

Defend Shelter staff

Donate to our strike fund

T & G
in Shelter

Dedicated charity workers at Shelter are appealing to you to make a donation to our strike fund. This money will help staff who face hardship as a result of taking industrial action in defence of their pay, conditions and the radical campaigning tradition of Shelter.

This is the first time Shelter workers have taken national industrial action in the charity's 41 year history and our decision to strike was not an easy one. However, we had no choice. Shelter senior management are pushing through changes which will undermine our quality services and downgrade the help that Shelter provides by demoting staff and worsening conditions.

Shelter staff will be hit financially by:

- jobs being downgraded - some frontline workers taking a pay cut of up to £3,300
- the removal of incremental points from pay scales - an average pay cut of £800 each year
- working extra hours for no pay - an average pay cut of £1,600 per year, no compensation for the additional cost for childcare or carers.

This amounts to a loss in income for some staff of nearly £5,700 per year.

We have taken two days of strike action already. This brought senior management back to negotiations at ACAS. Prior to strike action they had repeatedly refused to negotiate with the union. Instead senior management pushed forward im-



plementing their proposal by force, downgrading staff, making redundancies and issuing dismissal notices to those refusing to agree to cuts in pay and conditions.

When faced with two days of strike action and a further two consecutive days to come, Shelter Chief Executive Adam Sampson approached the union for talks and agreed to suspend the dismissal process.

The union was willing to conduct meaningful negotiations at ACAS. However, Shelter senior managers issued a derisory new offer which merely tinkers with their previous package of cuts. This has enraged union members, many of whom have lost more in strike pay than they are being offered in compensation.

The core element of the new 'offer' involves a one-off payment of £150 before tax to all Shelter staff plus a one-off payment in lieu of increments which is not consolidated into salaries. Management refused to move on the extension of the working week, nor would they address members' concerns around downgrading of posts.

At the same time Shelter's senior managers:

- are paid top tax bracket salaries and have awarded themselves a large wage hike just before they announced these attacks on pay and conditions. Shelter's Chief Executive, Adam Sampson, earns an estimated 25% more than the heads of other big homelessness charities.
- paid for consultants and employed a new set of managers sim-

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ply to drive through these changes

- have spent hundreds of thousands on an expensive new IT system that doesn't work
- have spent £750,000 on a refurbishment of the head office.

Union members are now being balloted over this latest insulting offer. In order to ensure that union members feel they have a genuine alternative to accepting this paltry offer, we need to organise a strike fund to help alleviate the financial pressures which are beginning to bite. Many Shelter staff are sole wage earners and many are working parents. Please donate generously.

We say:

- * **No compulsory redundancies**
- * **No downgrading of posts**
- * **No pay cuts**
- * **Defend the jobs, pay and conditions of all Shelter staff**
- * **Don't allow bids for government funding to change Shelter's core values.**

You can help by:

a) Donating to our strike fund

Please make all cheques payable to 'Shelter Strike Fund' and send them to:

Shelter Stewards

c/o 48 Swindon Close, Gorton, Manchester, M18 8JQ

b) Asking for a speaker at your meeting

Contact shelterstewards@googlemail.com telling us the time, date and location of your meeting and we will do our best to send along a Shelter striker to speak to you.

c) Sending messages of support and protest

• Send messages of support to union members in Shelter: shelterstewards@googlemail.com and c/o Alan Scott, T&GWU, Woodberry, 218 Green Lanes, N4 2HB

• Send messages of protest to Shelter's senior man-

agement team: Please send hard copies and emails to Adam Sampson, Shelter, 88 Old St, London, EC1V 9HU. adam_sampson@shelter.org.uk. Ask that it be forwarded to the Board of Directors and copy it to Shelter stewards at the above address.

• Pass resolutions in your trade union branches supporting stewards and condemning these attacks.

• Write to your MP raising concerns about the attacks on Shelter staff pay and conditions and the organisation's core values, and ask them to sign the Early Day Motions in both the Scottish and Westminster parliaments:

• Westminster EDM - number 1016 entitled 'Shelter and its staff'.

• Scottish EDM number S3M-01475 entitled 'Solidarity with Shelter Workers'.

I/We are able to make a donation of £..... to the Shelter strike fund.

I/we would like to request a speaker for a meeting: (include date, time, location)

Name:

Trade union branch/ organisation:

Address:

Email:

Phone:

Please return this to: Shelter Stewards, c/o 48 Swindon Close, Gorton, Manchester M18 8JQ.