

BATTLING FOR BOLTON



Spring 2025 Issue 29 Free

***The Fight Against Racism and
Far Right Extremists***

Bolton University Chaos

Bring Bolton Cares In-House!

Bolton UNISON AGM Excitement



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UNISON

Intro...

Happy New Year!

As a branch we have increased membership retention, smashing the national target and seeing healthy net growth.

Looking back, what a year 2024 was! We undertook dozens of workplace visits to do our 10-minute talks. We've organised in schools and school kitchens, raising health and safety as a number one branch priority. We have had a presence in the 'University of Bolton', now 'Greater Manchester University', and more importantly recruited a steward. We also lobbied the Council to bring our Corporate Property service back in-house, won the argument and we will see the formal process commence in the coming weeks.

We became aware of an issue for migrant workers invited to this country by the last government to help us in our crisis within health and social care... only for

those people to arrive, after selling all their worldly goods, to be scammed of thousands of pounds through sponsorship fees which were supposed to be put in place to support

workers and provide access to work. At a time when the right was pushing misinformation regarding migrants, and attacking towns and cities, the Branch fearlessly defended and campaigned for the rights of these vulnerable workers.

Our members who are cleaners in the Town Hall were not happy with management proposals, so set out to



take them on and achieved an agreement regarding their working hours and have secured the employer offering a back pay deal. At the time of writing the members are being consulted on the offer.

We ran stewards' development sessions across the year to ensure your elected reps have shared skills and knowledge on key issues.

We have seen a new Labour Government, and whilst it has set out the New Deal for workers, they seem to have forgotten who they are, as MPs voted to keep the two child cap for benefits, scrapped the winter fuel allowance for pensioners and forgot their own campaign and promises to our WASPI women! Nobody expects them to work miracles in their first year. However, to forget the very principles of the Labour Party - *looking after those in need* – does beggar belief. Thankfully Bolton MP for North East, Kirith Entwistle, has made clear her pre-election promise to WASPI women, and reaffirmed her position of support!

On Labour Party policies, they need to be reminded that the Labour Party was born from the trade union movement;

hard working people like you and I, and we want a Labour Party that delivers for working class people.

And as we enter 2025 we remind ourselves of what we have accomplished but set our goals higher, so we have now developed the branch action plan for 2025 which we hope you will sign off at the Annual General Members meeting on the 12th March. (Details listed within the magazine).

I hope you will become more active within UNISON in the coming year. We have social events (trips to the Octagon, Blackpool Lights, Pantomime, film events) all advertised on our Facebook page. Are we friends? Look us up and join us.

Unison Bolton LG

We also have a new Active Member role if you're happy to be a contact in your workplace and able to support us in recruiting new starters.

I look forward to what we can achieve in 2025!

Andrea Egan
Bolton LG Branch Secretary

End Modern Day Slavery!

Bolton meeting of politicians and migrant workers in social care



Migrant workers face exploitation that no British worker would uphold...

**Pay up to £12,000 to work?
Work 80 hours a week?
19 hour shifts without a break?**

While many try to blame migrant workers for, well, everything, some of the workplace issues these people face mirror pre-union Victorian mill practices which have no place in the 21st Century. The scenario in the care sector demands the same attention as any workplace issue.

Without overseas workers, our health and social care services would collapse. In England there are already 152,000 vacancies in adult social care alone, leading employers to recruit from other countries with Health and Care visas, based on sponsorship, available for those who would fill the gaps. However, once they arrive, many are subjected

to harrowing exploitation, and UNISON has begun a campaign calling for fair treatment...

"These workers come to the UK in the belief that they will have a secure job, with a reputable employer, who has officially sponsored them to be here" states a UNISON report ***Expendable labour: the exploitation of migrant care workers*** "But UNISON has gathered evidence that immoral care companies are exploiting many of those they recruit to work in Britain's care homes and in domiciliary care."

The report outlines some shocking details, ranging from a working week of 80 hours or more, to 19 hour shifts without a break. It also cites the case of a senior care support worker from Sri Lanka, who paid £8,000 in agent fees

and for a company visa after being told she could earn £10,000 for three month's work.

"In reality, her monthly wage is around £2,000, which goes on bills and rent" states the report "She works from 7am to 10.30pm and sometimes has 25 care appointments a day, each lasting 30 minutes."

Once the workers arrive in this country they have little protection and are fearful of raising concerns about employment practices as employers can remove their visa sponsorship.

"Overseas staff miss out on enhanced payments for working weekends and bank holidays" says a domiciliary care worker from India "We don't have regular schedules – we must be available as needed. Every conversation with the managers feels threatening and often ends with the word 'visa'."

However, migrants, who the union

estimates contribute £5.2 billion annually to the economy, are supposed to have the same conditions as all other workers, to be protected by UK employment laws, to have the right to be paid annual leave and statutory sick pay, and to pay tax and national insurance. They should also receive equal pay to British workers doing the same work, but the union maintains, citing numerous examples, that this is not always the case

Now UNISON nationally is calling for a range of protections for migrant workers, including a fully-funded minimum rate of pay above the national living wage for *all* care workers, which it argues is key to bringing an end to these 'shocking abuses'.

"Many employers think they can easily exploit migrant workers and this needs to change" the report concludes "What is also needed is a national care service to boost wages, put quality above profit-making and ensure everyone receives the support they need..."

You Have To Be Human!



Bolton Council To Protect Migrant Workers?

Salford Council recently signed UNISON's Migrant Worker Charter...

UNISON North West has launched a Migrant Workers Charter, which calls for fair pay, equal employment rights and better protections at work. Salford Council has already signed up, and now Bolton branch is calling for Bolton Council to join it.

The move has come following a meeting with politicians that enabled migrant workers in social care to discuss their concerns, giving testimony to their treatment, and seeking support in tackling the problems they face. The meeting was attended by Yasmin Qureshi MP (Bolton South East & Walkden), Sean Fielding (Councillor), Nick Peel (Bolton Council Leader), Kirith Entwistle MP (Bolton North East) and UNISON National President, Steve North.

"Migrant workers play a massive role in maintaining and delivering essential public services" says Andrea Egan, Bolton UNISON Branch Secretary "As a result of the introduction of the Health and Care visa, there's been an upsurge of migrant workers coming to the UK to work. Many of these workers arrive in good faith, mainly to work in care roles, yet some agencies expect them to pay as much as £12,000 to be sponsored. There are companies who are set up as 'Sponsorship Visa Employers', promising decent jobs but then subject their workers to some appalling conditions. These are things that we need to change."

Bolton Steward Urges Council To Sign The Charter

Oluwaseyi Bamisaye works at Bolton Cares as a support worker looking after vulnerable people with disabilities. He also recently became a UNISON steward and Deputy Convenor, and believes the fight for the protection of migrant workers is every worker's fight also...

"I'm still quite new to it but I think that everybody should stand up for equality and everybody should raise their voice" he says "Not everyone can be a steward but it doesn't stop you from raising your voice against injustice and inequality, and raising your voice against racism. You need to be human, and the only way to do that is when

you see injustice frown at it; when you see racism you frown at it, you see inequality you frown at it. You have to raise your voice for humanity."

He is also urging Bolton Council to sign up to the Migrant Workers Charter to help end what he calls 'modern-day slavery'...

