

WEU

Workers of England Union



MEMBER'S HANDBOOK

Welcome

Dear Member

First, thank you for joining the Workers of England Union and I would like to introduce you to your personal handbook. Please keep it in a safe place as it holds most of the essential information you need to know about our Trade Union, and it also directs you to our website for more comprehensive information as well. If you register as a follower on the website you get regular Union updates and articles, we like our members to be informed!

We urge all our members to be familiar with our rulebook, constitution, our policies, structures, and also our campaigns. We also have a number of services that are available to you such as free legal advice and employment development support. If you require there assistance please call the office.

I have always compared belonging to a Trade Union as having car insurance. It is essential for peace of mind! When there is a problem, members always tell me how very relieved they are to have the support required to make sure they are properly protected. Employers can sometimes act in an unfair manner that disregards employment law or they can be overly harsh in applying disciplinary action against an employee.

That employee could be you so we are there to make sure you are treated fairly and equally in the workplace. The Workers of England Union is your Trade Union and our officials are there for you in your time of need. However, it is important to remember to maintain your membership as we do not protect members whose subscriptions have lapsed.

Finally, if you are interested in getting involved with any of our exciting campaigns then please feel free to contact us.

Go to our website and see some of our campaigning successes.

Yours Sincerely,

Stephen Morris
General Secretary
Workers of England Union



WORKERS OF ENGLAND UNION KEEPING YOU INFORMED & UP TO DATE

Become a follower
to get regular updates

Join up
to receive your
FREE monthly
electronic
newsletter



Join us on Facebook
Follow us on Twitter



**LEARN ABOUT YOUR
EMPLOYMENT RIGHTS AT
www.workersofengland.co.uk**



OUR COMMITMENT TO THE NHS

The Workers of England Union would like to give this commitment to our members working in the NHS and NHS staff thinking about joining our team.

1. That we will always listen to the concerns of staff
2. That we will fight hard to improve patient care by ensuring safe staffing levels with staff being given the required training
3. That we will fight hard for NHS staff to be paid a fair wage with protection of the enhanced and unsocial payments
4. That will fight hard to stop the downbanding of any NHS staff regardless of their experience or role.
5. We will campaign for fair funding and investment for the NHS in England so that future generations will see the long term benefits of establishing a career within the NHS.
6. We will campaign to stop the cuts in the NHS workforce in England and demand an increase in resources for the communities across England that ensure a minimum standard of care and resource allocation
7. We will stand up your employments rights as protecting NHS staff will ensure patient standards and safety

We will continue to highlight that the NHS in England is top heavy with management who have over inflated wages and pensions.

Legal Support

Importance of Legal Cover

As the only Solicitor or qualified lawyer to have had involvement with the Workers of England Union I have been pleased to be of assistance in helping Workers of England members with general legal advice on problems that they have encountered. Also, where members have a problem that needs to be taken further, such as a claim for compensation as a result of an injury at work or a road traffic accident, then I have been able to take on the case for them and, in most cases so far, to get compensation. I have also been able to help run cases which the Union has taken for members in the Employment Tribunal and, where necessary, arrange for a barrister to attend the hearings to do the advocacy.

In addition to unfair dismissal claims I have also been able to assist with a claim for compensation for a whistle-blower who revealed a multi-million pound fraud taking place in the NHS involving senior NHS management and SERCO! I have also worked on discrimination cases and, unusually for a Union as young as the Workers of England Union, we are already on our third visit to the Court of Appeal!

The Workers of England are exceptionally active in backing up members' rights where appropriate through the courts. Indeed it is one of the unusual features of the Workers of England Union that they are so active in comparison to the old Labour Party supporting unions, which seem to offer their members far less effective representation and then usually sell on any cases to solicitors that they have got "arrangements" with in order to make yet more profit out of their members!

Robin Tilbrook

Robin Tilbrook is a highly experienced solicitor and civil litigator and is the Principal of Tilbrook's Solicitors, Ongar, Essex.



