

MARCH 2019

MEMBERS FIRST

GMB

LONDON
REGION

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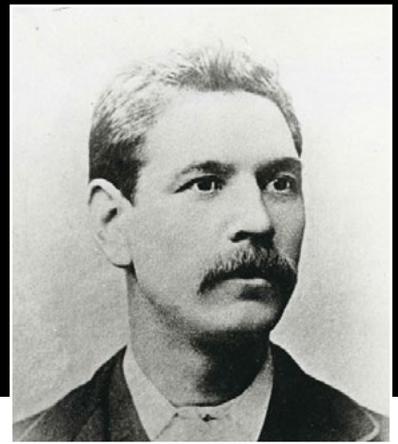
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Canning Town Library Nando's Plan Shelved

In October 2018, Newham Council attempted to turn Canning Town Library, GMB's birthplace, into a fast food chain, Nando's.



After the news broke out, the planning committee decided to canvas the community following anger over the proposal to turn the Grade II listed building into a chicken shop.

GMB Union backed Newham's planning committee to defer plans to turn the library into a Nando's.

The site, which hosted political speakers such as Keir Hardie and Sylvia Pankhurst, and was the birthplace to GMB in the 1880s, was granted a reprieve. Founder Will Thorne, regularly addressed meetings in this historic building.

GMB congratulated Newham Council's Local Development Committee on the decision to defer the Nando's proposal – labelled 'bird-brained' – until the local community and trade unions was consulted ahead of a crunch meeting of the Committee on 12 November 2018.

Local Councillors Shaban Mohammed and Rohit Dasgupta have spearheaded local opposition to the proposals, and a campaign to make Canning Town Library a community asset.

Warren Kenny, GMB Regional Secretary said:
"The planning committee have listened to the strength of feeling, seen sense at the eleventh hour, and shelved this lousy plan to replace our history with chicken.

"GMB welcomes the committee's decision to rethink these proposals and we look forward to them genuinely listening to the views of community and trade union groups ahead of November's crunch meeting."

"It's particularly poignant on the birthday of Will Thorne, a local hero who founded our union in Canning Town.

"GMB will continue campaigning with the community to defend and preserve our legacy for future generations.

"This historic building's heritage should be reflected in its future use – and that means as a community asset. It should be local people who benefit from its valued place in our society."

"There are plenty of other places for chicken in Newham, but not in Canning Town Library."





Care4Calais

GMB Race has been focused on helping those less fortunate in society. One of those focuses was assisting the plight of refugees which has inspired a number of GMB activists to visit Calais and Dunkirk to bring aid to those people desperately in need.

GMB Race Chair, Fevzi Hussein, reports on the latest visit which took place just prior to Christmas 2018.

We had been going to Northern France since the Calais "Jungle" was in place – obviously it has been dispersed for a while now and this has seen the refugees spread throughout the camp. The Jungle clearly showed us that this was a difficult place to live in but there was running water and a strong sense of community, with people opening shack-shops and restaurants.

Now they live in wastelands, in the forests, under bridges. There also seems to be a lack of support and disinterest from the French Government and the world media for these people who are trying to survive in these awful conditions.

Our most recent trip on Saturday 8 December 2018, saw a large group from GMB London Region attend including our new GMB National President, Barbara Plant, who accompanied us on the trip which we were very grateful for. Also, a number of comrades from the GMB North West Region joined us namely Dave Flanagan, Lorraine Winston and Paul Richards.

After arriving in Calais we drove to Sangatte which is where the Care4Calais depot was to offload the voluminous aid that we collected. Then after a briefing, we headed to the main hospital area where there were a group of Afghan and Iranian men living by a fishing lake. Many of them weren't even in tents, just tarpaulin resting on sticks. The weather was atrocious – sleeting rain and it was freezing. We gave out about 50 warm packs which consisted of a woolly hat, gloves and biscuits. There was also a tea station for them to get a warm drink and a generator with electric points allowing the refugees to charge their mobile phones.

The group was mainly men and they were all fairly young and incredibly thin. You could see that they were wasting away and worryingly close to death. Then we had a family join us. They included a 3-year old girl and a slightly older sister and brother. Our hearts sank even deeper when we saw this. The gloom did not last long however as the positive spirits of the children, who were all so happy to see us, lifted everyone – including the rest of the refugees. The older sister took a real shine to our National President and the compassion and warmth that Barbara showed her was quite something to witness.

The efforts of GMB Race and our brothers and sisters in the GMB North West Region will continue. I have since been out to Calais again where I met my fellow London Region member, Aysha Raza, who was also volunteering for Care4Calais.

Humanity has let these people down. Many of us would not dream of treating animals the way these people are being treated. We must restore their faith in humanity and help to keep their plight in the public interest. These people have escaped war, persecution and oppression, to be greeted by a regime that treats them with zero dignity and respect is not the way to handle a situation that now more than ever needs our love and support.



To keep up-to-date with GMB Race's movements or if you want to get involved, follow us on twitter [@GMBRace](https://twitter.com/GMBRace)

Want to find out more information?

If you'd like to find out more about what Care4Calais are getting up to visit their website at – www.care4calais.org

Congress 2019

GMB Congress is an annual event where members decide GMB policy on a range of issues and as it is also a rule change year, delegates can change union rules.



If you are unable to attend, keep an eye on the National website for a Congress live stream and to read the Reports at www.gmb.org.uk.

After June, your branch will be sent a list of all decisions made at Congress, the Rule Book will be updated and there will also be an updated GMB National Policy Guide featuring decisions made at Congress 2019.

This year Congress will be held in Brighton from Sunday 9 June to Thursday 13 June 2019.

By now your branch should have decided on your delegate and maybe drafted some motions and/or rule amendments to go in the name of the Region. Any branch (regardless if you have a delegate) can put a motion to Congress and there are no restrictions on how many.