"We hope the Council will take strong action to stop the exploitation of migrant workers and that locally elected politicians will challenge the Labour Government to reform the legislation surrounding sponsorship visas" he says "We also call on councils to take responsibility for migrant workers by

providing sponsorship and stability, rather than exposing them to unscrupulous employers who exploit them. While migrant workers support the idea of proper safeguards and registration, the current system has sadly opened the door to modern-day slavery...together, we must tackle the abuse and exploitation that many migrant workers face."

He explains that, being a steward, he can also be a voice for the large numbers of migrant workers in Bolton; "making sure that they are not being cheated, making sure that equality is a purpose. We need a voice in regard to the Council and for them to take responsibility for migrant workers. Fifty per cent of the adult care staff are migrant workers so the least they can do is give us sponsorship. That's our need at the moment and if workers can lend their voice to it we would appreciate that...."

UNISON Fights Against Far Right Extremism

Bolton UNISON Members On Racism and the Far Right...

"We are the working class. People lose sight of who the real enemy is. It's the CEOs and billionaires who live in a world of privilege but object to paying taxes or treating workers fairly. It's those politicians who scapegoat minorities and fail to invest in housing, schools or other public services we need to call out. As working class people we've got to stand together. If we argue and fight amongst ourselves then we lose, it's the people at the top that always win."

Andrea Egan

"I have spent twenty years working in adult social care. People from all kinds of backgrounds work side by side to provide care and support to people who desperately need it. Services like ours would totally collapse if it was not for people who have come from overseas to work in Bolton and contribute so much to our town, doing jobs we locally cannot fill because they are low paid and demanding, both on time and dedication. The majority of people are happy to work alongside each other, then along comes the far right, they create havoc and hatred, then disappear into the background. We cannot allow the hatred and ignorance of a minority to divide us. As workers and trade unionists we always have to stick together and drive out this hateful behaviour to people who, just like me, are simply trying to make a living and contribute to our society."

Julie Tudor

"Racism seems a bit like an infectious disease to me, it spreads through the community, damaging everyone it touches to different levels. I think we can all help prevent the damage by stopping it spreading as best we can and treating it where it breaks out. We have also got to work together to tackle the underlying causes."

John Pye

The politics of hate have no place in the workplace or society...

**Stand Up
To Racism
Trade Union
Network**

Make sure
you sign up
today—scan
the QR



Last summer's racist rioting and violence, orchestrated by the far right, horrified most people in the country. Yet that was the tip of a nasty reactionary iceberg which is now being shown to include American meddler, Elon Musk, Reform UK and the increasingly right wing leaning Conservative Party.

Musk is backing fascist Tommy Robinson, jailed for repeating lies about asylum seekers, while poking that Nigel Farage is not fit to lead the far right Reform UK – too moderate? While all this is being played out on social media and in the mainstream media, the fall out, as we saw last summer, are real life sickening scenes of racist rioting and intimidation.

However, what eventually stopped the fascist violence was the huge counter offensive by anti-racists that outnumbered the mobs and reclaimed the streets. The response gave an indication of how to oppose the politics of hate.

"The backdrop to a rising far right street movement is a dangerous one" states Stand Up To Racism "Reform UK broke through in the general election and is growing at a worrying pace. Working class people should not have to pay for the crisis caused by the rich - and we must reject the blame game of shifting the focus onto migrants and refugees who did not cause and are not benefiting from the crisis.

"Reform UK, like the Tories, are another party representing the interests of the rich -and they are using racism to divide and distract us" it adds "Fascists like Robinson and the far right in Britain have also been encouraged and bolstered by the gains of fascists and the far right internationally. But what the anti racist and anti fascist movement has shown in Britain, as well as on the streets of Paris or Essen or Vienna, is that we can and must build a mass movement on the streets to stop the far right. We must take this lesson and use it to build broader in every area, to draw more and more of the anti racist majority into active organisation, and build deeper, into our unions and workplaces to establish a strong bulwark of unity and anti racism."

UNISON is playing its part... "Tommy Robinson and his loathsome brand of politics have nothing to offer but division and hate; they destroy communities, they don't speak for them" says UNISON General Secretary Christina McAnea "That is why UNISON is determined to challenge the politics of hate. Our members will lead the way, as they do, day in day out in our communities and in workplaces. Unity is our strength."

For more details of how to get involved see <https://hopenothate.org.uk/> and <https://standuptoracism.org.uk/>

"As a migrant in the UK, facing far-right extremism and racism is unsettling. The far-right exploits fear, blaming immigrants for societal issues, which fosters division. Combating this requires education, community-building, political engagement, media literacy, and strong support systems. Law enforcement must also tackle hate crimes effectively. Challenging these narratives involves fostering inclusivity, valuing diversity, and standing in solidarity with marginalized groups to push back against racism and extremism."

Oluwaseyi Bamisaye

"People everywhere are struggling. The far right is exploiting people's economic suffering and fear, as they always do. Very often it's those politicians responsible for that suffering who are keenest to shift the blame onto people who are 'different'. This is something we have seen before and we know too well where it leads. No reasonable person wants their children or grandchildren to live in a world of poverty, prejudice and hate. We all need to work together to make sure that doesn't happen"

Janet Bryan

"We have to learn from history. Whenever there is an economic or political crisis, blame is always directed towards people seen as vulnerable, marginalised or different. That's what happened in Germany in the 1930s when fascism targeted Jewish people and others from minorities. Now we are seeing people are targeted for their religion, skin colour or refugee status with all kinds of Islamophobic and anti semitic conspiracy theories shared on-line. As trade unionists we have a much more positive vision of society, it's one based on solidarity to overcome all forms of hatred and bigotry."

Martin Challender



An On-The-Job Uni Degree With No Debt

Social Work Apprenticeships allow staff to do a part-time BA (Hons) degree with time off for university and studies. Here we look at the pros and cons of balancing it all out through the experience of two people who have completed the course...

Leah's Story...

Leah Brabin is now a fully qualified social worker with the Community Learning Disability Team, after completing a Social Work

Apprenticeship last year and gaining a degree from Manchester Met University.

"Having left the authority and come back, I started as a Community Assessment Officer in 2015 and

worked on a social work team" she recalls "but I wasn't a qualified social worker and there were some parts of the work that I wasn't able to lead on, or do on my own.

"You could apply for the Apprenticeship if you wanted to take that step up and do the degree, so it was a good way of getting into it" she adds "Obviously I'm a bit older so I couldn't just leave my job...It is also really good because you end up with no student debt."

The course itself is two and a half years, with the 'first' year condensed into six months. Leah attended university around one day a week and also had some study time off from her job, working as normal the rest of the days.

"It's on the job social work training and as part of it you can go on different placements to the social work teams, which they call contrasted learning" she says "I think the best thing was being in an environment that I was already familiar with which helped me. As I was already working for the authority social work team I knew a lot of people and it just seemed so much easier to get that support; whereas students who were coming in from regular courses had to really quickly integrate into teams to get the most out of the learning experience."

Leah says she would definitely recommend the Apprenticeship. Once qualified, there is a pay rise, although she emphasises that social work isn't just a job you do mostly for the money. And stresses that the option needs proper commitment...

"It's not easy juggling working full

time, your normal home life plus your studies" she explains "It is hard, you can't take it on lightly but it is worthwhile if social work is what you want to do, and it is probably a much better way of doing it than the traditional going to university from college. It is good for people who have got lots of experience but maybe not had the opportunity to go down that route before..."

Elliot's Story...

Elliot Costello, a Social Work Apprentice within the Targeted Review Team, has just finished the BA (Hons) degree in Social Work at Manchester Met University and, after two and a half years, is expecting to become a fully qualified social worker when the course assessments are complete.

