Street by the Waverley Station at 12.30pm.

At this point the Chair advised the AGM was closed with all vacant posts being remitted to the Branch Committee for decision and action.

Agenda Item 9 Rule and Standing Order Changes - AGM 2020

The full Branch Rules are available at unison-edinburgh.org.uk/about-us/branch-constitution-and-rules/

Changes to rules require a two-thirds majority of members voting across the total votes of the aggregate meetings.

1. Update branch constitution to reflect changes to organization of LGBT+ members

Proposed by Michael Richardson and Dean Williams (Resources)

Throughout the branch rules,

Replace all occurrences of “lesbian, gay, bisexual and transgender” with “lesbian, gay, bisexual and transgender plus (LGBT+)”

(This rule change reflects changes agreed at UNISON National Delegate Conference 2019 and to bring the branch in line with National Rules)

All changes should reflect the current capitalisations.

2. Update branch constitution with fully inclusive language

Proposed by Michael Richardson and Dean Williams (Resources)

Throughout the branch rules,

Replace all occurrences of “he/she” with “they”

(This rule change calls on the branch constitution to be updated with fully inclusive language)

Replace all occurrences of “she/he” with “they”

Replace all occurrences of “his/her” with “their”

Replace all occurrences of “him/her” with “them”

All changes should reflect the current capitalisations.

3. Rule C and H Shop Stewards Committee Meetings

Proposed by Place Shop Stewards Committee

In C.2.1 Replace:

“Regular Shop Stewards Committee meetings will take place preferably monthly. Minutes and agendas will be issued to all Committee members at least 7 days prior to the meeting.”

monthly. Action notes and agendas will be issued to all Committee members at least 7 days prior to the meeting.”

In Rule C.2.4 Replace:

“A copy of all minutes and agendas will be forwarded to the Branch Secretary.”

With: “Regular Shop Stewards Committee meetings will take place preferably

Continued on Page 19

Agenda Item 9 Rule and Standing Order Changes - AGM 2020

Continued from page 18

With: A copy of all action notes and agendas will be forwarded to the Branch Secretary."

In Rule C.2.6 Replace:

"d) Ensure minutes are taken at Shop Stewards Committee meetings"

With: "d) Ensure an action note of key decisions and actions are taken at Shop Stewards Committee meetings"

Replace:

"e) Forward copy of all relevant minutes and agendas to Branch Secretary"

With: "e) Forward copy of all action notes

and agendas to Branch Secretary"

In Rule H.20 Replace: "in the case of a nomination from quorate shop stewards committee, health and safety sub-committee or self-organised group, the signature of the convenor or chair of that committee with a copy of the relevant minute."

With: "in the case of a nomination from a quorate shop stewards' committee, health and safety sub-committee or self-organised group, the signature of the convenor or chair of that committee with a copy of the relevant minute or action note."

Agenda Item 10 Policy Motions - AGM 2020

Council Budget, Cuts, Redundancies (local)

1. Campaign against council cuts

Proposed by Tom Connolly (Communities and Families) and Gerry Stovin (Place)

This branch notes that due to the Westminster Government not setting a budget until 11 March, the Scottish Government and the City of Edinburgh Council are being forced into setting budgets in 2020 without any real clarity about the level of funding they will receive.

While cuts in Scottish Government funding are realistically expected, this uncertainty brings a further risk of playing safe with a 'worst case' budget with even more cuts in jobs and services on top of the £400 million in cuts to Edinburgh's budget in recent years.

This branch recognises that the main reason for cuts is Tory austerity which is a political choice and not an economic necessity. Austerity policies are designed to cut public services, force privatisation and outsourcing, and undermine local democracy.

However, this branch also notes that the Scottish Government has visited austerity-plus on to local government. It has cut council funding by 7% since 2013-14 while

Scottish Government revenue funding has only fallen by 2%.

CoSLA estimates that councils need an extra £1billion this year to cover inflation and to begin reinstate services after years of cuts.

This AGM therefore resolves to:-

1. Continue the campaign against cuts and privatisation at local level and nationally through UNISON Scotland and UK structures
2. Working with community and other groups, continue to expose the effects of cuts in services provided by the council and the voluntary sector
3. Continue to expose the effects of job losses and overworking on staff stress levels and pressurise the council and other employers to address the problem urgently. This should include the option of industrial action if necessary and appropriate.
4. Reiterate this branch's long-standing policy of balloting on industrial action in the event of any compulsory redundancies.

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Branch Meetings

These are the supreme branch policy meetings and are open to all members.

Departmental Meetings

Open to all members in each department or sector and can mandate Shop Stewards Committees. Members mandate their own stewards via Workplace Meetings.

Branch Committee

Consists of about 40 members made up of branch officers, stewards elected from Departmental Committees and reps from self organised groups. Steward delegates are accountable to their Stewards' Committees. Structures ensure stewards outnumber officers.

