

ACTIVIST TRAINING SESSION

UNITE CEC BRANCH

WHAT IS THE UNION? WHO IS THE UNION?

- ▶ The branch: Members > Reps > Branch officials
- ▶ Unite: full time officers, legal services, organisers etc.
- ▶ Member-led
- ▶ Members in all services across all jobs and all grades
- ▶ A collective organisation that you run and grow with your colleagues to fight for the interests of workers—
 - ▶ improving pay and terms and conditions
 - ▶ protecting rights, health, safety and wellbeing



HOW DO YOU GET PROBLEMS SOLVED

▶ **Problems affecting one person:**

- ▶ grievance
- ▶ bullying
- ▶ absence
- ▶ whistleblowing



HOW DO YOU GET PROBLEMS SOLVED

- ▶ **Problems affecting a number of people**
 - ▶ collective grievance
 - ▶ HR meeting
 - ▶ joint consultative committee
 - ▶ health and safety committee
 - ▶ political
- ▶ **Problems affecting a certain job or workplace**
- ▶ **Problems affecting all Edinburgh Council workers**
 - ▶ as above plus industrial action



HOW DO YOU GET PROBLEMS SOLVED

- ▶ **Problems affecting all Council workers in Scotland**
 - ▶ Unite local government committee
 - ▶ political
 - ▶ industrial action

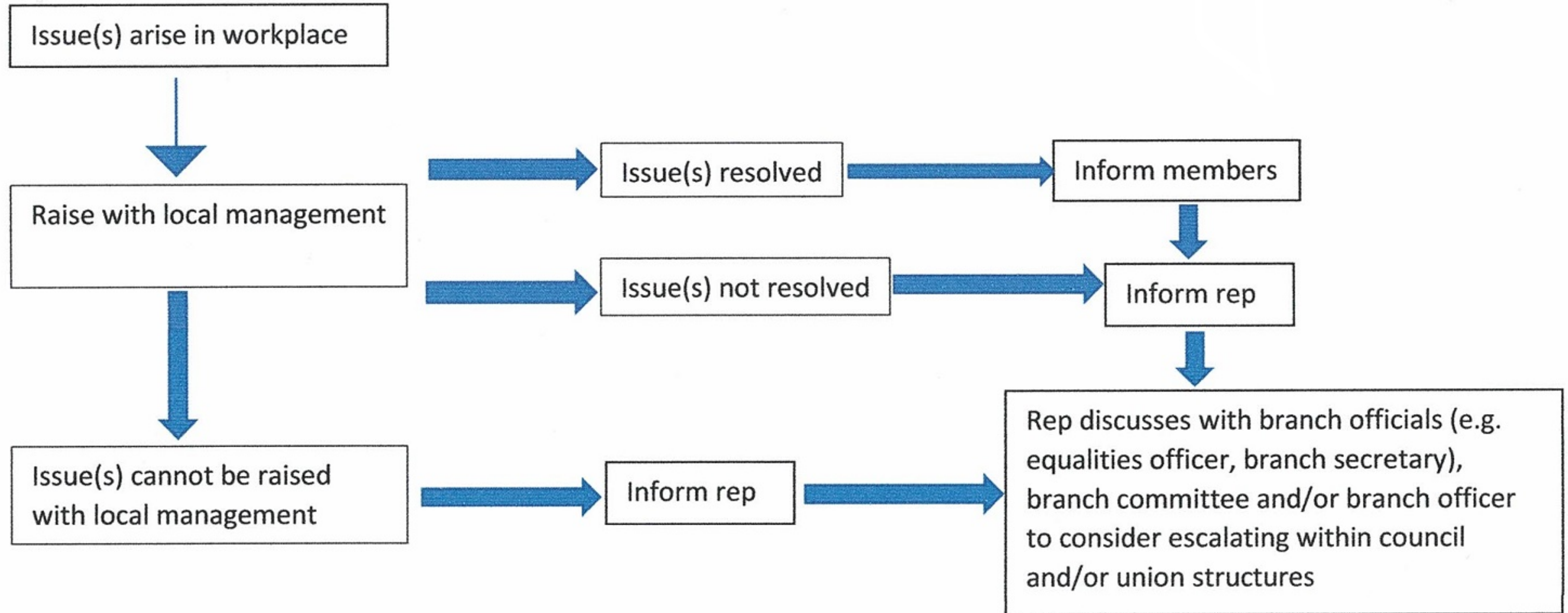


WHO TAKES ACTION?

- ▶ Worker
- ▶ Activist
- ▶ Union rep
 - ▶ Workplace rep / shop steward
 - ▶ Health and safety rep
 - ▶ Learning rep
 - ▶ Equalities rep
- ▶ Branch officials
- ▶ Beyond: Unite full-time officer, legal etc.



WHO TAKES ACTION?



CASE STUDIES

- ▶ Who does the issue affect?
- ▶ Who can take action?
- ▶ What routes are available? Who will do what?
- ▶ What does the resolution look like?



UNITE CEC BRANCH

LUNCH

BECOMING A REP

- ▶ Election: nominated by two colleagues
- ▶ Training:
 - ▶ entitled to paid time away
 - ▶ two one-week courses to become accredited
 - ▶ on-going training and support from the branch
 - ▶ two days (14.4 hours) time away from work for shadowing



REP RESPONSIBILITIES

- ▶ Case work
- ▶ Health and safety work: inspections, risk assessments etc.
- ▶ Communicating with members and the branch
- ▶ Attending branch meetings
- ▶ Meetings with management



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ANY QUESTIONS?