WEU - supporting you in the workplace

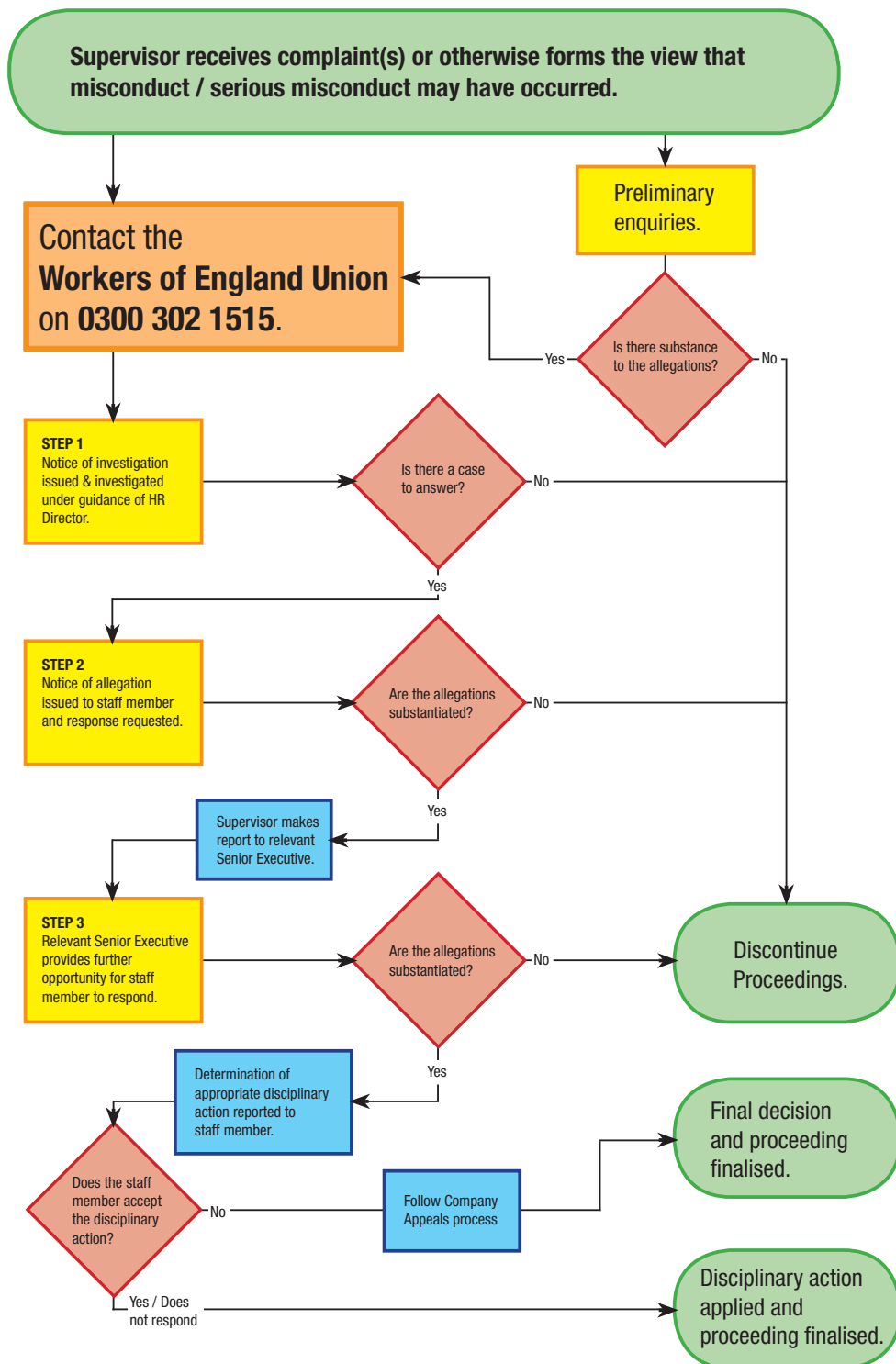
Misconduct Procedure

It is important that our members contact the Workers of England Union at the earliest opportunity when an incident has occurred which may lead to suspension, investigation and/or disciplinary action being taken by the company.