London Region submitted 157 motions and 29 Rule Amendments to National Office. These will form part of the Preliminary Agenda and be discussed at our delegation meeting in April.

Congress 2018 decided that Section Conferences will take place annually instead of every other year and 2019 Section Conferences will be held towards the end of the year.



This year London Region is able to have 63 delegates and for the first time in fifteen years we had more nominations than places so we have had to hold elections.



Further Information

The GMB National Policy Guide featuring decisions of Congress 2018 is available here:

 www.gmb.org.uk/national-policy-guide-2019.pdf



GMB sign sole recognition agreement with ICTS at Heathrow Airport

We recently signed an historic sole recognition agreement with aviation security company ICTS at Heathrow Airport

We are the union for staff at Heathrow Airport, and on 25 January 2019 GMB Union signed a sole recognition agreement with aviation security company ICTS at Heathrow Airport following four months of negotiations. The agreement will cover all terminals and cargo at the airport.

We have been recognised as the leading Union at Heathrow Airport representing the best interests of its members especially following the success of its campaign to get the London Living Wage at Heathrow Airport, benefiting thousands of workers.

ICTS have many contracts across Heathrow Airport including aircraft guarding, hand baggage screening, aircraft crew screening and cargo security and have been successful in obtaining new contracts across all terminals where GMB have a large membership base.

We've worked with the company over many years at the airport on the Virgin and Delta Airlines aircraft guarding contracts and now this will extend to all contracts across the Terminals at Heathrow.

Perry Philips, GMB Regional Organiser for Aviation at Heathrow said:

"This will give us the collective bargaining unit for all ICTS contracts for the purpose of pay and conditions negotiations and other business where the company will consult with the GMB on matters affecting our members.

"This is fantastic news for our members across Heathrow and the GMB London Region in securing this recognition agreement with ICTS."

"We have always held good working industrial relations with ICTS and this extension to our joint recognition agreement strengthens our partnership working together for the future and to the benefit of GMB members."

"Both GMB and ICTS have worked together through good relations to achieve this agreement and credit should also go to our GMB Heathrow Aviation Branch and activists who have also worked hard with the company to secure this agreement."

POLITICS



Elections 2019

Team GMB are always at the ready when it comes to elections.

With the current Parliamentary turmoil over Brexit who knows when the next general election will be called, but whether it is next month, next year or 2020, Team GMB will be ready to return a Labour Government.

Unless a snap general election is called, there are no planned elections in London in 2019 but GMB London Region will still be busy

as we cover a region from Milton Keynes, Peterborough and Kings Lynn all the way down to the river Thames and there will be Council and Mayor elections right across all those seven counties in 2019.

We will be publishing a list of Team GMB campaign dates early in the new year so come along and get involved. Don't worry if you have never been out canvassing for Labour before, as we will always pair you up with a seasoned campaigner. Team GMB days are a great introduction to practical politics and a chance to meet fellow activists and GMB MPs and Councillors from right across the region.

#TeamGMB

Interested in becoming a Team GMB Activist?

You can sign up by filling in our online application here www.gmblondon.org.uk/departments/political-political-activists-sign-up

Alternatively, you can scan our QR code from your mobile device.



Labour East Gala Dinner

At the Eastern Region Labour Party Conference at the end of October, two of our GMB London Region Officers who sadly passed away, Gary Doolan and Richard O'Leary, were posthumously honoured with Labour Party Merit Awards.

Unfortunately neither of their families were able to attend the conference, so the awards were accepted on their and the GMB's behalf by Vaughan West, GMB London Political Officer and Chair of the Regional Labour Party.

On Tuesday 21st November, Vaughan had the honour and pleasure of attending Richard's Branch, Cambridge Number 1, to present Richard's wife Joy with the award on behalf of the Party.



Richard Lewis, Labour Leader of Cambridge City Council was also there, along with branch activists past and present and it was a great opportunity for many stories and reminiscents of Richard's work for the GMB and the wider movement, from his time at Cambridge, through to the Region, Party and Unions Together (the Union/Party liaison organisation).

Richard is sorely missed but will never be forgotten. We will be arranging a similar event in the near future to present Gary's family with his award.



Follow us!



Want to keep up with all the latest Political info & campaigns from GMB London Region – get following our new Regional Politics Twitter account at [@GMBPolitics_LDN](https://twitter.com/GMBPolitics_LDN) now!

Your voice could make a real difference

The Labour Party is the party of organised labour and working class people and as a founding Trade Union of the party, GMB are always looking to support elected representatives who share our values and aspirations for improving the lives of all people in this county.

GMB London Region are looking for members who are interested in seeking selection as Labour candidates for Parliament, the London Assembly and directly elected Mayors and Councillors.

Parliamentary democracy fails if the people who get elected come from a very narrow pool of professional politicians, business people or special advisors, as they do not represent ordinary people and all strands of our country and communities. GMB London Region is committed to supporting our members who seek to represent our voice and values, so that Parliament pursues policies that better the working lives of all people in the UK.

We hold interviews for members who are seeking GMB endorsement, if you are interested, follow the link to our online application form here www.gmblondon.org.uk/application or alternatively you can scan our QR code using your mobile device.



Watch this space for details on training

For those of you who are thinking of standing for election to public office as a Labour candidate and are not quite sure if this is for you, GMB London Region can provide training and advice to members about what this entails and how to do it. You don't need to have gone to university or worked for an MP, you just need to be a GMB London Region member and bring with you your work and real life experience.

If you'd like to find out more about how you can get involved, email vaughan.west@gmb.org.uk or call us on **020 8202 8272**.

Harry Bird, Retiring President, Luton L45 Branch

GMB London Region honoured Harry Bird with the Certificate of Merit in recognition of his long standing service and dedicated commitment to GMB members in the Luton community as Branch President of Luton L45 Branch for more than 45 years.

