

Clackmannanshire UNISON AGM's 2022
Minutes of meetings 23rd and 24th Feb 2022

Agenda Item	
1	<p>Welcome:</p> <p>Andy Kane welcomed everyone to the meeting. Andy told the meeting how he had been a UNISON steward for many years. He told the meeting that although UNISON members were more than 75% women this was not reflected in the branch stewards. Andy was delighted to welcome Karen Davidson from UNISON who told the meeting about the Pathways course for women.</p> <p>The course is run for women to introduce them to the workings of a UNISON branch, how it works, who is in the branch, what their role is within the branch etc. She also went on to tell of some participants who had gone on to become stewards and also branch officers. She explained how members tell her the training had given them a confidence they did not have before and this also helped them to develop in their working lives.</p> <p>Pam Robertson advised that Clackmannanshire Branch are hoping to hold a Pathways course in the near future and members should look out for forthcoming information.</p> <p>Andy then thanked Karen very much.</p> <p>Andy reminded members that many people had lost someone through the Covid pandemic and asked members for a 2 minutes silence to remember them.</p>
2	<p>Attendance – these are recorded and will be notified at the 2023 AGM.</p>
3.	<p>Apologies</p>
4.	<p>Minutes of the previous AGM – these were previously circulated to everyone and Andy asked if there were any questions regarding this. There were none</p>
5.	<p>Year of the Disabled Worker – Lawrence Hunter gave a very good speech about the fact that UNISON have deemed 2022 to be the year of the Disabled Worker which was well received by members. See Appendix 1*</p>

	<p>Details of the project is shared on the Clacksunison website and Lawrence asked members for anyone willing to participate in a Disabled Members Group to take forward the cause for disabled workers. He also gave details of upcoming webinar. Several members asked to attend and volunteered for Disabled Members Group.</p>
6.	<p>Reports from Officers. Andy again said these were available on our website for anyone to download.</p>
7.	<p>Agreement of Audited Accounts Proposed budget and proposed Honoraria: Proposed – Elaine Dewar Seconded – Kevin McIntyre Audited Income and Expenditure - agreed by members.</p>
8.	<p>Election of Officers and Shop Stewards – The list of these was sent out to members and was also available on the website. Andy asked if we had any nominations from the floor – none.</p>
9	<p>Any other competent business – CH asked about Covid relaxation – as these had now been relaxed by Scottish Government would the council be moving back to work. KM advised that the plan at the moment was to discuss further in April but no changes before then. DW also reminded members that the council had spent a lot of money equipping people to work from home so we need to look at whether people wanted to continue working from home or wanted to get back into the workplace. The council working group – including KM and DW would be taking this forward.</p> <p>Member asked about the recent pay raise and how it was unfair that those earning less than £25k for a 35 hr wk lost out on the big pay raise because it was calculated on a 37 hour week. PR apologise on behalf of the branch. Although it did state clearly in the pay claim that it would be calculated on a 37 hr wk perhaps it had not been clear enough that this was also related to the £25k. Clacks branch members not the only ones unhappy and this has been reflected in the 2022 pay claim which has been asked for on a 35hr working week.</p>

Appendix 1 – Year of the Disabled Worker

UNISON's priorities on disability are led by the union's own disabled members. Our local branch can help disabled members by fighting discrimination and campaigning and organising in the workplace.

There are more than 10 million disabled people in the UK. Cuts to public services and benefits have a disproportionate effect on disabled people, especially as over one and a half million of them live in relative poverty because of low benefit levels and the lack of suitable accessible jobs.

The Scottish Disabled Members Committee (SDMC) is a self organised group consisting entirely of disabled members who campaign on behalf of our disabled members to ensure that disability issues are given a voice within UNISON

UNISON has designated 2022 as Year of Disabled Workers marking a year-long campaigning and organising agenda to support disabled people into employment, into meaningful roles and with real career progression, and to prevent discrimination in the workplace.

Many people in our workplace have a condition or illness that is covered by the Equalities Act 2010.

The Facts:

- Disabled people are less likely to be in employment, and are more likely to be in lower paid roles far below their aspirations or abilities.
- The employment prospects for people with certain disabilities is even poorer, and those who have learning disabilities or mental health conditions being least likely to be in employment.
- Many people suffer in silence, frightened that by informing someone of their disability they could end up unemployed
- Not all disabilities are visible
- Disabilities can be Physical and/or Mental
- Despite starting school with the same aspirations as non-disabled children, disabled school leavers are half as likely to be in education, employment and training as their non-disabled peers.