He encourages those who work in social care roles but are not qualified as social workers, such as Community Assessment Officers or occupational therapists, to think seriously about getting involved in the scheme.

"I think a lot of people are intimidated by it and don't go for it; people who are well qualified to do it in terms of experience and knowledge but maybe have been out of education a long time and now don't have the confidence to do it. I think that's a shame" Elliot says.

"There is a financial benefit but I did the course, not so much for that but because I want to get better at what I do" he explains "I wanted to improve my practise and gain more understanding of the law and the processes. It makes you think more about what you do."

Having now all but qualified, he gives an honest appraisal of what the last few years have been like...

"Broadly speaking I think the Apprenticeship is a great opportunity for career progression, but I don't want anybody going into it not realising what a big commitment it is on your time and energy" he says "It's different from being a full time student, which I've done before. You've got all those other responsibilities, like your job, thinking of case studies and stuff."

Elliot stresses the importance of having a good support network, and praises his team, led by Gemma Perkins, and his mentor, Bev Massey..."I've been really well supported but I know other people who have been pressurised to take on work, as if they were still in full time work and can carry the same caseload. And, although the time allowed to attend university and study days is the equivalent of one day per week, there is a need to do a lot of study and writing up assignments in your own time."

For anyone thinking of getting on the Social Work Apprenticeship scheme, Elliot advises that time, patience and a support network are vital...

"It's whether or not you are in that place in your life where you will be able to focus on it" he adds "I certainly think that it's an opportunity which people may think has passed, people with maybe ten to 15 years' experience... but they will miss out if they don't go for it. It's demanding and satisfying, and it does mean that people who would otherwise stay in their lane can get an opportunity to expand and develop their careers in ways that they might have felt were lost..."

The Social Work Apprenticeship Scheme...

Subject to funding and relevant approval, it is anticipated that places on the Social Work Apprenticeship scheme will be advertised in March or April. In previous years there has been a set criteria for prospective applicants. You must...

Be a permanent employee, with at least two years current experience in a social care setting with Bolton Council, working with children, young people or adults at risk of harm.

Be an experienced practitioner, currently working for 30+ hours per week in a grade F or G post. This is to meet the practice requirements of the programme.

Be contracted for a minimum of 30 hours per week in a social care role. This is non-negotiable and is due to apprenticeship funding rules.

Be prepared to only take annual leave in University holiday periods or with permission from the university and service manager.

Have Maths & English GCSE or Level 2 numeracy and literacy.

Meet the University's entry requirements by completing an assessed application and interview process which will include a written test.

Be endorsed by your current manager.

If you think the Social Work Apprenticeship scheme might be for you, look out for details...



On Strike For Better Services

UNISON and Unite members working for the Greater Manchester Mental Health NHS Foundation Trust are continuing to take industrial action over staffing levels and under investment in services for the community...

On the eighth day of strike action, UNISON and Unite members gathered near the Greater Manchester Mental Health NHS Foundation Trust's headquarters in Prestwich Hospital for a lobby and a picket as its board members arrived for a meeting.

While passing cars tooted support, Claire Miller, Assistant Branch Secretary and Welfare Officer with UNISON's Greater Manchester Mental Health Branch and a social worker in the early intervention team in Manchester, emphasised that the strike was not about pay but about staffing levels and funding...

"We're trying to get investment for the early intervention service and psychosis service in the community, and also trying to raise awareness of the massive shortfall in funding from the Community Mental Health Service in general" she explained "There's so many issues that have really serious consequences for

people's health and wellbeing and their recovery. It's leading to unnecessary hospital admissions, and it can be really unsafe... The teams are in perpetual crisis, it's just an untenable situation that's gone on for far too long."

The dispute has been going on for four years, and the strikers maintain that millions of pounds that should have reached their teams has been spent elsewhere. Meanwhile this latest series of action has had great support, Claire says, not only from Bolton UNISON branch which has visited the picket lines and donated to the strike fund, but also from other union branches, community groups, service users, carers and the general public...

Whether the Labour Government, the Trust and all the other levels of funders step in to solve some major issues remains to be seen but Claire is adamant that things can't stay the same..."We are determined to win this strike" she insists.

Do You Want To Do The Job of Two People?



UNISON organisers, Josh and Elijah, are trying to stop this happening as Bolton University cuts bite deep while it changes its name to the University of Greater Manchester...

In front of the University of Greater Manchester's Senate building is an intriguing late 1960s sculpture by the world famous Barbara Hepworth. Centred in a paved stone mini arena, the bronze-cast artwork shows two semi circles with polished sockets cut out that lead the viewer to the other side...

"She wanted people to move around and look through the holes" states a plaque at its base, adding that Hepworth said doing so would "help to orientate us – give us an image of security..."

The 'image of security' is everywhere up front at the newly and expensively re-named University. A few dozen yards along from the *Two Forms* Hepworth sculpture, the Vice Chancellor's shiny Bentley is parked and there are sexy racing cars on display everywhere.

...A look beyond the 'image of security' at the University of Greater Manchester, however, reveals savage cuts that have led to masses of jobs being lost and conditions getting worse. The *Two Forms* sculpture is sub-titled

'Divided Circle' and is also pretty much a visual and existential metaphor for what's happened at Bolton University.

Huge cuts and 'cost saving measures' introduced over the summer have led to scores of redundancies that have impacted everything from teaching to student support services...

"It's shocking being in negotiations and seeing the way that staff are being taken for granted and ignored in what the university is trying to push through" says Josh Davies, one of two UNISON's area organisers working around the University amongst other public sector areas.

"Talking to staff, it's one thing after another; it's not just these redundancies, it's also the trust in management that this is going to be the end of the process" he adds "No-one's really sure of things after the dust has settled in terms of what their jobs will look like...or if they end up doing the job of two people."

Sitting within view of the Hepworth sculpture, UNISON's North West Region local organiser, Elijah Aldridge has already evidenced the consequences...

"What we are seeing is the repercussions...workloads increasing across the board, and massive failings in IT and in student services where staff are filling holes and plugging gaps where they can. But they can only do so much."

He cites the cleaning staff, whose



numbers have been reduced, remarking that the University stated they would do no extra work...

"How does that work in practice?" he asks "Do they want the university to be dirtier or do they want the staff to be overworked? It's one of the two. Staff are really unsure about where they stand and whether this is the end of the cuts. The most common thing we hear from them is '*Well my job is safe for this time*'. They feel there's a massive disconnect between the professional support staff at the university, the teaching staff and the senior management team."

The disconnect is exacerbated by the endless press stories and rumours of the excesses of Vice Chancellor George Holmes whose wage package now is well over £300,000...



"Staff who are losing their jobs read these stories in the press about the Vice Chancellor and it does a lot of damage to the reputation of the university outside and, from what we hear from staff, also inside" Josh reflects "There's a lot of talk about how out of touch they feel the Vice Chancellor is and it also raises questions about where the priorities of the university lie, when you can have press stories of all these lavish expenses and cuts. It's a hard one to explain. It's just chaos at the moment."

The usual perception of full time union officials is one of all talk and no action, but both Josh and Elijah are Do It Yourself activism enthusiasts which they believe can provide the only answer to belligerent management.

"These redundancies show a need for changing from a service to

campaigning union" explains Josh "There's obviously a lot of members in need of support but what we've been saying to people is '*You are the people working at the university, you are the ones who know what the impact is going to look like and you are the ones who know what the university could look like*', and getting people organised on the ground has been really important for getting that voice heard....If the whole process has been one of disempowerment then we're supporting people to empower themselves. That's the way out of it."