The presentation took place at the Luton care home where Harry now resides and was attended by Warren Kenny, Regional Secretary, Hilda Tavolara, Regional Organiser responsible for the Luton area, Diane Mullane, Luton L45 Branch Secretary and Maureen Malone, Luton L45 Branch President.



Harry Bird began his employment with Luton Borough Council back in the 70s and it was not

long when in November 1971 he joined the GMB Trade Union, with Jack Dalton as the Branch Secretary. Harry worked alongside Edna Rolph when she took over as Branch Secretary and more recently, alongside Diane Mullane.

Hilda Tavolara, Regional Organiser said:

"Harry Bird is born and bred in Luton, a proud family man. He has been an active member of GMB Union, serving with unconditional dedication to GMB members working for Luton Borough Council and in the wider community. In all these years, Harry has fulfilled his role with honesty and truthfulness, a proud and determined fighter for workers' rights. He regularly attended Branch meetings and he told me that in more than 45 years, he had only missed five!"

On behalf of GMB London Region and all Luton L45 Branch members, we thank you Harry for your long standing and dedicated commitment for all these years. It has been a privilege to have worked and known a man of such integrity as Harry and we wish him a happy and healthy retirement."

LONDON LIVING WAGE

In November 2018, GMB welcomed the news that the 'London Living Wage' had risen to £10.55 per hour and the 'National Living Wage' £9 for the rest of the UK.

The figure, which is independently calculated by the Living Wage Foundation, based on what people need to live in London, rose by 35p from £10.20 per hour, and for the rest of the UK by 25p from £8.75.

GMB used the announcement to call on all employers in London to pay the voluntary real London Living Wage which is currently £2.72 higher than the statutory National Living Wage, and the Real Living Wage across the rest of the UK, which is £1.17 more than the National Living Wage.

Warren Kenny, GMB Regional Secretary said:

"GMB welcome the increase of the Living Wage to £10.55 an hour in London and £9 per hour outside London. Now it's time for more employers to start paying it. In particular, contractors in the public sector and the NHS who should be forced to pay it.

"These pay increases are badly needed. Earlier this year, GMB showed that across London as a whole the real value of average wages for workers resident in the capital in 2018 was only 84.5% of the buying power they had in 2007 when inflation is factored in."

HEATHROW

GMB's campaign to ensure both directly employed staff and contracted workers received the London Living Wage begun to see significant results in 2018.

After 3 years of campaigning by GMB, Heathrow Airport, one of the busiest airports in the world, announced it would be paying all contracted staff working at the airport the London Living Wage of £10.55 per hour by 2020.

Heathrow also announced that zero-hours contracts would be 'stamped out within the same time frame', and pledged their commitment to airport colleagues by stating that going forward, businesses that acknowledge fair pay will be 'favoured' by the airport.



Perry Phillips, GMB Regional Organiser for Aviation at Heathrow said:

"After meeting with Heathrow on many occasions over the last 3 years, in regards to getting terminal cleaners, aircraft cleaners and security workers on to the London Living Wage, we welcome this news.

"It is also good news that Heathrow will target some 45% of existing contracts already in operation, which will be amended by Autumn 2019 to take effect of its new rules to pay the London Living Wage.



"Terms and conditions of employment have worsened for many workers at the airport over the past ten years as a result of the 'race to the bottom' culture, which saw a low bidding tendering process that resulted in no room for wage increases. Therefore, this announcement shows a huge step in right direction for Heathrow."

NEWHAM

GMB also welcomed the passing of a motion by Newham Council to commit to becoming an accredited Living Wage Employer at a council meeting.

The motion meant that Newham Council have committed to ensuring all staff directly employed by Newham Council will be paid at least £10.55 per hour, a figure independently calculated by the Living Wage Foundation to find the real cost of living in London.



The motion also stated it will 'agree a binding plan of implementation with the Living Wage Foundation' which would ensure staff employed by contractors who work for Newham Council, also receive the London Living Wage.

Warren Kenny, GMB Regional Secretary said:

"GMB welcome this news that Newham Council have committed to becoming an accredited Living Wage Employer. This is an important and significant step in the right direction by the council to ensure low paid workers across the borough are lifted out of low pay brackets.

"It is the result of a lot of hard work from both Newham Councillors and GMB in producing and pushing forward the motion and it is great to see that hard work rewarded with its unanimous passing."

KENSINGTON AND CHELSEA

Kensington and Chelsea, who previously only paid directly employed staff the London Living Wage, announced that they would be ensuring all contracted staff working for the borough were paid it as well.

GMB and the borough's Labour Councillors had been calling for contractors working in the borough, such as OCS, NSL and Idverde, to be paid the London Living Wage for almost 5 years, and following the announcement GMB said they would be approaching contractors to ensure the council amend the terms of their contracts to enable them to pay the living wage without delay.

Shaun Graham, GMB Senior Regional Officer said:

"This decision is to be applauded, and will have a big effect on many GMB members. At the moment, some skilled workers can earn less than non-skilled workers, sometimes well below the London Living Wage."

"We hope that this will also apply to those staff working in the Royal Parks as these are the lowest paid group of workers, many of whom have completed apprenticeships, yet can earn less than an unskilled worker working in the authority at the same time.

It is imperative however that now the decision has been made, that this uplift in pay is maintained."

**SUPPORT
THE LONDON
LIVING WAGE
TODAY**



LONDON LIVING WAGE

BUSINESS INCENTIVES

To ensure the London Living Wage is paid more widely across London, GMB called on all London boroughs to follow the lead of Brent Council, by developing a scheme that offers business rate discounts as an incentive to pay the London Living Wage.

