



The magazine for UNISON members

Talented Refuse  
Collectors  
*The artist, the footie  
manager and the  
game show guru*

Bolton UNISON's  
Andrea Becomes  
Union President

Winter 2022 Issue 23 Free

Cost of Living Crisis  
*UNISON calls for  
action!*

Vote To Reject NJC  
Pay Offer  
*All that glitters is def  
not gold!*

Enough Is Enough!  
*Campaign launched  
to take on the cost  
of living crisis*

Meet Bolton's Community Learning  
Disability Assessment Officers

Plus a special quiz page, news and views

# UNISON

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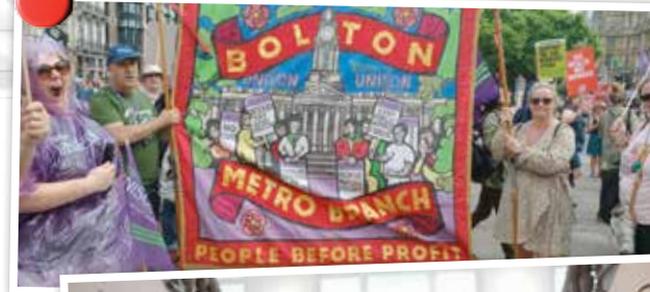
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100 Years Since First Labour Mayor In Bolton

Bolton's First Asian Mayor

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[www.joinunison.org.uk](http://www.joinunison.org.uk)

# UNISON

## Intro

### Dear Member

Welcome to the latest edition of *Battling For Bolton*, your Bolton UNISON magazine. There are lots of features, including some fantastic interviews with members. It is always worth remembering that between us we have an enormous wealth of talent and potential. Our members not only deliver key services that the people of Bolton rely on, many of our members also make a positive contribution within the local community too. If you have ideas for future articles, please let us know.

We are in a world of chaos and constant crisis. When we look around, everyone can see the scale of corporate greed, and the Government's lack of empathy to the people they are supposed to represent and support. Not only does this affect the vulnerable, we can see that low-income families are suffering, with more and more needing food banks just to survive.

We face a spiralling cost-of-living crisis that affects each and every one of us, and yet... there is a sense of change in the air. People are waking up to what is going on and what the Government is doing, with workers finding the confidence to fight back. We have seen

the power of solidarity from striking workers taking collective action. Workers are pushing back, organised union workforces are saying '*Enough is enough!*'.

Although no-one wants to strike, there have been a great many successes where employers are now having to listen. As a branch we are committed to showing solidarity with other workers. Many of us have been visiting their picket lines, the RMT, Arriva bus drivers, OCS health care workers, the CHEP pallet makers, AQA staff amongst others, standing up for what they believe and what they deserve.

Let's continue to stand by workers willing to fight, and let's fight for what we deserve too, especially after everything we have worked through during Covid to deliver essential services, many of us as key workers. We need more - but we need to recruit and organise to win.

We need to build on the summer of solidarity!!!

**Jayne Clarke**  
**Acting Branch Secretary**

# Enough Is Enough!!!

**As workers take industrial action to improve wages and conditions, a much wider campaign has been launched, backed by trade unions and community groups, to fight the cost of living crisis...**

The recently launched Enough Is Enough campaign has been born from a summer of discontent, as profits get higher and there's yet another attempt to slash workers' wages. Its aim is to fight the cost of living crisis.

As the rail workers, post office workers, criminal barristers, UNISON AQA exam workers and more look to industrial action to secure justice, the Enough Is Enough campaign, backed by the CWU, Tribune, ACORN, Fans Supporting Foodbanks, Right to Food Campaign and MPs Zarah Sultana and Ian Byrne, has been launched with five demands...

**1. A Real Pay Rise** – A significant rise in the national minimum wage and a path to £15 an hour, a real public sector pay rise, and an inflation busting-rise in pensions and benefits.

**2. Slash Energy Bills** - Cancel the October price hike and return to the significantly lower pre-April energy price cap.

**3. End Food Poverty** - Enshrine the Right to Food in law and put this into practice by introducing universal free school meals, community kitchens, and reinstating the £20-a-week Universal Credit uplift.

**4. Decent Homes for All** – Cap rents, build 100,000+ council homes a year, insulate homes and introduce a charter

for renters' rights.

**5. Tax the Rich** - Make the rich pay their fair share by raising taxes on the wealthiest and the profits of big businesses. Crack down on tax avoidance and evasion.

The campaign states that “We were founded by trade unions and community organisations determined to push back against the misery forced on millions by rising bills, low wages, food poverty, shoddy housing – and a society run only for a wealthy elite.

“We can't rely on the establishment to solve our problems” it adds “It's up to us in every workplace and every community. Fair pay, affordable bills, enough to eat and a decent place to live. These aren't luxuries – they are your rights!”

Rallies have already been held around the country to support the demands and expect a lot more action over the autumn and winter...

**For more details see the website <https://wesayenough.co.uk/>**

**ENOUGH IS ENOUGH!**



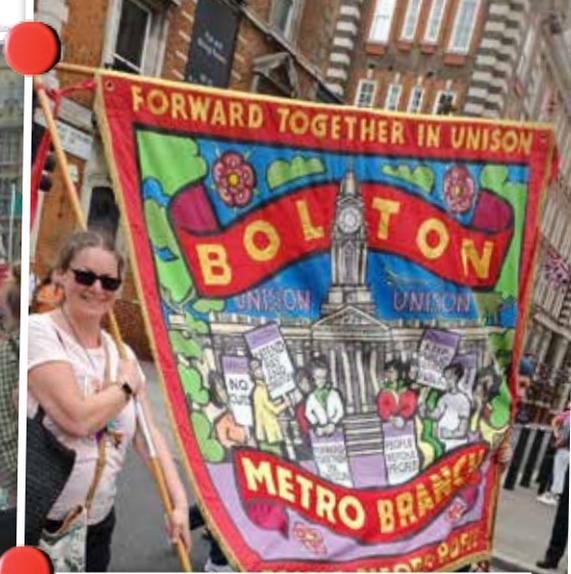
**Arriva North West Bus Workers Win 11.1% Pay Offer**



After over one month of strikes and industrial action, around two thousand workers at Arriva North West have been offered a pay rise of 11.1%, backdated to April...

“The determination and resolve of our members has been solid throughout the industrial action and we thank those who have provided support and assistance to secure the offer from the company” says Unite regional officer Dave Roberts





# As Cost of Living Crisis Mounts, UNISON

## Calls for Action

*The Government should be doing more to help struggling people...*

Bolton's Andrea Egan, President of UNISON and local branch secretary, is backing calls for Government action to tackle a growing cost of living crisis which is set to affect millions of families.

"Inflation has hit a thirty year high" she says "It's not just gas bills or petrol prices that struggling families worry about. According to the Retail Price Index, prices are now increasing at

a rate of 9% a year. The cost of living crisis affects every part of our lives and pushes more and more people into extreme poverty and hardship. We need more support to help people through this crisis."

Julie Tudor, Bolton UNISON Branch Welfare Officer and social care worker, is also backing calls for government



action to tackle the cost of living crisis..."My electricity bill has shot up by over 100% from £116 to £244 a month for a terraced house, and everyone I speak to is struggling.