Elijah echoes the sentiment...

"Universities have always had a proud tradition of union activity and for one reason or another recently at Bolton University this hasn't been happening. So this is a really exciting opportunity for staff to take the power back, start afresh and to begin organising again

on workload issues, on stress, on terms and conditions and pay; to re-balance the scales of power and take some ownership."

The aim is to facilitate active union members, not just reps, to be top activists in their workplaces, with the consequence being more union members and a loud coherent voice that cannot be ignored. It's only people in the workplace who live the same experiences as their colleagues who can build such a momentum, the UNISON organisers believe...

"We have to demonstrate to members that UNISON isn't just for car insurance or a disciplinary but it's something you have to partake in" he explains "and the more you partake in the union, the stronger it is, and the more people that pay into the union the stronger it is and the more resources they've got to enact change." And channel anger...

"People can be as angry as they want but it's about where they direct the anger" Elijah concludes "There just needs to be a feeling that they can change something, a pathway where they feel that they can. It's about finding the issue that really matters to people, which could well be workload as we're seeing lots and lots of union members and staff telling us about workload and the repercussions that has...but it's then teasing out how you get that change – which doesn't come until people stand together and speak with one voice."

So is change coming, particularly under a Labour Government?

"I think that people have expectations that public services will improve and I think there's been a long, long period of things getting worse" Josh decides "But I think that the organising approach we have at UNISON is giving

people that chance to turn resentment into hope for change, and also into solidarity and collective action that can deliver that hope..."

The Barbara Hepworth sculpture is still sparkling in the near distance, offering a fresh view to another side...





If Bolton Cares, Come Back In-House!

The campaign to bring the town's biggest adult social care provider back to the Council...

“It’s just a mishmash” decides Julie Tudor, UNISON Convenor at Bolton Cares, citing numerous examples of bad management and staff issues that have led to a report being submitted to Bolton Council urging it to bring the town’s biggest adult social care provider back under total local authority control.

Established in 2016 by the Council, which owns all its shares, Bolton Cares is an arm’s length company but, says Julie “they don’t treat it like that, they treat it like a private company. I think it should be brought back in-house and held to account by local people.”

Terms and conditions, she argues, are different for those who work for

Bolton Cares and the Council. For instance, unlike the Council, there is no sick pay for the first three days of illness, while there’s little or no consultation of changes to job titles and roles, and clients can get confused and bemused...

“If you’ve got, say, three people living in a house together getting on very well, they might suddenly decide to bring another person in who is totally unsuitable, violent or argumentative and ruins the lives of those already there” Julie explains “The tenants don’t get a say in who moves in with them and it’s the same with the staff – they can move you at any time. So, if you are working in a team and the people there know you and everyone is getting along, suddenly

Bolton Cares can come along and say ‘We’re moving you to a different house’ and the service users are thinking ‘What have I done? Why has she left me? Why has she not come back?’

“I work in supported living and the standard of services aren’t as good as they were in the Council” she adds “I’m not slating Bolton Cares or saying it’s a terrible service...but, for example, service users don’t have access to their own bank accounts and we can’t access their accounts when we’re looking after them. If they need anything you have to request it from appointee banking and wait. All these things under the Council were completely different. A CQC inspection in 2022 declared Bolton Cares rating as *Requires Improvement*, and it is still under that rating, something that never happened when the service was under the Council.”

Since Bolton Cares was established, there have been three different incredibly well paid managing directors and, from the original team, there is only one person left. As the company has chopped and changed, management has gone wonky...

“There’s no structure between the managers and they seem to interpret their role individually” Julie reflects “One manager will say ‘*This is how you do it*’ and then another one will say, ‘*No, this is how you do it*’. Over years I’ve said at Joint Consultative Committees that the managers are not singing from the same sheet and they say they’ll sort it but if it was the Council it would be sorted straight away. There’s a really bad lack of communication.”

While communication between the union and management might be lacking, there’s no lack of communication coming from the union to politicians, with Julie having submitted a full report making the case to bring Bolton Cares back in-house

“I’ve provided Bolton Council with details of how it fails and why it fails” Julie explains “In my opinion it would cost Bolton Council money to bring it back in-house but over the following few years they would make that money back.

“We had a meeting with the Director of Adult Services, Rachel Tanner, and the current Managing Director of Bolton Cares, Rhian Stone, in December, where we requested breakdowns and figures on how much it would cost to bring it back in-house” she adds “Once we have these, we can put together a business plan and approach the Council with it.”

While the campaign is still in its early stages, and Julie is awaiting a response from the Council, she has one powerful ally supporting her case...

“I was speaking to Andy Burnham about it and he said he thinks it’s easily doable because the Council owns every share in the company” she concludes “He added that if he can bring the buses back in-house under a Conservative Government, we can bring Bolton Cares back under a Labour Government...”

Watch this space....

Trade Unions Are Good For You!

It's a question oft asked by workers when they get a new job – 'Why should I join the union?' The TUC, which is the umbrella body for most UK trade unions, has the answer screaming in big letters on its website...

'When a group of workers act and speak together, their employer has to listen. That's how unions make things better at work...'

Whoever is in government, and however people vote, trade unions are needed to give workers a collective voice. And over the last year or two, after strikes, campaigns, industrial action and petitions, unions have been incredibly successful in winning gains for their members...

fighting, not just for pay rises, but also to protect jobs and services. The TUC even has its own online campaign website, megaphone.org.uk, which lists all the actions that are happening around the country, with links to petitions, events and advice.... **'Start and win campaigns to improve the world of work'** it urges.

Trade unions are powerful and can be even more powerful – but they are only as strong as their members. As the TUC website states, **'Together we're stronger. So join your union today!'**

If you have family members, friends and colleagues who are not yet trade union members, why not encourage them to join?

For people working outside sectors covered by UNISON, the TUC website gives advice on which trade unions to join.

Simply go to: www.tuc.org.uk/joinunion



Trade Union Victories...

- Thousands of healthcare support workers joined the fight for fairer pay and, with UNISON's backing, secured over £104million in back pay.
- Heathrow airport security staff accepted a pay offer up to **17.5%**
- Criminal barristers accepted a **15%** pay rise
- 2,000 Arriva bus drivers in London won an **11%** pay deal
- 1,800 Abellio bus drivers in London won an **18%** pay rise after months of strikes
- Over 3,100 National Express West Midlands bus drivers won a **16.2%** pay rise
- Stagecoach bus drivers in Manchester won a **16%** pay rise
- First Bus drivers in Oldham won an **18%** pay deal
- Go North East drivers, engineers and administrators won an **11.2%** pay rise
- Junior NHS doctors agreed to a **22%** pay rise over two years after 11 strikes over 44 days
- After a seven-week strike, Boeing workers voted to accept a **38%** pay rise over four years
- Transport for Greater Manchester strikes were halted after a new pay offer of **8.9%** rise for the lowest paid workers



The Political Make Up of Bolton Council.

With no local elections planned for this year, the political make up of Bolton Council is set to remain until 2026.

Bolton is divided into twenty wards, each having three councillors serving for four years. There are sixty councillors in total within all the political groups...