In 2015 Brent Council cabinet approved to offer firms in the borough up to £5,000 off their business rates if they paid employees the London Living Wage. The agreement saw London's lowest-paid workers in the borough receive pay rises of around £2.50 an hour, as it was estimated that around 30% of Brent residents were earning less than the London Living Wage.

Since 2015, Lewisham, Ealing and Greenwich councils have also taken up the scheme.

Warren Kenny, GMB Regional Secretary said:

"The London Living Wage reflects the real cost of living in London, and rewards the city's residents for a hard day's work, with a fair day's pay.

"High rents in London are here to stay. So too are younger workers living for longer in private sector rental accommodation. As a direct consequence, employers must be prepared to pay much higher wages to staff to enable them to afford London's high rents.

"If employers don't respond with higher pay they will face staff shortages as workers, especially younger people, being priced out of housing market."

"We commend the work being done in Brent, Lewisham, Ealing and Greenwich, but feel this scheme of offering business rate discounts as an incentive to pay London Living Wage should be used all across London."

"Earlier this year ONS projected London's population growing to nearly 11 million by 2040. To make up for the current shortage of homes for rent at reasonable rents and to house this growing population is one of the most pressing challenges facing London. Higher pay especially for younger workers is now one essential part of the solution."



GMB welcome rejected planning permission appeal for Sutton Estate in Chelsea

In December 2018, GMB welcomed the decision by the Secretary of State for Housing, Communities and Local Government to reject the Clarion Housing Group's appeal for planning permission to replace 70 social housing units at the William Sutton Estate in Kensington and Chelsea with units for private use.

The original planning application, which involved the demolition of the estate, built in perpetuity for social housing by philanthropist William Sutton with private dwellings for sale, was rejected by Kensington and Chelsea Council. Clarion appealed with revised proposals. Clarion had already decanted some of the blocks and claimed that the closed blocks should not be counted when assessing the appeal. This has now been rejected.

GMB had previously submitted an objection to the planning application submitted by the Sutton Trust to redevelop the Sutton Estate, on the grounds of this significant loss of social housing, a 31.6% reduction in social housing units for the next generation.

Over 100 housing estates across London are threatened with demolition and redevelopment with private dwellings for sale. In July 2018, the Mayor of London issued new rules requiring ballots of residents on these estates. However, 34 estates were exempted with residents on these estates denied a ballot on the demolition of their estates.

Warren Kenny, said about the announcement, "GMB is very pleased with the Secretary of State for Housing, Communities and Local Government's decision to reject the Clarion Group's appeal for planning permission for proposals that would have led to the loss of nearly one third of the social housing units on the William Sutton Estate in Chelsea. GMB had previously branded this development a blatant case of asset stripping.

"Clarion must not forget the primary reason of a housing association is to provide low cost housing to those on low incomes or those who need extra support. Nor must it forget that the

Sutton Dwellings Trust was founded to provide 'model low-rented dwellings for occupation by the poor of London and other towns and populous places.

"GMB has consistently supported residents fighting for their voices to be heard on proposals for demolition of their estates. We salute the residents of the Sutton Estate in their fight to retain social housing in Chelsea. We are supporters of Demolition Watch London in its campaign for all residents on estates facing demolition to be balloted on redevelopment plans with no loopholes or exceptions. This is the only way to stop asset stripping and the loss of social housing."

Cllr Ian Henderson, Chair of the Chelsea Association of Tenants and Save The Sutton Estate added, "I think this is a great day for the residents of Kensington and Chelsea and for all the other housing battles that are taking place across the country.

"We call for a halt to the 10 year managed decline of the estate and for Clarion to meaningfully engage with residents and the council, so we can get people out of temporary accommodation and into a home."

"London needs homes for Londoners not investment vehicles for international hedge funds.

"Social housing tenants across the UK can take heart from this decision. Just because your landlord says it needs to be knocked down, it isn't necessarily so."

PENNY ROBINSON IN BARKING & DAGENHAM

In January 2019, we met with Penny Robinson, GMB Regional President, at her workplace in Barking Town Hall. We wanted to get an insight into why it is so important now more than ever to be a member of a union.



From left: Steve Davies, Cherie Rogers and Penny Robinson

She spoke with us about what she gets up to in her day to day, the need of more support in schools, the importance of women getting more involved within the union and most recently the successful employment tribunal case that saw three GMB members who were unfairly dismissed by Barking Council, win their case.

Penny works as a full time GMB Convenor for staff working for Barking and Dagenham Council. She represents GMB members, across all job roles within the council, including office staff, front line staff and apprentices.

When discussing her current role Penny explained, "My day to day is usually things like dealing with grievances our members have submitted against managers, or if a member is called into a sickness review."

"We are there to make sure the council follows their policy, to support the members, and just to give advice." Penny's position also means she often has to be a negotiator. She said, "We'll do negotiations around restructuring. We have to keep our eye on job descriptions, because managers will happily create new job titles for staff, giving them twice as much work, with no extra pay. We need to be there to protect them."

The topic soon turned to schools, and the type of pressure school support staff have to face day in, day out. Today, Penny thinks that now more than ever school staff, or any other care professional, should join unions.

"Head Teachers do not want unions in their schools, but for people working with children it is so important to be in a union."

"When you are in a workplace where people can make allegations against you, you need to make sure that you have the support of a union who can provide you with solicitors and legal help, so that you are not on your own."

She continued, "our biggest issue with schools at the moment is academisation. What you find is that a lot of academies are anti-union, and make it as difficult as possible for us to recruit. However, when you look at the stats, academies are failing. We need parents and unions working together, which is really important if we want to stop these academies doing whatever they want."

Success of the employment tribunal case in Barking Council

In 2017, Penny was heavily involved with an employment tribunal which saw the East London Employment Tribunal rule that the dismissal of three GMB members, employed as Housing Officers working for the London Borough of Barking and Dagenham Council (LBBDD) was unfair.