"We really appreciated local union negotiations in securing the Real Living Wage and £9.90 as a new minimum hourly rate of pay, a boost for many

local care workers" she adds "Sadly this won't be enough if living costs keep rising. Many social care workers have to use their cars for work but fuel allowances haven't kept up. Our UNISON welfare services are really stretched with so many union members desperate and on the breadline. People can't cope if they need

to replace basic items like a fridge or cooker. I would love to see how Boris Johnson and Rishi Sunak would survive working in social care. We desperately need action to increase pay, boost benefits and reduce household bills. We need to make this government sit up and listen".

Annual household bills	Was	Now	+ / -
Energy	£1,400	£4,266	- £2,866
Mortgage	£9,036	£11,028	- £1,997
Food	£4,580	£4,960	- £380
Fuel	£1,461	£2,057	- £645
			- £5,888

## Cost of Living Crisis...

**Branch Chairperson , Phil Chanin, looks at how people will be affected by the cost of living crisis...**

**Two-thirds of all UK households will be trapped in fuel poverty by January 2023.**

Fuel poverty is when energy costs exceed 10% of a household's net income (after any taxes). In Bolton, it's estimated that 68.6% of households will be in fuel poverty, rising to over 90% for lone parents with two or more children.

**The energy price cap will rise by 82% in October**

The energy price cap limits what firms can charge for their standard variable tariffs; and it's now expected that the energy price cap will rise by 82% in October (to £3,582/year on typical use). In January, it is expected it to go up again to £4,266.

The bill for an average household in October 2021 was £1,400 a year, in January its forecast to have increased by £2,866.

**Mortgage misery for millions following rate rise**

The average UK monthly mortgage repayment is £753. With the Bank of England raising interest rates by

the largest increase in 27 years. The rise to 1.75% means average tracker mortgage repayments will have increased the average mortgage repayment by £166.42 a month since December when the bank's interest rate was 0.1 per cent.

**UK food prices to soar**

Shoppers face £380 jump in grocery bills as food prices rise to a 13 year high. With butter, milk and dog food subject to some of the sharpest price rises, the average annual grocery bill is on course to increase by £380 to £4,960 according to industry forecasts

**Fuel costs rising**

Fuel prices have increased because the price for crude oil has gone up. Also, oil is paid for in US dollars, with the pound weak against the dollar, this makes fuel even more expensive. The cost of filling up an average family hatchback with unleaded has increased by nearly £25 from £60.87 to £85.69. If you fill up every fortnight that's an extra £645 a year.

## Everyone is Talking About Public Ownership

According to recent surveys, a large majority of the UK public supports the principle of public ownership for key utilities like energy and water. That includes a majority of Conservative voters. There is growing concern about rising energy bills, the future of health and social care as well as widespread alarm at the impact of water companies pumping sewage into rivers and seas. People increasingly feel that privatisation has created more wealth for shareholders and a layer of fat cats but has done little to ensure good services that are affordable and reliable.

**We Own It recently released their biggest ever poll with Survation which showed:**

- 69% want publicly owned water
- 66% want publicly owned energy
- 65% want publicly owned buses
- 67% want publicly owned rail
- 78% want a publicly owned NHS
- 68% want a publicly owned Royal Mail

## It's Panto Time!

### Jack and the Beanstalk...Oh yes it is!

On Sunday 11<sup>th</sup> December it's the annual UNISON panto day, this year being a matinee performance of Jack and the Beanstalk (1:30pm) at Bolton Albert Halls. Tickets priced £7.50 are restricted to five per member and go on sale via the UNISON office at 10am on Saturday 15<sup>th</sup> October and, if there are any left, again at 5pm on Wednesday 19<sup>th</sup> October. These new times were the most popular as a result of a survey of members...so don't be as daft as a brush and get down there fast to avoid disappointment!

**Bolton UNISON Office, The Hub, Bold Street, BL1 1LS  
01204 338901**

# Why Bolton UNISON Says We Must Reject the NJC Pay Offer....



# UNISON

## *Jayne Clarke, Acting Branch Secretary, explains why members must reject the latest pay offer...*

UNISON members covered by council pay and conditions are being consulted on the NJC pay offer. All affected members should receive a ballot paper to vote on the 2022 pay offer that the joint trade unions, UNISON, UNITE and GMB have received from the local government employers nationally.

It's vital that all eligible members cast their vote in this consultation. **We need everyone to return their completed ballot paper in the envelope provided by Monday 19<sup>th</sup> September** at the latest.

As everyone knows, we are facing a massive cost of living crisis after years of local government pay freezes. **It's vital that we have a**

**strong turnout in this consultation ballot to show the employers - locally and nationally, that we are serious about our pay.**

The offer on the table is £1,925 and an extra day's leave. This might not look too bad at first sight, but Bolton UNISON Branch and UNISON North West are recommending that members REJECT this pay offer, for the following reasons:

- The joint union pay claim was for a flat rate £2,000 or Retail Price Index (RPI) inflation – whichever is the greater. The offer on the table meets neither element of our claim.

- The final offer means **no member will receive an inflation-equivalent pay rise**. Why would we accept this when other trade unions are receiving huge public support for fighting for pay rises that are at least in line with inflation?
- For the majority of our members **this is the biggest real terms pay cut since 2010**.
- The final offer will increase the 27.5% real term pay cut our members have suffered since 2010.
- The employers have **rejected a one-off COVID-19 recognition payment**. This is despite the massive contribution we have made throughout the pandemic, often at risk to our own health and the wellbeing of our families.
- The employers have **rejected the introduction of a homeworking allowance**. Think of the impact this will have with energy costs continuing to rise as we approach winter.
- The employers have **rejected the introduction of a school support staff retention payment scheme**, even though

it was school support staff who were most likely to be on site with key worker and vulnerable children at the height of the pandemic.

- The employers have **rejected a reduction of the working week to 35 hours with no loss of pay**. We consistently worked beyond our normal hours during the pandemic, but this is not taken into account.

Although the offer may look good on paper, when you look at how much gas, electricity, petrol, food and other basic living costs have steadily increased, the NJC offer is effectively a pay cut. The offer simply isn't fair and Bolton UNISON local government stewards feel strongly that the offer should be rejected.

### **Your Vote – Your Say**

Although we are asking members to REJECT, it's important that everyone takes part in the consultation whatever views people may have. We would much rather you vote to accept than not vote at all. This is your pay, **please use your vote - have your say!**



# We Need More! NJC pay offer 2022/23

On Monday 25 July 2022 the Employers' Side of the National Joint Council (NJC) for England, Wales and Northern Ireland, made a final pay offer to local government employees. The pay offer is a flat rate increase on all spinal column points of £1,925 to be implemented from 1 April 2022 (i.e. payment to be backdated to that date). This offer is in response to the joint union pay claim for £2,000, or RPI.

A summary of the main points of the pay offer are as follows:

- A one year pay offer, payable from 1 April 2022, for £1,925 on all pay points
- 4.04% increase on allowances
- Deletion of SCP1 from 1 April 2023. This is without prejudice to future negotiations regarding next year

- Increase of one day in annual leave for all staff from 1 April 2023
- No increase in NJC mileage rate, but the Local Government Association will be writing to HMRC to lobby them to increase their rates
- Agreement to continue term time work, discuss family leave and pay, and discuss homeworking policy
- Rejection of our claims for a Covid payment, a homeworking allowance, and a reduction in the working week

The headline offer is worth 10.5% at the bottom end of the pay spine – there is a full breakdown of what it means for each spinal column point on the Bolton UNISON website <https://boltonlocalgovernment.unison.site/>.