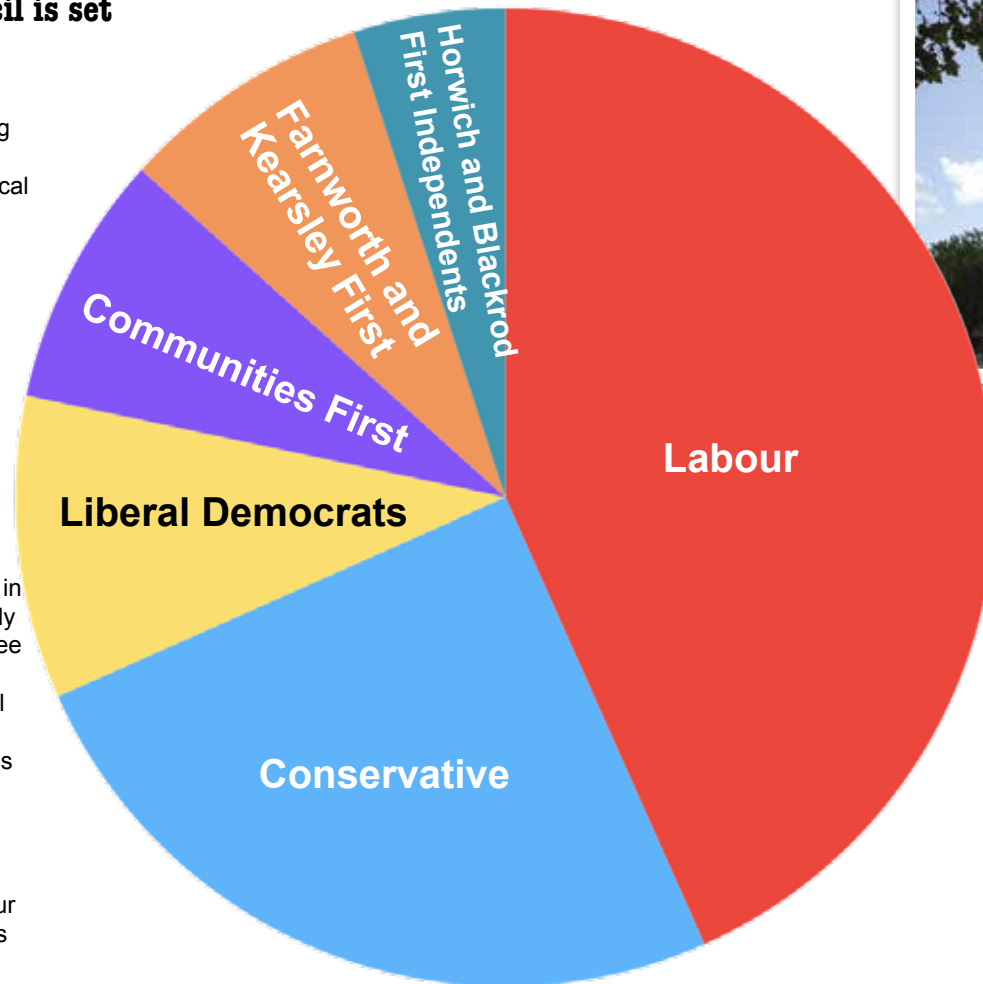
Labour	26
Conservative	15
Liberal Democrats	6
Communities First	5
Farnworth and Kearsley First	5
Horwich and Blackrod First Independents	3

A political group does not have to be a political party. A political group is formed when two or more councillors agree that they will form a political group.

A political group is entitled to a share of the seats on committees in proportion to the number of seats which they have on the Council. For example, as the Liberal Democrats have six members, 10% of the total number of councillors, which entitles them to 10% of

the overall number of seats on committees.

Those councillors who are independent or not in a political group are only entitled to any committee places which are not allocated to the political groups. The members of all the political groups at Bolton Council are also members of a political party except for Communities First which is made up of four independent councillors and one who is a member of the Green Party.



Cabinet Positions

- Nick Peel** – Leader
- Akhtar Zaman** - Deputy Leader
- Nadeem Ayub** - Executive Member for Culture
- Martin Donaghy** - Executive Member for Children's Services
- Rabiya Jiva** - Executive Member for Stronger Communities
- Hamid Khurram** - Executive Member for Highways, Transport and Regulatory Services
- Jackie Schofield** - Executive Member for Health and Wellbeing
- Richard Silvester** - Executive Member for Climate Change and Environmental Services

UNISON Urges Members to Lobby MPs

Ahead of the June spending review, pressure your MP

UNISON is urging its members to meet their local MP before the Government's June spending review, to urge them to sort out proper funding for local government.

"You and your colleagues are under immense pressure as a result of the local government funding crisis" the Union states "Whilst we welcome the additional funding the Government in Westminster have allocated, this doesn't go nearly far enough to address 14 years of Tory neglect. Your Member of Parliament was elected to represent constituents' interests. We are asking you to persuade them of the urgency of this issue and press them to take action."

Such neglect has led to a £4.3bn collective funding gap across all councils in England, Wales and Scotland, while, since 2010, at least 1,243 council-run youth centres and 1,168 council-run children's centres have been closed.

The Union is asking that you press home these facts with your MP as well as giving them first-hand accounts of how the cuts have affected both your own job and the community at large.

"We need to convince the Government that local councils deserve more money amongst all the other priorities they have" it adds "We won't be able to do this unless we get enough members contacting their MPs."

The three Labour Bolton MPs are...

Bolton West: Phil Brickell phil.brickell.mp@parliament.uk

Bolton South and Walkden: Yasmin Qureshi yasmin.qureshi.mp@parliament.uk

Bolton North East: Kirith Entwistle kirith.entwistle.mp@parliament.uk

If you secure a meeting, or if they take action, or if they respond let UNISON know
sos@unison.co.uk

Cleaners Win Long Dispute With Council

Strike averted as Council offers years of back pay...

Management were reorganising the Building Services section which includes security, porters and cleaners, and, as part of that they told the cleaners that they all had to start at 7am where some had been told from when they started working for the Council to come in earlier.

Management claimed that they were all contracted to start at 7am but management had agreed they could start earlier as a 'favour' to them. A meeting was organised and workers told their reps that many of them had always been instructed to start before 7am and also had other commitments such as other work, caring for children or other relatives which working different hours would interfere with. They also said they hadn't been paid the 30% premium for hours worked before 7am which is part of our local terms and conditions for all Council employees.



Members took a vote and decided to be balloted for industrial action rather than agree to the Council's demands. On hearing this the Council proposed a compromise on the hours of work and, quite some time later, 2 ¾ years backdated payment of the 30% additional pay. The compromise on hours for UNISON members was agreed and the back pay is still to be decided.

This dispute has prompted the Council to check the records and they have found, so far, a total of 120 workers who have not been paid their 30%. Those who are members will collectively decide whether to accept the 2 ¾ years back pay or press for the full amounts owing.

The Changing Face of UNISON Retired Members Group

The 'youngsters' reinvigorating older people's activism...

There's a perfectly targeted advert on telly for the British Heart Foundation with an early 1970s Slade-stomping soundtrack... *'Cum On Feel The Noize'*... *'We were the noisy generation'* goes the insistent voiceover. And, despite the advert using psychological tricks to get legacies, it's spot on.

Kids who grew up with glitter, punk, rock against racism, Anti-Nazi League, Right To Work marches, anti-poll tax demos and the rest are not going to fade into the background on hitting retirement. And they are changing the face of Bolton UNISON's Retired Members Group...