They were Cherie Rogers who worked for LBBDD for 37 years, Sandra Darby for 14 years and Mehmet Osmani for 18 years.

Despite welcoming the result of the tribunal, Penny said, "This should never have happened in the first place. We did everything in our power to stop it. Even speaking to the leader of the Council saying that we weren't happy with the way that they had not followed procedures. It was unfair that these people were being singled out. If we as a union are not listened to, we have to then take the legal route."

During a five-day liability hearing in October and November 2018, the tribunal found that Mr Osmani, who came to the UK as a refugee in 1998, had been directly discriminated against by the council on the grounds of his race. The tribunal also found that throughout the redundancy process the selection procedure adopted was flawed and tainted, so much so that the council had indirectly discriminated against the Housing Officer in relation to race and they wrongfully dismissed him.

The other two claimants were ruled to have been dismissed unfairly due to the council treating them unfavourably because they worked part-time. For one of the claimants this was also considered an act of disability discrimination.



"Nobody wanted to have to go down this route" Penny said, "It's time consuming for everybody, and it's distressing for our members, but if these managers think that they are going to mistreat our members like that then they are going to have a fight on their hands, and if that means taking them to tribunal, then that is what we will do."

The GMB members are claiming compensation running into six figures and assuming the Council does not appeal, the remedy hearing will be held on 18th and 19th March 2019.

"Sometimes hitting the pocket hurts and will make people sit up and listen. They are all going to have a good pay out, but the money for the members is secondary really, they had all dedicated their working lives to Barking and Dagenham Council." Penny said of the three members who had all been working as Housing Officers for a combined 65 years of service and were told that they were to be dismissed just before Christmas. Cherie Rogers said, "If GMB hadn't picked up this case I would have been all on my own and without a job. They worked so hard for me in winning this case when other unions had ignored me."

Penny went on to thank all the other people involved that helped on the case, "It is so important to have shop stewards that know the area and know the service, and the people," in particular she thanked GMB Shop Steward for the Housing Officers, Steve Davies, "he was so key in the whole process, he wouldn't let it go. He put in hours and hours of work going through all the paperwork. If it wasn't for him, we wouldn't have known the job. If the shop steward knows the job, he gives the employees confidence."

Why is it so important for women members to get involved?

We then went onto discuss the importance of why women members should get more involved in the democracy of GMB Union.

Penny is a firm believer in getting women members involved in more active roles within the union. "We've done some great work in London Region with the Sisters Group and equality groups to get more people involved. We've got far more women branch secretaries then we had even four years ago. However, our union is over 50% women, and our hierarchy needs to start reflecting that. We currently have no female regional secretaries, but I'm hoping in the next 5 years, that will change as more women join and apply for posts."

"In GMB London Region, we've just recently appointed three women officers, not just because they are women but because they were the right people for the job, they had great interviews, and I know they are going to do the best job for GMB Union. That wouldn't have happened if they hadn't got involved in the branches."

On our final note, Penny explained that she is dedicated to ensuring that GMB members voices are heard loud and clear, and that GMB will never give up the fight for workers' rights. However, sometimes she says, her role is to simply reassure members that the union is there for them. "Sometimes all members want is to be able to phone you, sometimes for an hour, but all they want is to talk to someone. At the end of the call they'll often say they feel better about what they are going through at work. They know that if they need help there is someone on the end of that phone, which is important."



Tower Hamlets school abandon plan to axe support staff

GMB were delighted at the announcement in November last year that Manorfield Primary

school in Tower Hamlets would not be going ahead with plans to axe 11 jobs and be replaced with low paid apprentices.

GMB, the union for school support staff, had held a protest against the proposals which would have seen the removal of staff who currently provide vital support for children at breakfast club and lunchtime.

Anna Lee, GMB Regional Officer said, "We are very pleased that the school has seen sense and scrapped these devastating cuts. Replacing highly experienced and skilled employees with apprentices was never going to work and I think the school finally realised that their attempts to save money were going to compromise safety but also prevent

these members of staff from giving a positive contribution to the education of these children.

"We understand the financial pressures schools are under because our members have to deal with this every day, but schools cannot just axe jobs and be replaced with a cheaper alternative. We are happy to engage with schools to find fair and workable solutions."

"This is the right decision by management and I am very pleased that our members have been listened to."

Kehinde Akintunde, Tower Hamlets Assistant Branch Secretary added, "I met with our members and they are extremely pleased the school are not going ahead with these plans." They thanked GMB for saving their jobs and being here to support them.

Brent Council bring cleaning services back in-house

In January, GMB welcomed the decision of Brent Council to bring their cleaning services back in-house following a cabinet meeting.

The decision came following a report which recommended tenants and leaseholders have more control over the service, by the cleaning of council estates being dealt directly by Brent Council.

"GMB are delighted that this service has returned to council control following our campaign."

Wettons Cleaning Services Limited had been responsible for cleaning housing estates across the borough, after being awarded the contract in 2009, yet only by October 2018 had employees began to be paid the national minimum wage following a legal claim supported by GMB.

GMB were made aware, by their members, that Wettons were using their London Weighting Allowance, in calculating the



minimum wage. Recent Employment Tribunal cases make this practice illegal.

When originally challenged on this, Wettons refused to budge, but when the GMB solicitors started proceedings at the County Court and employment tribunal, Wettons finally backed down and agreed to settle the three test cases brought by the union.

Krissy O'Hagan, GMB Regional Officer said, "After 10 years of minimum wage and poor terms and conditions under Wettons Cleaning Services, our hard working members deserve better. Bringing the service back in-house will correct this pay inequality and improve working conditions.

"Brent Council did the right thing!"

Gary Paul Doolan (1957–2018)



Gary was a devoted family man. He loved and is loved by his family. I know that not only did they give Gary great happiness they also gave him the immense courage to fight, as he did.