# Pay Up For Care Workers, Demands Union.

**Care workers in Bolton are calling for urgent action from Bolton Council and local employers to implement an agreement to improve their pay.**

UNISON maintains that prior to the local elections in May, Bolton Council agreed to fund a pay rise in all council commissioned care services, to ensure that providers would be able pay no less than the Real Living Wage Foundation rate of pay, £9.90 per hour to care workers across the borough.

Bolton UNISON recently surveyed members working in the social care sector and found that, whilst some employers had implemented the pay increase, as many as 80% of workers are still to receive the Real Living Wage rate. UNISON is now calling on Bolton Council to push forward with the Real Living Wage rate of pay across all commissioned care services, with additional funding, ring-fenced to go directly to those providing day-to-day care.

“Bolton’s care workers do a vital job supporting some of our town’s most vulnerable people” says Ryan Quick, UNISON Branch Organiser “Care work is generally low paid and most people agree that this needs to change. Across Greater Manchester we have been working to get local councils to sign up to the Real Living Wage Foundation rate of £9.90 an hour as a bare minimum.

“Earlier this year Bolton Council

assured us that all care workers employed by employers providing commissioned services, would receive at least £9.90” he explains “We’re frustrated that this hasn’t been the case; we feel it is due to a lack of real enforcement by Bolton Council. It’s time to pay up for care workers.”

Andrea Egan, UNISON President and Bolton Branch Secretary adds: “Care workers are a vital part of the community. They provide essential support to vulnerable adults and children. During the pandemic, we saw a much-needed spotlight thrown on social care and the difficult jobs that people do. Now we desperately need action to tackle this low pay scandal.”

*Bolton UNISON held a lobby of Bolton Council in July and is awaiting developments...*





# Meet Bolton's Community Learning Disability Assessment Officers...

***Under resourced but over-enthusiastic, the community assessment officers are some of the go-to people on the Community Learning Disability Team for the parents and carers of those with learning disabilities...***

"I could kiss my job if I could and if I was able" says Debbie Naylor, who has been a community assessment

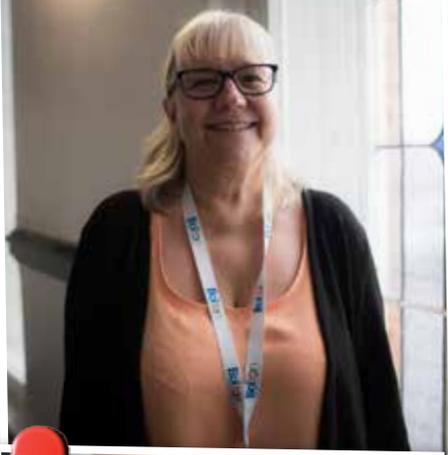
officer for just a year "It's really rewarding."

The community assessment officers, based at Farnworth Town Hall, support people over 18 years old with a diagnosed learning disability. The four community assessment officers don't merely do assessments, plans and reviews of people's needs, they also do much more for their clients.

"We're like counsellors to a lot of people" says Debbie "I think we're the

first port of call for carers and parents as well. I've learned that you're the main person... 'Can you sort this out?'...and you go above and beyond for them."

Fellow assessment officer, Emma Feeney, agrees... "They know that we are the sounding off board" she adds "We are very much their go-to people. If they want to know anything



they ask us. It's things like 'Where do I get a gym membership?, Where will I get a blue badge for my car? How do I get a pass for the cinema? Where do I get my wheelchair repaired?...We're like the local directory...'

And when the officers can't help directly, they are experts at signposting clients, carers and parents to other services and assessment officers in other related Bolton teams that can... "We're a joint team and have health staff as well as social work staff" explains assessment officer Jackie Mort "We have physios, therapists, technical instructors, managers, and admin workers...there's about sixty people in the joint team."

As well as supporting people in the Bolton area, they also assess people placed in out of borough locations as far away as Scotland, Yorkshire and Southern England. It's the attention to detail of clients' needs that sets these officers apart. If a person with learning disabilities has to go into hospital but has a fear of uniforms, they will ensure that the health team leave their uniforms aside. The team work closely with the LD Liaison Nurses at Royal Bolton Hospital. They also they make sure that someone who is extremely anxious doesn't have to wait in a queue to be seen at the dentist or wherever. They also sort out support for parents and carers...

"I go out in the community and undertake the reviews for people who live with parents or on their own, and we do assessments for carers too" says Emma "This way, we make sure that the main carer has an assessment so that they are recognised as a carer as well as a mum or dad, so we can support them and they know we are here to talk to."

Allison Williams and Debbie Naylor



undertake many of the reviews for people who live in 24 hour supported living, "We build up a good relationship with providers so we can talk about good and bad things, and work together and sometimes mediate between relatives and provider. Relatives do tend to phone us if they're bothered about something..."

The officers sometimes also have to support families or providers to access health services, with the involvement of the joint team's health officers. It's a wraparound service to improve the lives of some of the town's most vulnerable people... "Yes, we're the middle-men or women in a lot of different scenarios" Jackie decides.

While the officers are unbelievably enthusiastic about their jobs, they are trying to keep afloat in a municipal sea of changes and service cuts. The Care Act 2014, moved the emphasis from dealing with a crisis to preventing a crisis, while local authority budget tightening has been difficult to manage at times.

"There's not enough funding, not enough resources across the board" Jackie explains "But you do find that learning disability services is classed as a specialism so it's more expensive..."

It's made them think outside of the box but even here in the blue sky thoughts there are problems, because many of the free services run by volunteers, like social clubs, shut during Covid and never re-opened. "The problem is that you



need specialism, so there's not a lot of free resources to signpost people to" says Emma.

Despite the challenges, Bolton's community assessment officers enjoy the contact with clients and the help they can provide...

"It's a niche service" says Jackie "You have to have an understanding of the learning disabilities and about the issues around that. There are a lot of carers and people out there doing a good job."

So is it fun? "Yes definitely" agrees Emma "It can be stressful but I love my job anyway..."

And Debbie confers... "You never actually know what's going to come in; every day is different..."



## Talented Refuse Collectors...

# Come On Down, Tony Cowell!

**A refuse collector, Church of England priest and serial gameshow star...**

Eighteen years ago, Tony Cowell got a very strange call from a woman asking if he'd like to go on Ready Steady Cook with Ainsley Harriott. She said that she'd got his name

from a Google search that showed he was a binman who was also a priest, as they were looking for people who did different jobs.

The pair went on and Reverend Tony won a hamper while his wife won £100. The couple have never looked back and have now appeared on almost every gameshow

going, from Name Your Price to Deal Or No Deal where he won £10,000 with Noel Edmunds as the presenter.

"Thousands applied, I got

through and got a call saying would I go for recording in the winter to be shown in the summer, so I had to take all summer clothes with me" Tony recalls "I also had to take twenty changes of clothes as they record three shows a day."

