

# TRASH TALK



## MIND THE GAP

Opposite are some of the pay scales currently in operation across London boroughs and the South East. The question has to be asked, why is the wage of a loader working for Veolia in Croydon lower than that of a loader working for Veolia in Harringey?

Why does a cleanser in Waltham Forest get substantially less than one working in Thurrock?

Is there less rubbish to be picked up?

Is the workload any less?

The reality is that through years of wage stagnation and outsourcing to private firms; this job has seen a race to the bottom. On top of that, we have seen three and sometimes four pay scales for people doing the same job in the same place.

Across the country people doing our job are organising for better; it's now time to co-ordinate that. One rate for the job.

	DRIVER	LOADER
Tower Hamlets	£16.18	£14.18
Bexley	£14.75	£11.50
Thurrock	£15.91	£11.72
Harringey	£13.00	£11.05
Croydon/Sutton	£12.00	£10.50

### MEMBERSHIP FORM GB

Please use capitals

This address will be used for the purpose of ballots

Forename \_\_\_\_\_ Title \_\_\_\_\_  
 Surname \_\_\_\_\_ Gender \_\_\_\_\_  
 House No/Name \_\_\_\_\_  
 Street \_\_\_\_\_  
 City/Town \_\_\_\_\_  
 Postcode \_\_\_\_\_ Date of Birth \_\_\_\_\_  
 Home Tel \_\_\_\_\_ Mobile \_\_\_\_\_  
 Email \_\_\_\_\_

### About Your Job

Employer/Company Name \_\_\_\_\_  
 Job Title \_\_\_\_\_  
 Work Address \_\_\_\_\_  
 Postcode \_\_\_\_\_ Work Tel. \_\_\_\_\_

Which membership do you require?  
 Enhanced full time (more than 21 hours per week)  
 Enhanced part time (up to 21 hours per week)  
 Enhanced low pay  
 Enhanced apprenticeship  
 Date apprenticeship started \_\_\_\_\_  
 Year 1  Year 2  Year 3  Year 4  
 Date apprenticeship due to end \_\_\_\_\_  
 Driver Care (a separate Driver Care application form will be sent to you.)  
 Basic full time (more than 21 hours per week)  
 Basic part time (up to 21 hours per week)  
 Basic low pay  
 Other (eg Unemployed member of the community, under 18, full time student, retired members or permanently disabled members who are not in paid employment)  
 Date apprenticeship started \_\_\_\_\_  
 Year 1  Year 2  Year 3  Year 4  
 Date apprenticeship due to end \_\_\_\_\_

### Authorisation of deduction of your trade union contribution from your pay (check-off)

**Note: Not all employers operate check-off.** I hereby authorise the deduction of Unite the Union subscriptions from my pay of such amounts as shall be notified to my employer on my behalf from time to time by Unite. I authorise my employer and Unite to share personal data necessary to operate check off and for my employer to inform Unite of any changes of address.

Are you paid?  
 Weekly  2-weekly  Payroll No. \_\_\_\_\_  
 4-weekly  Monthly

I agree to abide by the union's rules. (Rule Book is available online)

NI No. \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_  
 For Office use only  
 Mem. No. \_\_\_\_\_ Employer Code \_\_\_\_\_ Workplace Code \_\_\_\_\_  
 Branch No. \_\_\_\_\_ Job Code \_\_\_\_\_ Recruitment Code \_\_\_\_\_

### Political Campaigning

Unite fights for our members' interests through political and industrial campaigning on issues affecting you - from pay, pensions, and broader workplace rights to housing, equality issues and our NHS. If you would like to be part of this, opt-in to our political fund for just 10p per week. (tick here)  Those who choose not to opt-in will not be disadvantaged in any way compared with members who do opt-in, except in relation to control of the political fund.

