

# GMB@WORK



July 2008

FOR MEMBERS IN SOUTHERN CROSS

## JOIN GMB & MAKE A DIFFERENCE - JOHN RYAN DID!



John Ryan GMB Rep and Southern Cross GMB National Committee member from Aberford Hall, Leeds pictured with GMB members.

**ASKED WHY** he joined GMB and became a work-place representative, John replied "we needed a voice, so I stood for the position.

I have undertaken the preliminary training to help me in this role. The training has been excellent and has helped me understand employment

law and the rights of our staff".

"I think it is important to be a member of GMB for protection at work and also because the more people that join GMB, the more influence we are likely to have and so the greater opportunity to secure improvements to our working lives".

### PAY DEAL: PART TWO

October will see the implementation of the second part of the two year pay deal, negotiated between GMB and Southern Cross throughout the summer last year and which commenced in October 2007. Year Two of the deal essentially means a pay increase to £5.83 if you are currently on the company minimum wage and an increase of 15 pence per hour for everyone else on Southern Cross contracts.

It also means the introduction of a company Sick Pay Scheme. After six months service and once the sickness or injury has been determined as having been contracted/caused at work, arrangements for sick pay will be made.

The length of sick pay will depend on the nature of the sickness/injury but managers will have further discretion beyond the parameters of the scheme, depending on circumstances. An outline of the scheme is attached.

Please do not hesitate to contact GMB if you feel that the scheme is not being managed fairly. Whilst limited in scope, the scheme is very much a welcome step. GMB will, however, continue to campaign for further improvements.

The final element of year two of the pay deal is the increase in annual holiday entitlement from 4.8 weeks to 5.6 weeks pro rata, six months ahead of the legal minimum being increased to this level. This will be effective from October 1st.

### HAS THE INCREASE IN HOLIDAY ENTITLEMENT WIPED OUT YOUR EXTRA CONTRACTUAL HOLIDAY?

A number of members have raised concerns that accrued holidays for long service and extra contractual holidays have been eroded with increases to the statutory minimum holiday entitlement. GMB is currently evaluating this situation and exploring whether this can be challenged legally. If this concerns you then please contact us as soon as possible.

## MEMBER GET MEMBER!

3 EASY STEPS TO EARN YOURSELF **£50** THIS SUMMER

- Sign up 5 friends or family members using the attached forms
- Complete your details in the relevant section
- And simply return the forms to GMB!

### NEED ADVICE?

Contact your workplace rep or your regional organiser, Jon Smith 01924 882255 for homes located in North & West Yorkshire and Sue Hill 0114 2768017 for homes located in South Yorkshire & North Derbyshire.

Join online today at  
[www.gmbyorkshire.org.uk](http://www.gmbyorkshire.org.uk)