Tony, with or without his wife, has also appeared on Name Your Price with David Dickinson, Lingo, Catchphrase, First and Last with Jason Manford, and a programme called Who's Doing The Dishes, in which five celebrities cooked a meal in their own house and contestants had to guess the name. His favourite meal was a shepherd's pie cooked by Good Morning Britain presenter, Carol Hawkins.

Last Christmas Day, Tony also appeared on Blankety Blank hosted by Bradley Walsh..."I won two mountain bikes but we're not really cyclists, so being a good shop steward I negotiated and got the money!" Tony laughs "They only wanted 25 people and 25,000 applied, so when you get on, you're a winner to begin with."

Tony and his wife do gameshows more as a hobby than to win

prizes, and are regularly chosen because of his odd careers and chatty personality..."I do it for a bit of fun because I like doing it, being part of an entertainment team and having a bit of a laugh" he explains "It's for the enjoyment of taking part. It does give you a buzz and they do really look after you. They put you up in a really nice hotel and we have first class travel. If it was for the prizes I'd give up because I've never won anything life changing, although that would be nice."

He did win £34,000 on Moneyball – unfortunately it was just a rehearsal - but next up for Tony is hopefully Rolling In It, while he would also like to do Tipping Point...and the guys at work just ask the assistant Bolton priest and refuse loader of 43 years when he's next on telly.

"I'm not a brainy person but I'm not stupid and like to go on the zany things" Tony says, desperate to avoid shows like Mastermind and Ninja Warrior!



# Talented Refuse Collectors... Art From The Dust Cart

**Driver, Bob Macdonald, is building up a reputation as a fine artist...**

After work, refuse vehicle driver, Bob Macdonald, gets out his brushes and oils and creates canvases that are being exhibited and sold, from Cheadle Hulme to the Cayman Islands.

Bob is following in the footsteps of his illustrious dad, Bernard, who began as an electrician and ended as an acclaimed water colour artist, exhibiting and selling work all over the country and as far away as New York.

"I've always been good at drawing and my dad was quite successful, so I thought I'd try it" Bob explains "I've always been good with a pencil but about seven years ago I started using oils and went from there.



"I put the work online and then, about three years ago, I got it into the Wolfgang Webster Gallery in Cheadle Hulme, and in another exhibition in Lancaster" he adds "I've sold quite a few paintings now





Next up is a painting of the Swan pub in Bolton... "It's where all the trouble starts..." he laughs. But Bob's local scenes are certainly proving popular, with an accountant from Stockport buying a painting of the town's viaduct to take to the Cayman Islands. For Bob, it's a hobby that's turned quite serious, and he's moved from the 'nightmare' of working behind the fridge in his kitchen to a purpose built studio in his attic that he created during the Covid lockdowns.

So what do his colleagues think of his works? "They're not very arty" he laughs "But one of them has bought one and a couple of his friends have too". Indeed the refuse collecting yard is oozing

talent, what with a kids' football team manager, a priest/game show contestant and more...

"There's a lot of characters in the yard, definitely" Bob agrees "There's another one who's been on The Cube... Paul Barton, who went for the big one and lost it all..."

Bob's career as an artist is a much safer bet, as he slowly builds a reputation that would make his dad proud...

***If anyone would like to commission Bob or buy one of his paintings contact him at [bobmac749@gmail.com](mailto:bobmac749@gmail.com)***

through word of mouth, and I'm trying to get an exhibition a bit nearer Bolton, maybe in Manchester."

A lot of the subject matter of Bob's superb paintings is very localised, showing street scenes from the Sixties, but there's also beach scenes, fishermen and one of latter day Manchester showing the mural of Ian Brown

"I like stuff in the Sixties but if I see something I'll just paint it, like the latest one is WW2 in Cologne but I just love the photograph" he says "I go from black and white and then put my colour in. Like I'll get a really old picture of Bolton and just transform it through colour."



## Talented Refuse Collectors...

# In The Dugout

***Lions' manager, Craig Rearden is Bolton's very own answer to Pep and Erik...***

By day, Craig Rearden is a refuse loader, but outside work he is developing Bolton's football talent as manager of Brightmet United Lions under 8 football teams, working with two very different levels of ability.

There's the 'A' team, made up of top players for their age, and the 'B' team which doesn't win many matches but gives everyone a game... "The way I look at it is that the top lads do really well, and the lower lads have a bit of fun and if they win they win and if they get beat they get beat..." Craig explains.

Competing in the Bolton Bury District League the two five-a-side teams have moved clubs along with Craig, from

Bolton County to Brightmet United Lions, and sport a new black and white kit, and red and blue second strip. It's no easy task managing young lads who either have it or don't, with parents believing their little progeny, who would rather play with worms on the field than track back to defend, is the next Ronaldo.

"I do it because my lad is that age and I've always been into football" says the Man United season ticket holder "My dad used to do it for me so it's a family continuation thing, and obviously I do it to make the kids better footballers and they love it."





## Bolton UNISON's Andrea Becomes Union President

***UNISON's National Executive Council has elected its new presidential team, led by Bolton's Andrea Egan who steps up from being Vice President, to President of the union...***

**A**t the National Delegate Conference of UNISON, held in Brighton in June, Bolton's Andrea Egan was elected President of the union, stepping up from being Vice President.

Andrea has been a local government worker for over thirty years. She is

currently Bolton Branch Secretary and led UNISON's first industrial action against the academisation of two Bolton secondary schools in 2008, while organising to stop the closure of local children's centres, pushing for trans policies in Bolton Council and fighting tirelessly for disability inclusion.

...“As a working-class woman, it's allowed me to really fulfil that deep sense of how unfair and unequal society is, and has allowed me a platform to do that work and given me a structure to influence change” she says.

“I use every power and opportunity I've got, and I won't leave any equality group behind. We've got to do whatever we can where people are disadvantaged, or there's a potential for them to be treated differently and unequally in the workplace.”

Andrea recently celebrated the launch of UNISON's new trans equality campaign: “Being president of the largest union in the UK gives me a platform to be able to advocate and be a trans ally. I've always been an ally. I might be a white, heterosexual, able-bodied female, but that doesn't mean I cannot understand what [trans people] are going through. As a white working-class woman, brought up by a single mum on a housing estate, I understand struggle. A struggle is a struggle. That's why we've got to stick together.”

Despite the challenges ahead, Andrea passionately believes that workers' interests will be served by a strong and united trade union movement. She also believes that we need a vigorous Labour Party committed to standing up for workers' rights...

“I believe that, through organising and winning for them, we will convince more people to join the union and together we can stand up to the Government” she says.

Andrea's Vice Presidents are Libby Nolan and Amerit Rait, both health workers, who were elected to the NEC in June 2021. Libby is from Swansea Bay Health Care branch and represents members in Cymru/Wales. Amerit is from Imperial College Health Care branch and represents members in Greater London.



## Andrea Chooses Bolton's Endeavour Project...

As her presidential project, Andrea has chosen the Endeavour Project in Bolton, which supports survivors of domestic abuse and “doesn't leave anyone behind”. The organisation offers a pet fostering service to ensure that survivors of domestic abuse don't have to give up their pets or leave them with abusers.

Every July, the organisation coordinates a ramble on Holcombe Moor in memory of Ellen Strange, and also honours the women who have been killed by domestic abuse in the past twelve months, which Andrea attends as part of group of local UNISON members.