"What has characterised the last few years has been that it's now a very active group that represents people who have more recently retired, with activists like Bernie Gallagher, Joan Pritchard Jones, John Vickers and Jayne Clarke" explains the group's chair, Derek Coleman, who has been in post for a year.

"When I was first involved with the group, some of them were mainly involved because of the social, wanting to stay in contact, but now it's a very politically active group, outward looking and engaged with trade unions and political activity" he adds, citing recent pro-Palestine marches locally and nationally as an example.

"All the things that were important to you as a trade unionist when you were in work are still there – inequalities in society, the racism and the demonisation of migrants, and the

rise of populism and the far right" he adds "All these things continue to be a threat to us, and we need to work alongside our fellow workers whose public services have been under attack for decades."

The Group's members are still going on demos, standing on picket lines, attending lobbies, branch meetings and conferences, with three Bolton delegates discussing the WASPI women's issues and climate change at the last national Retired Members Conference.

The social advantages of being in the group are still enticing however, with access to all the branch's events, trips and the annual panto, as well as remaining in touch with former colleagues and having links with the Bolton Pensioners Association and Bolton Socialist Club. But Derek is keen to emphasise the activism side... "That's really the essence of the group" he reflects "We want to remain active and draw in more retired members. Potentially we could be a much larger group."

"I've been a member of Bolton retired members section for the last five years. It's great to keep in touch with former colleagues with shared interests. We are kept informed of issues facing UNISON members and give support when required. The support from the branch for retired members is fantastic and the envy of other branches. For a one off payment of just £15 retired members get almost all the benefits of full members. I saved a fortune taking my grandchildren to the pantomime this year with access to subsidised tickets!"

Bernadette Gallagher



Indeed, there are enormous numbers of retired members in the town, and Derek would also like to get them involved in the group's activities because they are the workforce's memory – that things don't really have to be as they are now, with services cut to the bone...

"When I came into the public sector as a trained psychiatric nurse and as a mental health social worker, there were a number of resources and support services in the late Sixties and Seventies but all of that has gone; everyone's working at crisis point" says Derek, a former shop steward "But these kind of issues remain important to us even as retired workers. We can continue to be relevant in terms of supporting workers who continue to be on the front line. We can be alongside and show solidarity."

And be very, very noisy...

The Bolton UNISON Retired Members Group meets on the second Wednesday of every month at 10:30am at the branch office in The Hub, Second Floor, Bolton CVS, Bold Street, Bolton BL1 1LS

To join there is a one-off payment of £15. For more information contact the Group via the Branch Office 01204 338901 admin@unisonbolton.org

See also the UNISON Retired Members pages full of useful information on pension rights, organising and other key issues <https://www.unison.org.uk/about/what-we-do/fairness-equality/retired-members/>



Urging Your Pension Fund To Stop Investing In Fossil Fuels

UNISON rallies against Climate Change...

In November, Bolton UNISON members protested outside the Town Hall, calling on the Greater Manchester Local Government Pension Fund to divest from fossil fuels, in line with the union's national conference decision.

"We need to decouple our pensions investments from projects which will put our pensions and futures at risk if invested in new sources of fossil fuels that our planet cannot afford

to ever use" states a spokesperson "We have a fiduciary and moral duty to both ensure our pensions are invested in sustainable projects and that our younger members will have a bearable future to enjoy those pensions. Meanwhile Greater Manchester has strong targets to reduce emissions but can these be achieved if our GM LG Pension Fund is not playing its part?"

UNISON

UNISON National Executive Elections 2025

In April, members will be asked to elect a new National Executive Council for the union...

UNISON's rule book states that we have to elect our National Executive Council, or NEC, every two years, so in April voting will start for four weeks, with the results out in June.

The NEC is made up of 68 representatives elected from all of UNISON's regions and service groups, as well as seats for four Black members, two young members and two disabled members. Its role is to act on behalf of the union membership via conference made decisions, implementing UNISON policy and delivering on the union's objectives and priorities.

When is the ballot?

The ballot is scheduled to open on 21st April 2025 and runs until 21st

May 2025. The results are due to be announced on 11th June 2025.

These elections are vitally important in ensuring that we elect representatives who mirror our branch's priorities. Organising members in workplaces is our number one priority. Using your vote ensures your view is counted.

Between January and February your branch's elected representatives have the opportunity to lend support to up to 68 candidates through the nominating period.

Further information will be circulated from the branch in due course, so please look out for details and be sure to take part...

The Lessons of the Anti-Nazi League

A new book by veteran anti-fascist campaigner, Geoff Brown, is out in July, telling the story of how the far right were defeated in the late 1970s, with total relevance to the now...

With the rise of the far right seemingly everywhere in Europe and the States at the moment, now is a good time to get hold of a copy of Geoff Brown's new book, *A People's History of the Anti-Nazi League 1977-1981*.

"It's a history from below" says Geoff, who interviewed one hundred people who were involved at the time "And I've tried to make sure that I've captured the way an anti-racist mass movement gathered to challenge the rise of the fascist National Front, which at the time was threatening to become Britain's third party and to establish itself. Sadly, this is happening now in France with what used to be called the National Front and is now the National Rally.

"Most people are anti-racist but we need to find out how we can connect

with them and mobilise them, and that's what we did in the 70s" he explains, citing the hundreds of thousands of people who attended carnivals and marches against the National Front. The far right party at the time was led by Martin Webster who later revealed that its members were totally demoralised by the Anti-Nazi League actions.

"That's the way we defeated them" Geoff reflects "And we had to be ready to confront them because these people were using physical violence as part of the way they did things. And that racist violence we saw last year showed that they are still capable of doing that. We're mobilising against Tommy Robinson as we speak..."

Geoff Brown: A People's History of the Anti-Nazi League 1977-1981, published by Pluto Press, is out in July.



Holocaust Memorial Day

UNISON supports the call to 'Never Forget!'

In January, Holocaust Memorial Day was marked all over the world and, in Bolton, UNISON worked with the Mayor's Office, Bolton Libraries Service and others to organise events, including a special service at Bolton Town Hall led by the new Vicar of Bolton, Reverend Hannah Lane, and involving local school students. Anti-fascist campaigner, Geoff Brown also spoke at the Bolton events.

Holocaust Memorial Day remembers the six million Jewish people who were murdered by the Nazis, and all victims of Nazi persecution, including Roma, gay and disabled people. The Holocaust threatened the fabric of civilisation, and the world said '*Never again*'. This year also marked the 80th anniversary of the liberation of Auschwitz-Birkenau, the largest Nazi concentration camp, and the 30th anniversary of the genocide in Bosnia. The theme of the day was *For a Better Future*, to emphasise the need for collective responsibility to shape a better future for everyone by confronting holocaust and genocide denial, challenging prejudice and promoting education about the Holocaust and more recent events.

Since the Nazis, however, genocides have continued to take place across the world, in Cambodia 1975-1979, in Rwanda in 1994, in Bosnia in 1995, and in Darfur since 2003. At these troubling times we think of ongoing conflicts in the Middle East, Ukraine and elsewhere – and we continue to call for peace.

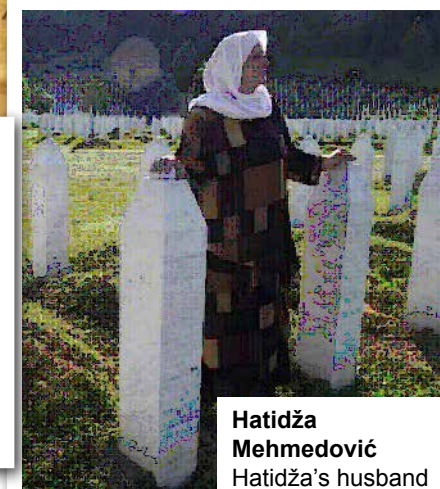
Genocide doesn't just happen; it starts with divisive language and people being targeted because of their identity.