Gary was a fighter of injustice and inequality. He didn't sit on his rear end when someone was in need of help.

I first met Gary 20 years ago, when as a new Branch Secretary he took me under his wing and a deep strong friendship was born which never wavered.

Gary was an outstanding Trade Unionist, a Socialist and a staunch adversary against racism and all forms of discrimination. Gary was fiercely committed to campaigning for decency and respect for working people and all those in our society of whatever age who needed their voice heard.

Gary was a smart, intelligent man and you may smile to yourselves when I say he was incredibly quick witted! His ability to deliver the stinging one liners was legend, always funny and always smart. Gary was a doer, no wringing his hands and talking defeat.

Who can forget what he did when Islington Council, then controlled by Liberal Democrats, started cutting services and attacking workers rights and wage packets. He took the fight directly to the liberal leader by standing against him in the local elections and defeating him by a whopping great majority. Elected as a Councillor a post he served the people in for over a decade before his health intervened.

For those of us who were privileged to see Gary arrange for the 3 wheeled "Fools and Horses" Del Boy van to be parked outside the Town Hall in honour of the then Council Leader Mr Trotter was a moment to treasure.

Gary believed in change through the ballot box and was the driving force behind Team

GMB, a political organising group working in constituencies around London and the Home Counties stretching to Norfolk. Bringing hundreds of people out to campaign for the Labour Party, almost all of whom had never done anything like it before. Such was Gary's enthusiasm and the high regard in which he was held.

And just when you thought his talents were all on show he proved an outstanding singer! From "Angels" to "You've Lost That Loving Feeling", which always brought the house down. Gary Doolan liked to smile and laugh, and it lit up a room and lifted people like sunlight.



The loss felt by Sharon his wife and the family is devastating, all our thoughts are with them. From a personal point, the world is a poorer place without my closest friend and ally. Gary spent his life fighting injustice, giving hope and humour to others and being a proud strong family man.



A wonderful man, loved and respected, missed and mourned. He leaves a legacy all of us can be proud of and we must pledge to remember Gary by following his example to continue to fight and organise against inequality whether that's in healthcare, housing, or any other form which impacts people's lives. Rest in Peace my dear friend – we give you all our Love.

Warren Kenny, Regional Secretary

GMB call on Mayor for action over deaths and injuries caused by London buses

In December 2018, GMB called for decisive action after a study of TfL data found that in London 8 people were killed and 719 very seriously injured (an average of 2 per day) in safety incidents involving the fleet of buses operated for the Mayor of London in the 12 months to between July 2017 and June 2018.

The study by GMB found that the Borough of Westminster topped the London league with 411 total cases including 37 serious injuries and 70 minor injuries requiring hospital attention. Next in the league was Southwark, which had a total of 334 cases including 37 serious injuries and 42 minor injuries; Lewisham had a total of 313 cases including 29 serious injuries and 43 minor; Croydon had 303 cases, including 34 serious and 29 minor; Lambeth had 292 cases, 43 serious and 28 minor; and Haringey had 287 cases, 51 serious and 23 minor.

GMB London Region is campaigning for the safe operation of TfL buses in London. This follows a resolution on bus safety and the public carried at the GMB Congress last year. Warren Kenny, GMB Regional Secretary said "What we need is decisive action from the top to change the culture at Transport for London to make the safe operation of buses by the outsourced private for-profit operators the top priority.

"It's not the top priority under the current contracts. Punctuality has the highest priority and profit margins are linked to punctuality records. This has to change.

"The safe operation of buses by the outsourced operator must be made TfL's top priority. We have to see an end to the current position where 8 people were killed and 719 very seriously injured by the fleet of buses operated for the Mayor of London in the 12 months to end of June 2018."



"GMB know that safety culture change in organisations has to come from the very top. Sadiq Khan has to get a grip on the problem he inherited from the past managers who designed the outsourced killing machine that TfL presides over. Nothing less than fundamental reform of the bus system's contract performance incentives to include safety is acceptable."

Tom Kearney, Founder of #LondonBusWatch and TfL bus crash survivor explained how a London Bus Drivers Bill of Rights could help TfL to protect both drivers and pedestrians. He said in December last year, "This month marks the ninth anniversary of when an Arriva Route 73 bendy bus contracted by TfL struck the back of my head and my torso while I was at the edge of a crowded Oxford Street pedestrian crossing. Because TfL, Arriva and the police never bothered to contact me after I woke up from a coma (Scale 3 coma) in January 2010, I was compelled to investigate why I nearly died on 18 December 2009 all on my own.

"I have campaigned over these years for a safer public bus system that doesn't produce serious injuries like mine as it currently does 2 times per day.

Safe operation of buses require drivers to be rested and to have a safe system of work and well-maintained vehicles, all items clearly spelled out in the London Bus Drivers' 'Bill of Rights' which was presented to his representative by protesting TfL Bus Driver on 14 September 2017.

London Bus Drivers' 'Bill of Rights':

- ✓ The right to a safe work schedule without any forced overtime or loss of pay.
- ✓ The right to a decent and proper rest break in the working day.
- ✓ The right to drive a safe and well-maintained vehicle.
- ✓ The right to clean, serviced toilet and rest facilities on all bus routes.
- ✓ The right to report safety concerns without fear of retribution from TfL or employers.
- ✓ The right, when seriously ill and covered by a doctor's note, to not be harassed into coming into work until fit to do so.
- ✓ The right to relevant and timely safety training.
- ✓ The right to drive without being forced to answer radio messages and texts from controllers whilst in motion.
- ✓ The right to have all company rules in writing and clearly displayed.
- ✓ The right to be treated with dignity and respect by our employers, TfL and the public.