**For more details on the Endeavour Project see [www.endeavourproject.org.uk/](http://www.endeavourproject.org.uk/)**

FROM THE  
FRONTLINE  
TO THE  
BREADLINE

TOGETHER  
WE RISE

THE COST OF  
LIVING IS  
KILLING OUR  
SERVICES

TOGETHER  
WE RISE

INFLATION  
RISES  
COST OF LIVING  
RISES  
NO PAY RISES

TOGETHER  
WE RISE

# Fighting Talk at UNISON Conference in Brighton

There were strong words from UNISON's National Delegate Conference held in Brighton in June with the slogan *Together We Rise* a major theme.

The outgoing UNISON president, Paul Holmes, opened the union's first in-person national delegate conference for three years, arguing that the Government had been operating as "some kind of upper-class Wetherspoons" while running the country.

Christina McAnea, UNISON General Secretary, told delegates that "We have good reason to be optimistic. It feels a bit like the tide is turning. The Government should be in no doubt: UNISON is strong. UNISON is resolute – and UNISON is up for the fight. Together we rise, conference!"



Christina McAnea



Paul Holmes

## Why an organised union is more effective than a servicing union.

### Union Rep Servicing Members



Union members that are heavily serviced by a single rep, creates a buffer between management and workers; this provides easy avenues for management to be unaccountable to their employees.

Management are able to avoid having the often difficult conversations with staff by speaking to the sole representative who is then stuck informing Union members of issues that are often unpopular.

Unions are more effective when workers work as a collective, and all members are engaged and have a say in the changes they want to see.

### Organised Union Members



Organised Unions have a direct role in making their workplaces better and safer, by member's directly talking and negotiating with their employers.

This model makes it more difficult for management to shy away from dealing with the issues that matter to their employees.

In doing so, Union members feel emboldened and empowered to build success and make direct demands of management to make changes they believe are necessary to make their workplaces better.

This is why its vitally important that Union members engage alongside their fellow Union members and build an organised workforce prepared to challenge authority when necessary.

## Getting Organised

Here Ryan Quick, Bolton Branch Organiser, asks 'How can we build a stronger union that delivers for members?'

Today there are over 207million trade union members across the world in 167 countries. However, these numbers don't always reflect how engaged union members are in the fight for better working conditions and fair pay.

Active unions, where members join in the fight directly are those that win, and we have seen some good examples of this locally with unions like Unite and the RMT who are able to count on their members to take part in action and bring balance in the workplace

The diagram above shows two different models of trade unionism. One is the 'service model', which tends to see members as individual consumers. The other is the 'organise model' which aims to involve members in a more collective approach. With the service model, the union effectively

becomes a buffer between workers and management. It can mean that management avoid facing the heat from workers when there is a contentious issue. With the organise model it's more difficult for management to shy away from dealing with issues that matter to workers.

When union members are active and directly join in the fight, bosses are unable to hide from their responsibilities and obligations to forge good industrial relations with their employees. We need members to be engaged and involved with the union more than ever, whether that's as a steward or being dependable at attending meetings and demonstrations. The old saying, 'Unity is strength' is as true today as it has always been. Join in the fight, and together we can win for you and your fellow workers...

# Why Bolton UNISON Members Stand For Council...

At this year's local election, branch members Gaynor Cox and Leanne Greenwood stood to become councillors. How did they get on and why on earth did they do it?

## Gaynor Cox

**Bolton At Home Housing Arts Officer and UNISON steward, stood in the Bromley Cross ward for the Labour Party and polled 1,227 votes, second behind the Tory Councillor, Amy Cowen, who polled 2,295 votes...**

### ***Why did you stand to become a councillor?***

Bromley Cross has always been a Tory ward but the Labour Party needed someone to stand....but also because I've been a UNISON steward for five or six years now and I'm probably a bit more confident in standing than a few years ago. I understand the issues as a resident but also have a wider understanding of issues regionally and nationally. I knew that if I did get in, I would do 150% in the job, and I've worked for Bolton at Home and the Council for 25 years in a variety of different roles, so I've got an understanding of how the Council operates.

### ***How was the experience?***

I had flu, bronchitis and laryngitis for a month! And of the five thousand leaflets we delivered I think I delivered two thousand myself. But one of the big things we noticed is that some people don't vote in local elections because

they don't think it makes a difference or they don't understand how it makes a difference. Or they don't know the difference between local and national elections.

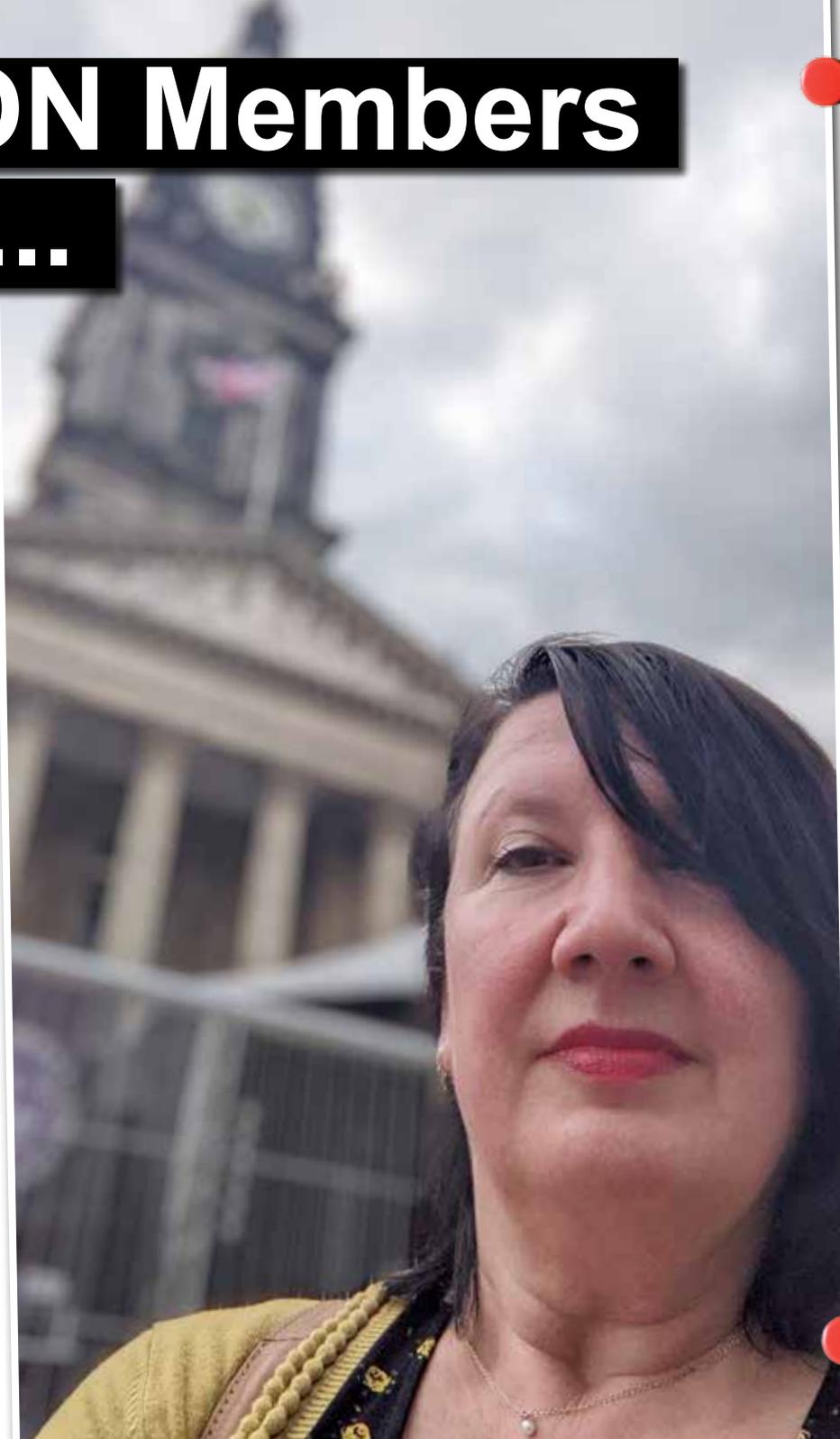
We've raised it with the local ward party, that we should do something around education not just for Labour members. I was brought up with the idea that people died to get the vote so we shouldn't waste it. As soon as my son was 18 I made sure that he went and he still votes every year now. You've got to understand how it works and why it's important, and bring your kids up to do the same.