Our branch have committed to **THREE** pledges for 2022 to help raise awareness of disabled members issues and protect the rights of disabled members.

Our pledges are:

1. Establish a disabled members' contact in the Branch

2. Make Year of Disabled Workers a standing item on our branch agenda for 2022 to make sure you stay focused on disability issues and all Year of Disabled Worker's activity.
3. Commit to an activity to support Year of Disabled Workers and let us know what you're doing so we can promote your branch's work through Scotland and the UK.

Lawrence Hunter has agreed to be the Branch's contact in the Branch, He can be contacted at education@clacksunison.org.uk

or at lhunter@clacks.gov.uk

If you wish to help Lawrence develop the local disabled members self organised group and to raise disability awareness please drop him an email.

The self organised groups aims will be to eliminate negative attitudes and prejudices in the workplace

Scotland Disabled Members Facebook page

You can also follow the Scotland disabled members on Facebook to keep informed on what's going on throughout 2022, and to be signposted to useful materials.

<https://www.facebook.com/UNISONScotlandDisabledMembers>

Webinar: Removing the Barriers

16 March 2022, 5pm-6.30pm (online)

This webinar is co-sponsored by UNISON Scotland's Disabled Members Committee and UNISON Lothian Health branch as part of UNISON's Year of Disabled Workers.

Disabled people face challenges gaining and maintaining employment and achieving career progression through avoidable workplace challenges and barriers caused by attitudes, assumptions, and workplace structures and policies.

The unemployment rate for people with a disability is twice that of the general population and that's shameful. The Disability Union decided it is time to educate and raise awareness of this issue and change perceptions of what employees with disabilities can achieve.

The event will hear from Kirsty Smillie of the Disability Union – a UK-wide community group that works to improve disability rights – who is asking employers to remove the invisible barriers that disabled people face finding and remaining in work.

Full BSL and Captioning Services are provided.

The online event will take place via Microsoft Teams and you can register to attend by hovering over [Event Brite](#) and then pressing Ctrl and simultaneously click your mouse or by registering at the following site -

<https://unison-scotland.org/webinar-removing-the-barriers-16-march/>

Appendix 2 – Pathways

Back in 2018 we ran a pathways course for women members across all the northeast branches. These included members for local government, health, and the CVS sector. We had 12 delegates and 8 went on to stewards training, 2 health and safety and 1 union learning rep. The other 1 workplace contact.

We held the event at a hotel in Aberdeen beginning at 12.30 on the Friday with sessions afternoon through to 4pm Saturday afternoon. The dinner and overnight for the participants was an important part of the bonding, networking experience for participants. We saw a marked difference on the Saturday session as they were more relaxed with each other, they had realized that their concerns and fears were shared by others in the group giving them more confidence.

The aims of the course are to

explore why women do or don't get involved in the union and why it's important that they are involved. Unison proportionality is not reflected with our activist base and the importance of encouraging women to get involved has never been greater. Prior to attending we asked them to think of an inspirational woman and some of the activities lets them think about the skills those women had the activities enables them to recognize those same skills in themselves.

we wanted them to be more familiar with how UNISON works and how women members have a vital role to play as women members are much less active within their branches We appreciate the skills that many women develop, not just at work but in dealing with day-to-day life. Most women take these skills for granted. We had a delegate who did not realise that she had ran a campaign She was involved in the school PTA they wanted a minibus to take the kids on school trips and sports events, she came up with a fundraising idea, wrote a newsletter to publicize and roped in others to help. They got their minibus.

So many of the skills she had utilized, planning, motivating, negotiating, organizing can be used in the union and she had not recognized that. She is now a branch officer

We tried to get them to appreciate how their existing skills can be applied in new situations, including in working life and in the union. One of our ladies not only went to be a steward she changed roles and qualified as a social worker before pathways she did not have the confidence to try something new achieving her lifetime goal.

This course helps you gain confidence in your ability to use your skills in the union It is fun and informative the ladies left with a much better understanding of the roles and opportunities getting active in their branch could bring.