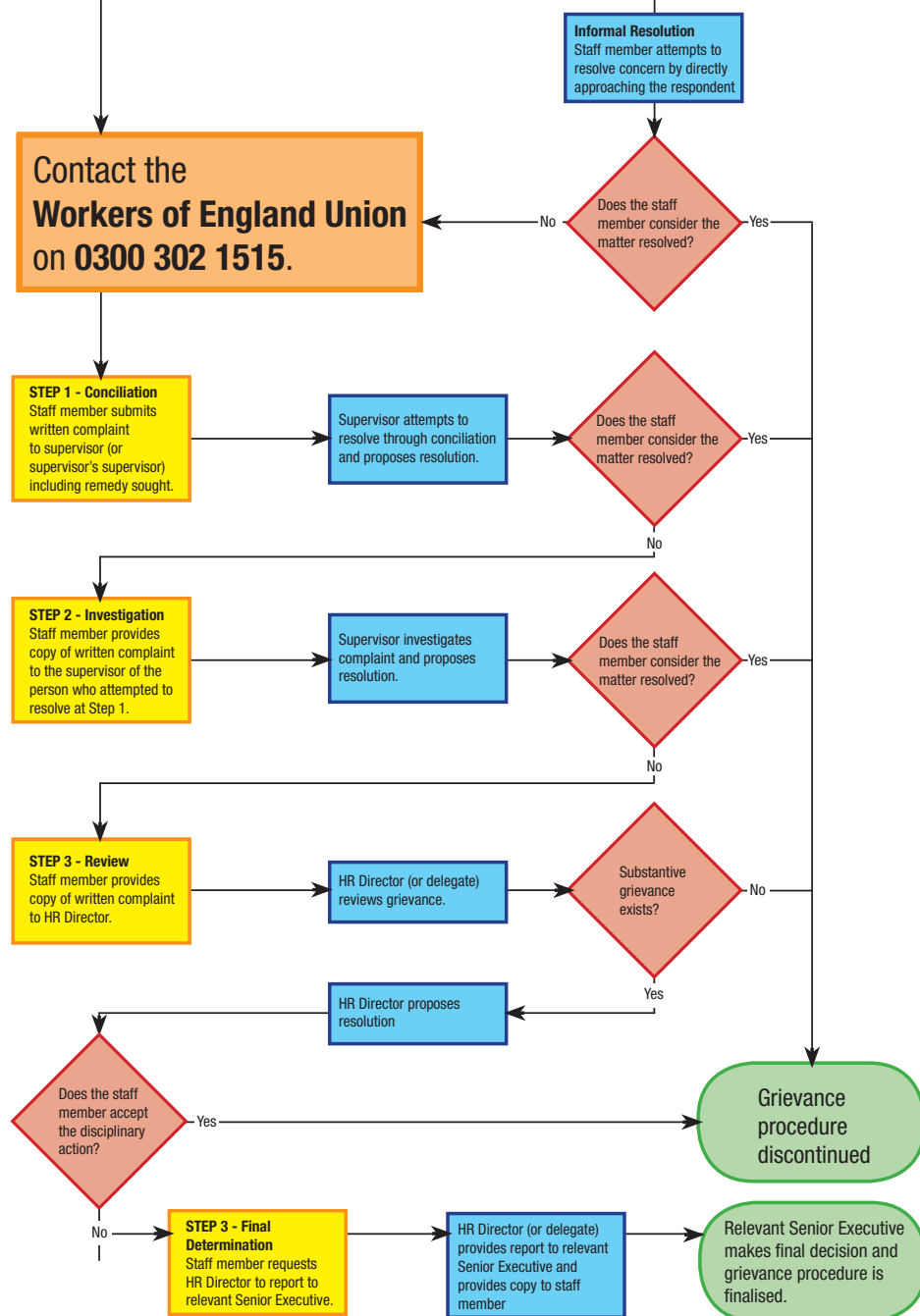
The Workers of England Union will then become the liaison between the company and our member.

NB: This is a quick reference guide only and should be used in conjunction with the Misconduct/Serious Misconduct Policies of the company.

Contact the
Workers of England Union
on **0300 302 1515.**



Staff member is experiencing a problem or has a concern in relation to something affecting his or her employment.



WEU - helping you raise a concern in the workplace

Workplace Concerns Procedure

It is important that our members contact the Workers of England Union at the earliest opportunity if the member has any workplace concerns.

The Workers of England Union will then become the liaison between the company and our member.

Contact the
Workers of England Union
on **0300 302 1515.**

KNOW YOUR EMPLOYMENT RIGHTS

We ask our members to make sure they have a copy of their contracts, have checked their company policy books and written statement of employment to what policy is in place -

All 'workers' have the right to be accompanied.

Under the Employment Relations Act 1999, you have the right to be accompanied at a disciplinary or grievance hearing by a trade union representative or a fellow worker.

The statutory right to be accompanied applies to any hearing or meeting connected with "the performance of a duty by the employer in relation to a worker".

The choice of companion is yours. They could be:

a paid official of a trade union (regardless of whether the union is recognised or has other members in the workplace);

a lay trade union official certified for this role by their union, who has experience of, or training in, acting as a worker's companion at disciplinary or grievance hearings; or a fellow worker.