### ***Would you encourage people to stand?***

They are looking for people to sign up and stand next year, as all three seats in each ward are up for election. I would encourage people to stand, as long as they know what the consequences are, and if they are confident of doing the job and all that it entails. I would say 'Do your homework!'

### ***Would you stand again?***

I know that next year will need three people per ward and I'm happy to stand again...



## Leanne Greenwood

**Bolton Council Best Interest Assessor and UNISON convenor for Adult Services and Branch Disability Officer, stood in the Milnrow and Newhey ward in Rochdale for the Labour Party and got 583 votes, behind LibDem Councillor, Andy Kelly, who polled 1,903 votes.**

### **Why did you stand to become a councillor?**

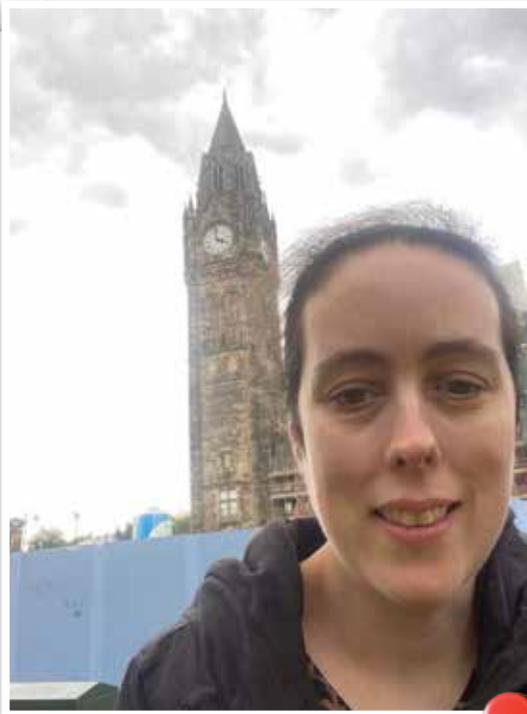
It's a LibDem area, a stronghold, so I did it just for the experience really. I was kind of pushed into it but I got bitten by the bug, really enjoyed it and was excited. I would just like to have some power to make policy to make the community better really, to have some say on local policies.

### **How was the experience?**

On the doorstep it was really interesting hearing some of the views – some people didn't like the Labour leadership, so I said 'This is local, you're voting for me not Keir Starmer, and I want to work for the local community to improve their lives'. Some people liked that but others said I was talking rubbish. Other people knew the councillor who lives in the area; there were a whole range of views.

We had a lot of undecided people too... 'I don't like Keir Starmer or Boris Johnson' and you're trying to say 'This is local elections'. Some people just don't really understand politics, but they need to make an informed choice.

It was interesting also seeing the different ways that candidates tried to engage the public. Altogether it was a positive experience.



### **Would you encourage people to stand?**

I think it's important that trade unionists play a wider role in society, the founding mission of the Labour Party is related to trade unions.

### **Would you stand again?**

We only had a few weeks to prepare and produced our own leaflet three days before election. I think the Party was a bit reluctant to put any resources into the campaign because they knew it wasn't going to be our area. We did do ok, but the LibDem councillors had been there a long time.

Next time I'd rather do the area where I live or used to live in Rochdale. It's a Tory seat with an old Tory councillor. I knew everyone in the area – I think we'll have a good chance.

UNISON

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AGAINST AUSTERITY.

# THE PEOPLE'S ASSEMBLY

**Demonstrate Against The Tories!**

**We Won't Pay For Their Crisis!**

As energy companies make record profits and ordinary people struggle, Bolton UNISON is putting on coaches for people to join two People's Assembly demonstrations against the Tories...

**Sunday 2nd October**  
**Protest the Tory Party Conference...**  
**Victoria Square, Birmingham**

**Saturday 5<sup>th</sup> November**  
**National Demonstration against cost of living crisis**  
**London Embankment**

**For times and details contact the branch office**  
**01204 338901**  
**admin@unisonbolton.org**



## US Amazon Workers Fight Back

***'Do not be afraid to fight. Do not be afraid to agitate and to antagonise the bosses...'***

In the US, workers employed by Amazon are at the forefront of a union organising campaign fighting for improved job security and working conditions. In April, 8,000 workers at an Amazon warehouse in New York won a landmark union recognition agreement, despite a multimillion dollar union busting campaign by their bosses. Workers at New York's biggest warehouse, JFK8 on Staten Island voted by a clear majority to form a new trade union, the Amazon Labor Union (ALU).

"We want to thank Jeff Bezos for going to space, because while he was up there we were organising a union" says Chris Smalls, ALU president, who was sacked by Amazon during the pandemic in 2020 for organising a walkout over safety.

Justine Medina, ALU organiser and pack-

er at the JFK8 warehouse adds: "We studied how the first major unions were built. Here's the thing, you have a worker led project, a multi-racial, multi-national, multi-gender, multiability organising team. Do not be afraid to fight. Do not be afraid to agitate and to antagonise the bosses".

The ALU has put forward key demands, including a pay rise to \$30 (£23) an hour, more time off and more paid breaks. The success of the ALU in New York has inspired union organising campaigns at other Amazon workplaces showing what can be achieved, even in the face of intense employer hostility.

**Find out more at:**  
**[www.amazonlaborunion.org](http://www.amazonlaborunion.org)**

# Police Pay Compensation To Nurse Arrested for Protest During Covid

**As Boris Johnson and cronies partied during the COVID crisis, Bolton nurse and UNISON member, Karen Reissmann, got a £10,000 fine for protesting over pay...**

Back in March 2021, nurse Karen Reissmann got a £10,000 'lockdown' fine for organising a protest over poor pay for nurses, while the police also initially arrested, and then de-arrested Pat Gallagher, a 65 year old nurse, who got a fixed penalty fine. Both appealed, and the police subsequently dropped all charges and fines, and paid compensation after deeming the protest perfectly lawful.



"My union branch called the protest, assessed the risk and made it really safe and lawful...not all protests were banned" Karen explains "We deliberately intended it to be small. The police initially said it was okay, then they said it wasn't okay...so we stopped it and I made an announcement about why we were stopping it. As we were putting everything away and everyone had gone, the police took me to one side and said they were issuing a fixed penalty notice for the huge sum of £10,000.