We cannot be complacent. Prejudice must be challenged by us all...

The Srebrenica Massacre – July 1995

After World War 2, Bosnia was one of six republics forming the state of Yugoslavia. Marshal Tito ruled Yugoslavia from 1945, maintaining a lid on nationalist and ethnic tensions between and within the republics. Following Tito's death in 1980, nationalist parties began to gain power and influence across Yugoslavia, and during the early 1990s the six republics became six separate states. When Bosnia declared independence in 1992, it quickly descended into war. The population of Bosnia and Herzegovina consisted of Bosniaks (Bosnian Muslims), Bosnian Serbs (Orthodox Christians with close cultural ties with neighbouring Serbia), and Bosnian Croats (Roman Catholics with close cultural ties with neighbouring Croatia). Bosnian independence was resisted by the Bosnian Serb population who saw their future as part of 'Greater Serbia'.

Bosnia became the victim of the Bosnian Serbs' determined wish for political domination which it was prepared to achieve by isolating ethnic groups and, if necessary, exterminating them. The Bosnian war resulted in the death of around 100,000 people, and the displacement of over two million men,



Hatidža Mehmedović
Hatidža's husband and sons were murdered at the genocidal massacre in Srebrenica. In 2002, Hatidža founded the Mothers of Srebrenica to ensure their killers were brought to justice.

Photo courtesy of the Holocaust Memorial Day Trust



Holocaust Memorial, Berlin

women and children. A campaign of war crimes, 'ethnic cleansing' and genocide was perpetrated by Bosnian Serb troops under the orders of Slobodan Milošević (the President of Serbia), Radovan Karadžić (the Bosnian Serb leader), and Ratko Mladić (the Bosnian Serb commander).

In July 1995, as the conflict continued, Bosnian Serb troops and paramilitaries led by Ratko Mladić began shelling the town of Srebrenica. On 11th July, Ratko Mladić claimed Srebrenica for Bosnian Serbs. On 12th July, Bosniak

men and boys over the age of 12 were forcibly separated from women and younger children, who were deported on trucks and buses. The violence and killings culminated in a massacre that began on 13th July and lasted at least 72 hours, when around 8,000 Bosniak men and boys were murdered in and around Srebrenica. Many were shot in the act of trying to escape. Their bodies were bulldozed into mass graves and concealed. The genocide at Srebrenica has been officially recognised as the largest incidence of mass-murder in Europe since World War Two.



Bolton UNISON's New Banner Unveiled

Artists design and paint new branch banner...

After liaising with the branch, two Bolton based artists, Louise Garman and Andy Smith, have created a new loud and proud banner for the branch...

"The journey started when we sat down with Andy and Louise, just bouncing some ideas around about the younger generation coming into the movement, and to see how they've interpreted what we wanted is fantastic" says Andrea

Egan, Branch Secretary.

"There's symbols of peace, climate change, LGBT+, and it's representative of the ethnicity of our membership" she adds "And one of the big issues our younger members face at the moment is mental health, so they've managed

to include the semi-colon tattoo as well. Everything that the trade union movement stands for is captured in that banner, and I'm really, really impressed with it. We can't wait to go out lobbying or on a parade or march with our new banner and to showcase it..."



UNISON Supports Tenants To Get A Voice

A Tenants Association for Bolton residents is needed...

As conditions for social rent tenants deteriorate with high rents and low maintenance, it is becoming increasingly obvious that they need a strong voice. Now Bolton UNISON is supporting the call for the formation of a proper tenants association for residents of Bolton

living in social housing.

"The Bolton at Home staff put a motion to branch because we are increasingly concerned that tenants in housing association properties don't have the say that they should have regarding their housing"

explains Janet Bryan, Convenor of Bolton at Home "We are hoping that Greater Manchester Tenants Union help us set up something in Bolton, as we want it to be run by the tenants themselves but the union is facilitating that."

One of the providers, Bolton at Home, does have a scrutiny committee with tenants sitting on it but there is little communication with residents, and there is a suspicion that its members are constrained, having to act '*in the interests of the company*', like board members.

"The tenants only know what Bolton at Home tells them because they have no proper seat at the table" says Janet "We're hoping that tenants will organise so that they have a genuine say in the way things are done. I've been involved in housing for over thirty years and a lot of our staff are very invested in housing, in providing a good service but we don't want it to be all about us, we want it to be about the tenants

Bolton at Home

themselves."

There have been some initial planning meetings about raising issues of importance to tenants, from disrepair, to mould to voids, and a further meeting is due to take place in the community during February. The branch of the Greater Manchester Tenants Union could be Bolton wide or it could begin in one neighbourhood. But it is hoped that relevant issues will be a catalyst for residents to get involved in getting more control over their housing and making a real difference.

Says Janet: "If we can get enough tenants interested, who can see a value in it and organise, they can have a genuine say in the way things are done..."

Rapunzel Pantomime - Albert Halls

Sunday 8th December

Each year Bolton UNISON books out an entire performance of a local pantomime for UNISON members and their families. Here are a selection of pictures of UNISON families looking forward to watching Rapunzel at Bolton's Albert Halls in December...



Sutton Family
We are looking forward to shouting and dancing!



Birmingham Family
Mireille: 'I love the reptile story; I'd love to have hair like Rapunzel.'



Gillham Family
We love Rapunzel and we brought our very own little princess

Nutall Family
We are really looking forward to an afternoon of fun - we can tell you who's going to enjoy it the most - we've all come prepared!



Hurst Family
This year we think it's going to be a great panto especially with Kivan Dean as King Bumble!



Stringer Family
We are really looking forward to seeing Rapunzel and it's great to spend time together. Thanks UNISON for organising a really great value day out



Harrison-Dawson Family
Thanks UNISON - we are here for some family fun x



Baker Family
We've been coming for a number of years to UNISON's panto day and we are looking forward to having some fun!



Lange Family
Linda: 'I'm now retired, I'm still active in UNISON but today's about the family and we are all looking forward to seeing Dame Betty Bougfont! She's looks fabulous!

Little family
Wendy: 'I'm a steward and it's really is great to get out with the family. Thanks to UNISON for organising a great opportunity for us as a family to spend time together! Oh yes it is



Ubani Family
We are looking forward to the panto - let's see what mischief loopy Louise is going to get up to!



SPORTS AND SOCIAL EVENTS 2025

SATURDAY
1st
FEBRUARY

JOHNNY CASH ROADSHOW BOLTON ALBERT HALLS 7.30PM

Tickets £12.50, max 2 per member

AVAILABLE FROM UNISON OFFICE FROM 9AM MONDAY 13TH JAN

WEDS
2nd
APRIL

Of Mice and Men Octagon Theatre 7.30pm

Tickets £20, max 2 per member

AVAILABLE FROM UNISON OFFICE FROM 9AM TUESDAY 4TH MARCH

SATURDAY
5th
JULY

Endeavour Ellen Strange Memorial Walk

Meet at EMMANUEL CHURCH HOLCOMBE Holcombe Village,
Bury, BL8 4NB from 10.15am

SATURDAY
12th
JULY

DURHAM MINERS GALA

COACH LEAVES BOLTON 6.30AM, RETURNS 8PM APPROX
Book your place (£6) from Monday 2nd June

SATURDAY
13th
SEPTEMBER

WIGAN DIGGERS FESTIVAL

FREE Branch Minibus to the event;
make your own way home. Details tbc

SUNDAY
26th
OCTOBER

BLACKPOOL LIGHTS TRIP

COACH LEAVES BOLTON 1.30PM; RETURNS 7.30PM APPROX
Book your seat from 8th September. Adult tickets £4 Children £3

SUNDAY
7th
DECEMBER

PANTO! Peter Pan @ Bolton Albert Halls

Tickets will go on sale on
Saturday 4th October at the Bolton CVS Hub (Town Centre)
and Monday 6th October, Castle Hill Centre.