"Sadiq Khan has resisted accepting this 'Bill of Rights' and, as TfL Chair, he needs to show some leadership and see the "Bill of Rights" adopted by TfL's contracted bus companies and its implementation closely monitored by TfL."

GMB score third court win against Uber

In December 2018, Uber drivers were given an early Christmas present as the Court of Appeal upheld their ruling that drivers should be classified as workers.

In October 2016, the Central London Employment Tribunal ruled in GMB's favour – determining that Uber drivers are not self-employed, but are workers entitled to workers' rights including holiday pay, a guaranteed minimum wage and an entitlement to breaks.

Instead of accepting the judgement of the courts, Uber took their case to the Employment Appeal Tribunal (EAT) last year, which ruled against the ride-sharing company.

The Court of Appeal judgement is Uber's third legal defeat on this issue in as many years.



Tim Roache, GMB General Secretary said at the time, "We're now at a hat trick of judgements against Uber, they keep appealing

and keep losing. Uber should just accept the verdict and stop trying to find loopholes that deprive people of their hard won rights and hard earned pay.

"This is the perfect early Christmas present for GMB's Uber members, but this case is about the wider 'gig economy' too. Employers are on notice that they can't just run rough shod over working people to put more on the bottom line for shareholders."

Worker status for drivers is something Uber has fought tooth and nail to avoid granting in order to save money through denying drivers basic rights to holiday pay, a guaranteed minimum wage and an entitlement to breaks.

GMB organises and represents private hire drivers across the UK who deserve a level playing field, which means being paid a decent wage and making sure passengers are safe – it doesn't mean working excessive hours or allowing exploitation to continue unchecked.

GMB London Regional Equality Conference 2018

Our conference was held on Saturday 3rd November 2018 at Woburn House, Tavistock Square, opened by a rousing address from our Regional Secretary Warren Kenny.



The Regional Equality Forum has highlighted each of our strands at recent conferences and this year's focus was on LGBT+ (Lesbian Gay Bisexual Transgender +) Equality, led by GMB Shout!. We looked at the recent discussions around the Gender Recognition Act (GRA) and how reps can support our members in the workplace.

We had a workshop on raising participation from our LGBT+ members to get more involved in their branch and an excellent panel session on LGBT+ Past Present Future, looking at campaigns over the years, how activists have effected real change for people and the current campaigns going forward. Our guest speakers were Dr. Peter Purton and Dennis Fernando, both GMB London Region members, sadly the trans women we invited were unable to attend.



The motions covering disability access on transport and buildings, led by our GMB Ability Group, stole the show, with their moving contribution to the debates.

Further motions covered challenging all forms of discrimination and hate speech, protecting young workers from automation related redundancy, more training for reps on tackling the gender pay gap, tackling heat poverty, more engagement with branches on workplace issues from our Self-organised Groups (SOGs), reps and officers to take forward our GMB Sisters Campaign on menstruation to menopause, and consult with members and get our model policy implemented.

We saw our first "Inspiration Award for Equality" presented to Carl Banks. Carl has driven equality issues within London Region and has been instrumental in delivering many training events, co-writing equality courses, and the equality and transgender toolkits. A key member of the Regional Equality Forum (REF) and GMB Shout!, Carl has represented the Region on the National Equality Forum driving forward our agenda to build SOGs in other regions. Well done Carl, we appreciate and value all that you do.

We saw elections for our new REF, Brian Shaw, who was elected as our Regional Representative to the National Equality Forum once again and Taranjit Chana and Francis Bone were endorsed by their SOGs to stand for election as Strand Reps on the National Equality Forum for Race & LGBT+ respectively.

There was a good attendance from around the branches and self-organised groups, but we hope we can get an even bigger attendance for our 10th Anniversary. Calling notices will go out in April to branches, so if you would like to attend, please contact your branch and let them know. Deadlines for nominations to reach Regional Office by 28th June 2019.

Thank you to all the delegates who attended, on what was a very difficult travel day, immersed themselves into the spirit of the conference and participated so brilliantly. We hope we will see many more of you participating in our future events and within your branches.

Sue Hackett
GMB London Regional Equality Officer

Members at Historic Royal Palaces strike to protect their pensions

GMB members working for Historic Royal Palaces (HRP), including Beefeaters at the Tower of London and gardeners at the world famous Hampton Court Gardens have taken part in a series of strikes this year, after the charity decided to close employees' final salary pensions and replace it with an inferior pension, despite promises made to them at the time of privatisation.

In December 2018, members working at the Tower of London and Hampton Court Palace voted overwhelmingly to support strike action with a result of 91% after a turnout of 88%.



Before any strike action was taken, GMB members working for HRP were presented with an 'improved' offer regarding their pensions, however the offer was deemed

unsatisfactory, with members feeling it offered little in comparison to what they were losing.

Members' disappointment then turned to fury, when they were made aware that HRP had commissioned several elaborate and very expensive cakes from Choccywoccydoodah, to launch a new campaign, costing thousands of pounds.

GMB members have since held two successful days of strike action at both the Tower of London and Hampton Court Palace which have gained the attention of the national press. GMB have also called on the Secretary of State for Digital, Culture, Media and Sport, Jeremy Wright MP to step in and take responsibility and protect the pensions of HRP employees.

Michael Ainsley, GMB Regional Organiser, said:

"Pensions really matter to our members and in the day-to-day contacts we have with them across HRP. The importance to them of continuing to be able to build the pension they were promised when they were transferred to HRP from the civil service is emphasised to us over and over again.

They see their defined benefit pension entitlement as a critical element of the employment package, and quite rightly put a great value on it.

"HRP's decision to close the scheme came as a great surprise. Difficulties or the ability to afford the pension had never been muted before and members just see this attack on their standard of living for the rest of their lives. HRP are just jumping on the band wagon as they see other companies ending good defined benefit schemes, preferring instead to let the tax payer pick up the shortfall in the years to come.