"By the time I got home there were a number of GoFundMe sort of pages set up, and before I'd had my tea we'd raised enough to more than pay the fine" she adds "Myself and Pat appealed to the courts for a judicial review but the police held out that it

was lawful - until they got the letter from my solicitors and have now conceded that it was unlawful to give me a fine, and that it wasn't unlawful to protest.

"They've now agreed a compensation package for both Pat and myself, although they've refused to issue an apology despite my solicitors pressing very hard for that" she says "Although I don't think I want an apology if it's as half hearted as the one Boris Johnson has given, both for his parties and for all the unnecessary deaths and misery that he's caused."

*All the money raised to pay Karen's fine is being donated to the Hazards Campaign which has a mental health campaign about health and safety at work...*

# P&O - We Won't Go!

**The campaign to boycott the ferry fiddlers gathers momentum...**

In March people were shocked at the unlawful mass sacking of 800 ferry workers by their employer P&O. Since then the company has been embroiled in a series of safety violations on their ferries and has used agency labour, often paying overseas workers less than £4 an hour. Members of the RMT and other unions have been campaigning for justice and have encouraged passengers to *Boycott P&O*. It's a campaign that has attracted widespread public support.



clear explanation after the Government announced that P&O Ferries bosses would not face criminal action over its mass sacking earlier this year.

The Government has been criticised for failing to deliver new employment laws that it promised would protect workers' rights...and unions have demanded a

# A Warning from Salford Fascists are creeping in...

Far right and racist candidates fared badly in this year's local elections. However, fascist party Britain First made a small breakthrough in Salford, finishing second in the Walkden North with nearly 22% of the vote. Its candidate, Ashlea Simon, is reported to have accompanied the group in the harassment of refugees temporarily housed in hotels during the Covid pandemic.

Salford UNISON Assistant Branch Secretary, Ameen Hadi says that Simon attracted some of his support due to "lots of concerns over the cost of living, austerity and Covid...It's a simple argument to blame refugees and migrants for poor living conditions. We need to blame the people at the top and the bosses, not each other."



# Fifty Years of Pride

**Bolton UNISON supported this autumn's Pride events as the branch maintains that the fight for equality continues...**

Bolton UNISON fully supported local Pride events on the 6th and 7th August to celebrate LGBT+ diversity and the fight for equal rights...

"It was fabulous to support Bolton Pride" says Jayne Clarke on behalf of the branch "The fight for LGBT+ equality has come a long way so there's lots to celebrate. Unfortunately there is still a great deal of bigotry and discrimination not only in this country but around the world. So there's still a long way to go, particularly to challenge the toxic rhetoric targeted at our trans members. Our solidarity is still important."

July saw an important milestone in Pride's history, the 50th anniversary of the first official UK Pride march in London. During the 1970s the Pride movement became a catalyst in the fight for LGBT+ equality worldwide. It was a movement inspired by events such as the Stonewall riots in Greenwich Village, New York, in 1969 when members of the local community including large numbers of black and trans people fought back against police harassment and brutality.

At the time of the first UK Pride march, LGBT+ people in the UK faced widespread discrimination in every part

of society, even in law. In 1972 anyone lesbian, gay or bisexual was barred from the armed forces, and gay marriage wasn't legal – these things didn't change until 2000 and 2013. In 1975, NALGO (one of the three unions which came together in 1993 to form UNISON) held the first strike over the sacking of a gay worker in Tower Hamlets. In 1976, NALGO agreed policy that sexual orientation should be included in all non-discrimination clauses in all collective agreements. UNISON has continued to be at the forefront of fighting discrimination and prejudice in the workplace on behalf of LGBT+ members and campaigning for equality.

In recent years Pride events have become more established and commercialised, attracting criticism that corporate interests have taken over from radical protest. LGBT+ UNISON members from across the North West maintain it's time to put politics back in Pride, arguing that events should be rooted in LGBT+ history, based on fighting for LGBT+ equality at home and abroad. Bolton LGBT+ members are amongst those who say that Pride should first and foremost be about protest, fighting injustices together through education and political understanding.



# 100 Years Since First Bolton Labour Mayor

*Trade unionist Alfred Potts became town's first Labour Mayor...*

This year sees the centenary of Bolton's first Labour Mayor, local trade unionist Alfred Potts. He served as Bolton's Mayor from 1922-1923 after having worked for Bolton Council's Parks Superintendent's Office from the age of 14. Later he became a member of the outdoor staff remaining with the Parks Department for twenty years. He also worked in the winter time as a stoker at Bolton's Corporation Gas Works, and became full time Permanent Secretary of Bolton and District Gas Workers Association aged 35.

Alfred Potts had been a councillor for Bolton's East Ward (in and around Tonge), and, at the time it was very unusual for someone from a working class, trade union background to become mayor. Until 1922 most of Bolton's mayors had been Conservatives and Liberals, the only exception being Lord Leverhulme, who was classed an Independent Mayor from 1918 -1919.



*Alfred Potts*



# Bolton's First Asian Mayor

*Councillor Akhtar Zaman has become the 155th Mayor of Bolton...*

Akhtar Zaman, who has represented the Halliwell Ward for over twenty years, has become Bolton's first Asian Muslim Mayor and is exceptionally proud to be Bolton's First Citizen.

Akhtar, who has chosen his wife Nargis to be his Mayoress, has worked in the voluntary sector, local and central government, the NHS and higher education as an equality, diversity, and inclusion specialist for over 25 years. Born in Pakistan, he came to live in Bolton with his family 36 years ago, and went to Bolton College and Bolton Institute of Higher Education (University of Bolton).

"I feel very privileged to have been chosen to represent the people of Bolton, it's the greatest honour of my life" says Akhtar "Bolton has a lot to offer and has immense potential. Over the next months I look forward to raising the profile of



Bolton and meeting people from all walks of life."

During his time as Mayor, Akhtar will be raising funds for his four chosen charities: Fortalice, Bolton Hospice, Bolton Wanderers in the Community Charity and Girlguiding.

Ibrahim Kala, Chair of Bolton UNISON Black Members (Self Organised Group), has been appointed as the Lay Muslim Chaplain to the Mayor for the term of office, a role he undertook first in 2016. Along with the Mayor's normal civic duties, other events could be organised depending on the wishes of the Mayor around key dates of Ramadhan/Eid/Hajj or even other key pillars of Islam, and Ibrahim is looking forward to working with the Mayor and the Mayor's Office Team over the next year.

# Bolton Wanderers FC and Its Disabled Supporters

***Bolton Disabled Supporters Association is trying to secure the best match day experience, explains its Treasurer and Bolton UNISON member, Karen Farnworth...***

So it's half time at Bolton Wanderers ground a few years back and people with disabilities who want to use their special loo are met with obstacles of mops and stuff. And there's no toilet rolls or soap...

"We did find that they started using some of the disabled toilets as places to leave their cleaning things" recalls Karen Farnworth "They were just abandoning disabled people really, so we got in touch and said 'This isn't good enough because they are paying for a ticket just like everyone else so why can they not have a clean toilet?...'"

Karen Farnworth by day is a UNISON member and deputy manager of a social work team at Bolton Council. Outside work, she is treasurer of the Bolton Wanderers Disabled Supporters Association, tackling the Club on its dealings with disabled fans...