For full details of all events, please check
our website www.unisonbolton.org
scan the QR code, call 01204338901
or email admin@unisonbolton.org



Bolton UNISON AGM

On Wednesday March 12th Bolton UNISON will be holding its Annual General Meeting with lots of attractions to entice all union members...

While all annual general meetings have formalities, with the Bolton branch AGM these are not the main show. Expect a warm networking environment, an inspirational speaker, music, stalls and a free buffet.

For anyone who has never been to the busy event, it's worth just over an hour of your time to find out what the union is doing, and to meet stewards and members who are on the same work wavelength.

This year the AGM speaker is David Jones, from UNISON Wirral Local Government branch, while Gerry O'Gorman will be providing musical interludes. And there's a raffle and goody bag giveaways too!

Bolton UNISON AGM
Wednesday 12th March 12.30-1.30pm (buffet from 12pm)
Lancaster Suite, Bolton Town Hall



Bolton UNISON Calls for Middle East Ceasefire

November saw a 'Workplace Day of Action for Palestine'

Bolton UNISON held a Workplace Day of Action for Palestine supporting the call for an immediate ceasefire in Gaza. Delights included a Palestinian cake stall arranged by Karen Dalley which raised over £150 for MiP.

"We are proud to stand up for the people of Palestine" Branch Secretary, Andrea Egan explains "We feel strongly that we have to be their voice with proceeds to Gaza, and a rally..."

The UNISON Christmas Wishes Appeal

Seasonal presents for families...

Bolton UNISON members again showed their generosity over the festive season with lots of donations to the Endeavour Wishes Appeal, which provides gifts for families affected by domestic violence.

For more details on the great work done by Endeavour see www.endeavourproject.org.uk/



UNISON EQUALITY CALENDAR

Bolton Local Government

STAND UP TO RACISM !!!

EDUCATION IS KEY

LOOK OUT FOR INFORMATION AND EVENTS.

TRANS RIGHTS ARE HUMAN RIGHTS

PRIDE 2025 TRANS ALLY EVENT MAY BANK HOLIDAY LOOK OUT FOR MORE INFORMATION

INTERNATIONAL WOMENS DAY 2025 BOLTON UNISON SUPPORTING BOLTON SOCIALIST CLUB EVENT DETAILS TO FOLLOW

FOR MORE INFORMATION CONTACT BOLTON UNISON VIA EMAIL ADMIN@UNISONBOLTON.ORG

LIFE WITHOUT BARRIERS

International Day Of Person With Disabilities

Wednesday 3rd December 2025

**NEWS LETTER
FACT SHEETS
WEBINAR**



Union Film Wordsearch!

There are dozens and dozens of films about the struggles of working people and trade union disputes. Some are very well known, but others much less so. Maybe you have seen some of them yourself. All the films listed here received critical acclaim, but not all of them found commercial success at the box office when they were released.

Can you find these films in our film word search?

BILLY ELLIOT
COMRADES
GERMINAL
HARLAN COUNTY USA
HOFFA
THE KILLING FLOOR
MATEWAN
THE NAVIGATORS
NORMA RAE
PRIDE
SILKWOOD

I N Y B N R R C Z X P Q I B O
 Q B G D S O T U N F P M T N F
 D T U W D O Y T W P R I D E M
 M P Q D O L K M A T E W A N H
 T A H U Y F P C M C U S D B Z
 T U N O F G V J F S H H E A T
 H A R L A N C O U N T Y U S A
 R E L I K I R Q C C R H Z N D
 N T L A Q L R H O P O E R O O
 V P Q B N L P A M R Q D B R O
 F V Z H T I Y D R Y N E W M W
 O Z A O T K M T A U R O C A K
 E H G F J E V R D N Z O C R L
 V T C F F H G E E K X B Q A I
 G Y T A G T C I S G X O Q E S

BOLTON UNISON

BRANCH CONTACTS

Branch Officers

Branch Chairperson:	Phil Chanin (01204 338901)	phil.chanin@unisonbolton.org
Branch Secretary:	Andrea Egan (01204 338901)	andrea.egan@unisonbolton.org
Branch Treasurer:	John Pye (01204 338901)	john.pye@bolton.gov.uk
Vice Chair:	Jane Howarth (01204 338901)	Jane.howarth@bolton.gov.uk
Assistant Branch Secretary:	Christine Collins (01204 338906)	christine.collins@unisonbolton.org
Assistant Branch Treasurer:	Liam McLoughlin (01204 338901)	admin@unisonbolton.org
Equalities Co-ordinator:	Christine Collins (01204 338906)	christine.collins@unisonbolton.org
Women's Officer:	Christine Collins (01204 338906)	christine.collins@unisonbolton.org
Education Officer:	Janet Bryan (01204 338901)	janet.bryan@unisonbolton.org
Lifelong Learning Officer:	Gaynor Cox (01204338901)	gaynor.cox@boltonathome.org.uk
Welfare Officer:	Julie Tudor (01204 338901)	admin@unisonbolton.org
Membership Officer:	Phil Chanin (01204 338901)	membership@unisonbolton.org
Young Members Officer:	Ben Moore (01204 338901)	admin@unisonbolton.org
Environmental Officer:	Vacant	admin@unisonbolton.org
Communications Officer:	Martin Challender (01204 338901)	admin@unisonbolton.org
Joint Labour Link Officers:	Christine Collins (01204 338901)	admin@unisonbolton.org
Health & Safety Officer:	Tracey Rigby (01204 338901)	admin@unisonbolton.org
International Officer:	Karen Dalley (01204 338901)	admin@unisonbolton.org
Sports & Social Officer:	Andrea Egan (01204 338901)	andrea.egan@unisonbolton.org
Retired Members Secretary:	Jackie Winstanley (01204 338901)	admin@unisonbolton.org
Disability Group Lead:	Leanne Greenwood (01204 338901)	admin@unisonbolton.org
Black Members Group Lead:	vacant	admin@unisonbolton.org

Convenors

Adult Services Convenor:	Phil Chanin	admin@unison.bolton.org
Place & Chief Executives Convenor:	John Pye (01204 338901)	john.pye@bolton.gov.uk
Bolton at Home:	Janet Bryan (01204 329850)	janet.bryan@boltonathome.org.uk
Bolton Cares:	Julie Tudor (01204 338901)	boltoncares.convenor@unisonbolton.org
Children Services & Schools:	Lauren Alergant (01204 338907)	childrens@unisonbolton.org



Bolton UNISON
AGM

Wednesday 12th March

12:30-1:30pm
Buffet from 12pm

Lancaster Suite, Bolton Town Hall

**With musician Gerry O'Gorman
and speaker David Jones,
UNISON Wirral LG Branch**

Raffle prizes...Afternoon teas...Goody bags...Stalls