WEU Anti- Discrimination statement

Discrimination and harassment occurs when a person is victimised in the workplace on the basis of not limited to the following criteria: Race, Colour, Gender, Religion, Disability, Sexual Orientation, Pregnancy or Age and shall include exposure to racial or ethnic jokes, offensive profanity, intimidating behaviour and exposure to unwanted sexual flirtations.

The Workers of England Union opposes discrimination and plays a pivotal role in winning equality in the workplace. We believe that the more members stand up against discrimination the more likely we will be able to instigate positive change. Every worker is entitled to be treated with fairness, dignity and respect.

* the above are guidelines.

If you need more information please call the office on 0300 302 1515 or go to our website - www.workersofengland.co.uk

THE WORKERS OF ENGLAND UNION CAMPAIGNING ON YOUR BEHALF

Although our main focus is to give you the best representation for Disciplinary and Grievance Hearings we are also a campaigning Trade Union. The Workers of England Union campaigns on behalf of its membership on the following issues.

Our campaigns are allocated under 3 different sections and can change if issues urgently need to be challenged. Each campaign has a short explanation as to why we feel that this needs to be changed and will benefit you. We also regularly update these campaigns to show if we have had any success or what resistance we are receiving.

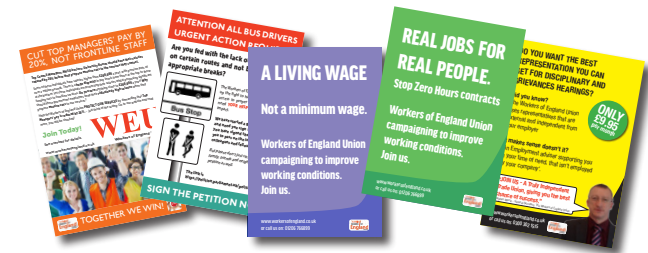
Section (1) Improving your working conditions and includes

Section (2) Challenging Government Policy

Section (3) Ensuring fair and equal governance of England

We hope you agree with us that Trade Unions should focus on their members and not overly focus on a political agenda at the cost of their member's rights. All our campaigns are about ensuring your working conditions and wages improve.

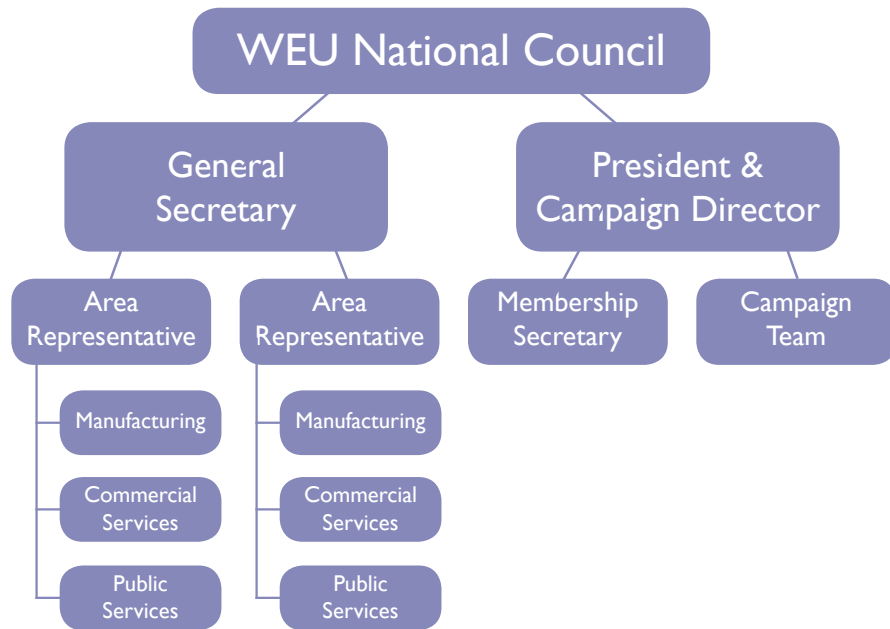
If you want more information about our campaigns then please go to our website for updates.



Please find the workers of England Union's constitution and rulebook on our website www.workersofengland.co.uk

WEU - TOGETHER WE WIN!