"The main role is to look after disabled fans who attend the football matches" she explains "So we've always gone to the disabled fans to make sure that everybody's ok, and we go over to the disabled away fans too and make sure they know where the disabled toilets are, where they can go in a wheelchair

to get a drink for themselves and we also check the facilities and report back to the Wanderers if we are not happy with some of the things.



Wayne Allan and Louise Wignall

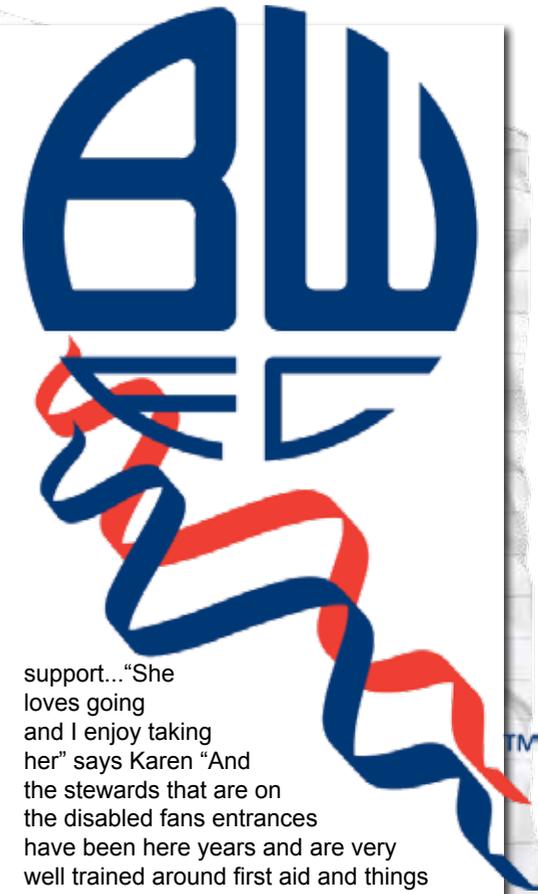
"People think that Bolton's ground is modern but it's not any more" she adds "There's much better grounds with better facilities. So, we are the voice really and meet with them and discuss how we can take things forward. More recently we've been meeting with the Bolton Wanderers Supporters Trust to give our opinion and what would benefit our supporters.

"The Club is very receptive" she says "We've had times when they've not been but I would say that since the new owners took over they do want everybody to be welcomed to the ground and they do listen and try."

Karen reckons there are around two to three hundred disabled Bolton fans, plus disabled away supporters and those who have disabilities that are 'hidden'... "We're not a great deal of disabled supporters but there are a lot of people who attend who've got a disability and will use the facilities but are not necessarily a member of the Disabled Supporters Association."

The Association's activities were hit by Covid, as many members wouldn't risk going to matches but the group is trying to get things going again to improve the match day experience, including negotiating for a possible new changing room and 'time out room', reinstating the Christmas meal and taking disabled supporters to an away match. The Association has also bought special rain macks which cover supporters and their wheelchairs fully when it rains.

Karen herself takes two people to every home match, a man who has poor mobility but once in the ground is fine, and a young lady who does need



support... "She loves going and I enjoy taking her" says Karen "And the stewards that are on the disabled fans entrances have been here years and are very well trained around first aid and things like that. They understand a lot around disabilities, and it is good that the Club has recognised that and put the same stewards on every year. They get to know you and have a bit of banter."

While Karen hopes that Bolton Wanderers can one day hit the 'dizzy heights' on the field aided by the likes of Jay Jay, Allardyce et al, off the field she hopes that the Club will continue to be receptive to ideas put forward by the Association... "They have a lot of things to do to the ground but they have to include our disabled fans too because it's equal opportunities for everybody isn't it?"...

# Asylum Seekers Facing Far Right Threat

## Report slates Home Office...

A report into accommodation for people seeking asylum published by the Independent Chief Inspector of Borders and Immigration (ICIBI) earlier this year, suggested that racist and far-right attacks on hotels housing asylum seekers could have been avoided "with better engagement and planning on the part of the Home Office and accommodation providers".

The inspector found that hotels used were often in areas with an active far right presence. In one instance a decision to use a hotel known to be in an "unsafe place for people seeking asylum"

was questioned. The Home Office justified the decision as accommodation was needed quickly. Concerns have been raised about the activities of Britain First and Patriotic Alternative as well as other far right groups. Hotels in numerous locations including Nottingham, Scarborough, Seacroft, Rotherham, Southampton, Folkestone, Newcastle, Salford, Epping Forest and Wigan have been attacked. Activity has included racist and Islamophobic graffiti, far-right rallies, threats, and attacks on hotels.

# UNISON Calls For Faster Asbestos Removal

## The hidden killer in the workplace...

Despite being banned 22 years ago, asbestos continues to be one of the leading causes of work related death in the UK. Recent TUC research has highlighted concerns about the extent of asbestos in many local authority buildings including leisure centres, town halls and libraries. UNISON actively calls for asbestos removal from all workplaces and recently submitted written evidence to Parliament's Work and Pensions Select Committee. This Committee is now calling for all asbestos

to be removed from workplaces within forty years. Although there are concerns that the pace of asbestos removal remains far too slow, it's welcome news that trade union concerns about asbestos are being addressed.

**Advice, information and support is available from UNISON, and if you are concerned about asbestos where you work, check branch and national UNISON websites for more information.**



## Bolton UNISON contacts list 2022

### Branch Officers

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Health & Safety Officer:	Vacancy	
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SPORTS AND

SOCIAL EVENT



JACK AND THE BEANSTALK

Bolton Albert Halls

SUNDAY 11th DECEMBER

matinee 1.30PM

Get ready to roar with laughter and cheer our hero Jack on his magical journey to the castle in the sky as he battles to save his best friend Daisy the cow!

Ticket sales are restricted to 5 per member. Tickets £7.50 each

Tickets go on sale in October

UNISON OFFICE

THE HUB, BOLD STREET, BOLTON, BL1 1LS

TEL: 01204 338901

Cash, Card or Cheque payable to Bolton Unison

No telephone reservations will be taken

Tickets will go on sale at 10.00am on Saturday 15th October at the HUB and if there are any left, again at 5pm on Wednesday 19th October. As long as we have a membership number or proof of membership, a family member or colleague can come and buy your tickets

Eighties Music Wordsearch



Here's the totally on it great Eighties Wordsearch. Just find those sonic legends...

Wordsearch grid containing letters for finding 80s music legends.

- ACDC
BLONDE
CHER
DOLLAR
EURYTHMICS
FOREIGNER
GENESIS
HEART
INXS
JAPAN
KISS
LIVEAID
MADONNA
NIRVANA
OMD
PRINCE
QUEEN
ROXETTE
SADE
TOTO
WHAM
XTC
YAZOO
ZZTOP



## **NJC PAY CLAIM**

**For all Bolton Council,  
Schools and Academy  
Staff on NJC Pay**

**USE YOUR VOTE!!!**

**The NJC Pay Offer of £1,925 plus an extra day holiday  
from 2023 falls way short of increasing prices (RPI)**

**UNISON North West  
Committee recommends  
REJECT**

**Consultation closes on 19th September**