I support Unite in campaigning on our policies and members' priorities in the Labour Party and I would like to be a Labour Party Affiliate Supporter\* (this is free for political fund payers). I authorise Unite to share my personal data with the Labour Party for this purpose. (tick here)

\* I agree to the terms listed at <https://support.labour.org.uk>

### Equal Opportunities: The provision of this information is to ensure equality for all and is not a requirement

Unite campaigns for equality for all and to ensure that women, black Asian ethnic minorities, disabled members, lesbian gay bisexual trans - LGBT+ and migrant workers are fully represented within the union. To find out more go to [www.unitehunion.org/equalities](http://www.unitehunion.org/equalities). Confidentiality is protected. Please complete:

Please tick your ethnic origin: Black/Asian  White  Please tick if you are LGBT+   
 Please tick if you are a disabled person:  Please tick if you consider yourself to be a migrant worker

### Direct Debit Details - Instructions to your Bank or Building Society to pay by Direct Debit

Service User Number **9 7 1 4 6 7**  
 Name of bank/building society \_\_\_\_\_  
 Town of the Bank \_\_\_\_\_  
 Sort Code \_\_\_\_\_ On the selected day of the month:  7th  14th  21st  28th  
 Account Number \_\_\_\_\_  
 Name(s) of Account Holder(s) \_\_\_\_\_

### Instruction to your Bank or Building Society

Please pay Unite the Union Direct Debit monthly from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Unite the union and, if so, details will be passed electronically to my Bank Building Society.

I authorise the payment above. I agree to abide by the union's rules. (Rule Book is available online)

When you join Unite, you are also authorising the Union to deduct an additional amount for your subscription to your local branch fund.

Signature \_\_\_\_\_ Date \_\_\_\_\_  
 Branch No. \_\_\_\_\_ Job Code \_\_\_\_\_ Recruitment Code \_\_\_\_\_

# TRASHTALK



Serco CEO Rupert Soames' annual pay:



\*December 2019



## INFLATION – DON'T BE FOOLED

Across the job we are seeing “pay rise” offers of 1%, 1.5% and in some places even worse. Inflation as determined by RPI is currently about 6%. This means anything less than that is an effective pay cut. If the necessities like food, transport and rent go up and our wages fail to match that – we have been made worse off. We all heard the applause and the praise during the Pandemic. We all remember the talk about “Covid Heroes” and “Key Workers” but now that we are coming out of that Pandemic it appears we are back to business as usual – us slogging away and others making a fortune from the work we do. Out of sight and out of mind.

Why is it fair that some senior council executives are on £100k plus a year while they spent a year working from home? Why are companies like Serco, Urbaser, Veolia, Norse, Biffa and all the rest of them boasting about record profits and then in the same breath telling us they're skint? It doesn't have to be that way.

Over the past three years in London and Essex there have been six successful strike ballots on the dust and cleansing. Workers in Bexley recently took seven weeks of strike action that led to a substantial pay increase, in Thurrock we saw workers take six weeks of strike action after the local council attempted to attack their terms and conditions. These examples have now seen workers in Waltham Forest, Harringey and Croydon start to stick together and demand better. Outside London we see strikes erupting in Glasgow, Brighton, Sheffield and Derbyshire.

What many of us have forgotten over the years is that our job is absolutely vital. Society can't function normally without what we do. It's time we rediscovered that ourselves. And then make the powers that be aware of that fact as well.

## SCORES ON THE DOORS

### Waltham Forest

Refuse, Cleansing and Parks workers are putting in a pay claim. After workers had a series of mass meetings, they are now in talks with the council and with the contractor. One of the lowest paid boroughs in the city, they're prepared to hit the gate.

### Sutton

Refuse workers managed by Veolia were hauled up on disciplinarys for refusing to work bank holidays, even though they weren't contractually obliged to do so. All of these were beaten and thrown out. Don't let contractors try and bully you into working overtime for a pittance.

### Croydon

Billionaire firm Veolia have offered loaders 1% and drivers 2% in a pay increase. A consultative strike ballot is being prepared.

### Tower Hamlets

'Concessionary Days' retained after threat of strike action. TH employees were given days they could take off over Christmas or receive overtime if they chose to work. After sticking together they've held on to those. A lesson for others!