HELPING YOU TO UNDERSTAND YOUR UNION



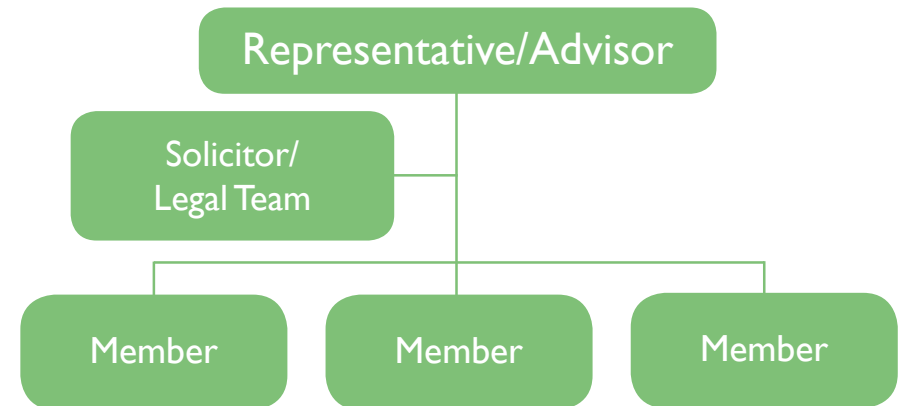
The Executive Council

The **Workers of England Union** executive councils governing body meets every two months to discuss amendments and changes to **The Workers of England Union** rules and purpose.

It consists of elected active members of the union and It is chaired by **The Workers of England Union's** General Secretary. These members oversee the practical business of running the union. There is also an annual national meeting where members can raise points and policies. These points will then be carried for further discussion at the Executive council. Our Campaigns will highlight the injustices that the people of England experience.

The main structural areas of responsibility are as follows:

- Finance - Accountant • General purpose and organisational
- Campaigns • Membership • Branches – county responsibility
- Legal – Solicitor / Barrister



Membership is divided into sectors and we have significant membership growth in the following areas:

- Drivers • Retail • Security • Health care • Office

As the WEU grows these will be placed under categories such as:

- Manufacturing • Commercial services • Public services

The **Workers of England Union** believes and accepts that each section has a unique set of problems and issues. Every year across the country a number of different conferences are held by these industries and this gives **The Workers of England Union** an opportunity to gauge the areas that require more focus.

By keeping up with each evolving industry, **The Workers of England Union** is able to respond in a forward looking manner. Involvement in each industry will help **The Workers of England Union** to influence representations that are positive to both the member and the overall employee group. Also this helps **The Workers of England Union** understand industry related problems which is helpful as it strives to protect our members to achieve long term goals.

If, as a member you become aware of any changes to your industry please inform the office on 0300 302 1515 or contact the website: www.workersofengland.co.uk

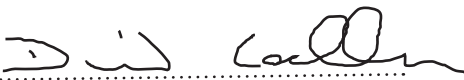
CERTIFICATE OF INDEPENDENCE

Issued under section 6(6) of the Trade Union and Labour Relations (Consolidation) Act
1992

I hereby certify that

Workers of England Union

*is an independent trade union within the meaning of section 5 of the
Trade Union and Labour Relations (Consolidation) Act 1992*


.....
DAVID COCKBURN
The Certification Officer

Date: 27 June 2013

Certification Office for Trade Unions and Employers' Associations,
22nd Floor, Euston Tower, 286 Euston Road,
London NW1 3JJ

Protecting our members Protecting Trade Union activity

Workers of England Certificate of Independence

Unlike most small unions the Workers of England Union has had a 'Certificate of Independence' granted to it by the Certification Officer. The Certification Officer is a statutory officer and it is his job to regulate trade unions.

The Certification Office allows any association which can sensibly be called a trade union to register as a trade union, but conducts far deeper enquiries into that trade union before a Certificate of Independence will be granted. This is because getting a Certificate of Independence is an important step in the progress of any new trade union and it marks a sort of coming of age of that trade union.

With a Certificate of Independence a trade union has the right to call a strike and to take part in strike action following a proper ballot of the relevant members of the trade union. Once this procedure has been followed members of the trade union that engage in industrial action are protected from being victimised for doing so by their employer, but this can only ever apply to unions with a Certificate of Independence.

Perhaps equally significantly, it is only unions with a Certificate of Independence that are able to protect their representatives and activists from discrimination by the employer against trade union activism.

So the granting of a Certificate of Independence by the Certification Officer is important in not only protecting the members of the union and enabling them to play their part in industrial action whilst protecting their jobs, but it also protects the trade union representatives from being picked upon by employers.

Robin Tilbrook

Workers of England Union



Contact the
Workers of England Union
on 0161 883 2552

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Radcliffe, Bury M26 2JS