The Committee meets monthly to deal with the running of the branch and oversees work of all other committees.

Delegations must meet proportionality (ie reflect the proportion of women in the membership) and fair representation.

Shop Stewards Committees

Made up of all stewards in each department. These deal with issues in your department and most have a Joint Consultative Structure through which they meet management regularly. They represent your views through workplace or departmental meetings and elect delegates to the branch committee.

Scottish Council

UNISON's Scottish forum of delegates from all branches. There are also specific structures for services like Local Government and Health.

National Conference

UNISON's supreme policy making body made up of delegates from branches. Also Conferences for each individual service (eg Local Government).

National Executive

Elected by ballot of all members on Regional constituencies (eg Scotland), and UK service constituencies like local government. Implements, interprets and sets policy between conferences. Members are lay officers who have jobs like the rest of us.

Self Organised Groups

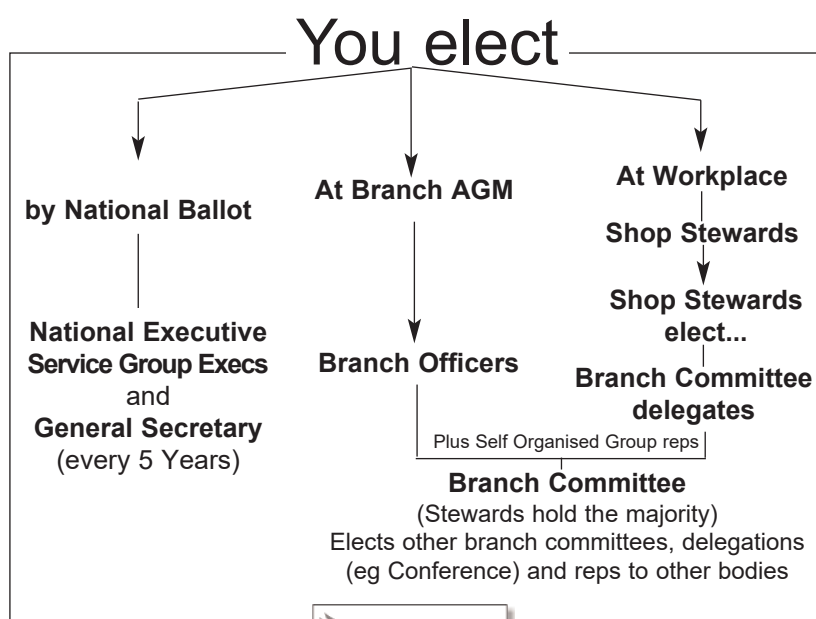
For structurally disadvantaged groups, eg Women's Group, Young Members, Black Members, Disabled Members, Lesbian, Gay, Bisexual and Transgender Members.

Making your VOTE COUNT

Here we outline broadly the current framework and the UNISON structure in which the branch works.

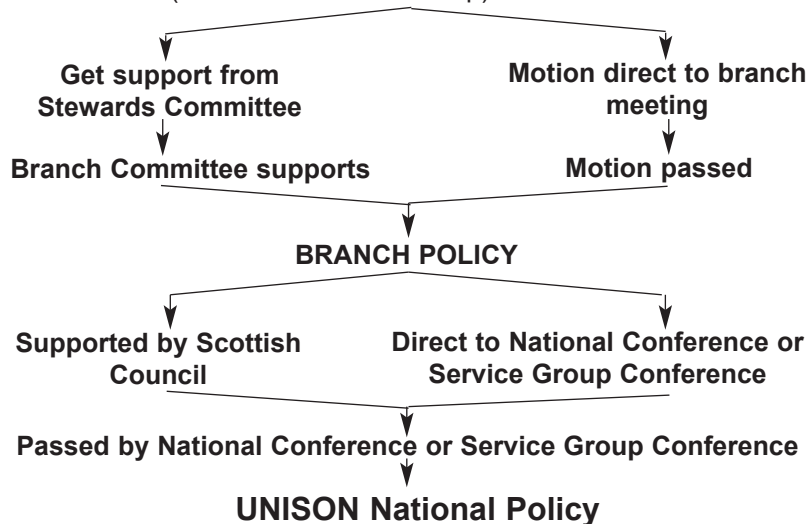
UNISON is a lay member led union with democratic structures at all levels. But these structures are no good unless members themselves exercise their right to use them.

The structures which branch members have set up will no doubt develop through experience to meet the branch's needs.



How you can make UNISON Policy

For example, you want UNISON to campaign for more leave
Discuss at your workplace, raise with your steward or draw up a motion (the branch office will help) and find a seconder.



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Featured



UNISON welcomes improved pay offer for council workers

Latest updates

- Local Govt Pay Online Ballot – call to accept offer
- A happy Christmas and a peaceful New Year to all our members
- UNISON welcomes improved pay offer for council workers



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