"GMB remains committed to achieving a negotiated settlement but HRP need to get real with what they're offering our members.

"Their insistence that their offers have been generous, substantial or fair are farcical. Would anyone who had their wallet stolen by Dick Turpin only to be offered half of it back consider that to be generous?"

"HRP dismissing the concerns of 120 defined benefit pension members as only 11% of the workforce and so somehow being irrelevant reinforces our members sense that their long service and loyalty to these Royal Palaces is not appreciated and deepens their sense that they have been betrayed."

"The crass insensitivity shown by HRP in squandering money in this way while telling employees that their pensions are un-sustainable is incredible. Perhaps HRP consider it better to 'let them eat cake' in their retirement instead of them being able to buy groceries or pay rent and utilities bills."

Richard O'Leary (1965–2018)



I first met Richard around 1997 when he was initially working for the council in Cambridgeshire and had recently joined the union.

He started to become more involved and went on to become very active within the Cambridge 2 Branch, forming strong relationships with colleagues like Kevin Roberts, Alan Costello, John McLean, and many others.

It wasn't long before his knowledge and experience in Public Services drew the admiration of many Regional Officers and Public Service Branches from around the Home Counties and Norfolk.



Richard was a keen cricket fan who also played for his local team. He was also a passionate swimmer, regularly represented his county in major competitions.

He was a devoted family man who always spoke fondly of his wife Joy,

and of his family and friends – all of whom, as we are, must be feeling a great sense of loss.

Richard was always willing to help others – a strong, reliable and supportive person who never let anyone down when they needed his help or support. He was the GMB Senior Officer responsible for Beds, Cambs, Luton, Peterborough, Milton Keynes, and previously looked after members employed by Brent and ATL, a role in our organisation which absolutely epitomised his talents, experience, passion and energy for our Public Service members.

In 2017, he was unexpectedly and tragically diagnosed with cancer of the oesophagus – an illness that he bravely battled on to fight and he never gave up hope.

Richard has tragically left us at such an early age – the full potential of what he could have achieved is sadly lost. We have lost a big talent and a big voice for working people across our movement.

**Warren Kenny,
Regional Secretary**



He became the Branch facilities time holder and was always busy organising across Cambridgeshire – assisting and supporting the organising team in building the Branch membership across our schools – so it will come as no surprise that he was soon selected at his interview to become a Regional Organiser.

Such was Richard's knowledge of Public Services. He would often be called upon by colleagues and some employers to seek guidance and support in our daily struggles.

He successfully co-ordinated and organised our East of England Provincial Council delegation and just a few years ago, he became chair of the East of England (EoE) TULO group.





Amazon – ‘We are not robots’

The “we are not robots” campaign gained a lot of traction towards the tail end of last year. This culminated in a well-timed and co-ordinated Europe-wide “Black Friday” protest. Amazon workers took action in Germany, Spain and Italy.

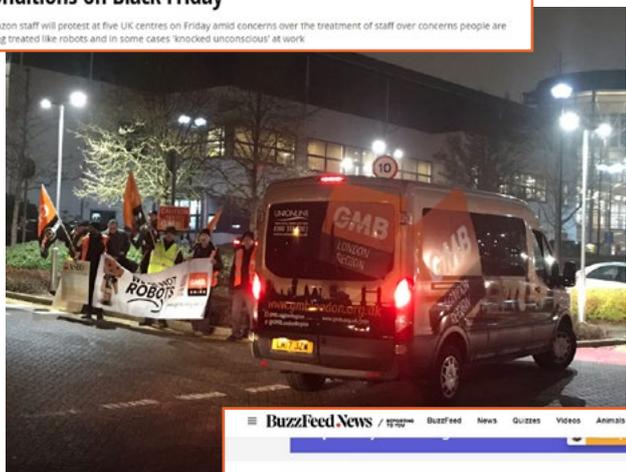
The sites chosen in the UK were Rugeley, Swansea, Peterborough, Warrington, and in our region, Milton Keynes. We had a brilliant turnout from GMB branch and Labour activists and generated a great deal of media coverage, which has helped get our message across.

The protests were fuelled by a GMB investigation through FOI requests, which revealed the shocking fact that ambulances had been called to their sites no fewer than



600 times in the last three years, and that our members routinely report unsafe and punishing work regimes in the so-called “fulfilment centres.” Nearly eighty per cent of members reported they were in pain for a significant part of the day. This cannot be acceptable. Amazon have refused to engage with GMB and the Labour Party in a joint approach to health and safety, instead issuing anodyne statements about their commitment to employees’ safety.

Amazon UK staff to stage protest against “robot” working conditions on Black Friday
Amazon staff will protest at five UK centres on Friday amid concerns over the treatment of staff over concerns people are being treated like robots and in some cases ‘knocked unconscious’ at work



We will not give up fighting for our members’ rights, and will continue to drive our campaigns from strength to strength, and let it be known that Amazon, ‘we are not robots’!

GMB BENEFITS

DID YOU KNOW THAT GMB OFFER ALL SORTS OF BENEFITS TO MEMBERS?

GMB

LONDON
REGION

Your GMB membership provides you with lots of additional benefits and offers, over and above GMB's assistance in your workplace. Follow this guide and see if we can help you in any way!

WE PROVIDE:

- **Free legal advice from your very own trade union law firm UNIONLINE**
- **The John Cope Trust for training and learning opportunities**

THERE ARE MANY OTHER BENEFITS TOO:

- **Guardian Taxation Services**
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- **Crown Decorating Centres discount card**
- **GMB Protect Insurance (Free £5,000 Accidental Death Cover)**
- **NHS Dental Plan**
- **Convalescent Facilities**
- **GMB Credit Union**

To find out more you can visit our website

www.gmblondon.org.uk/benefits



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Guardian Taxation

Are you missing out on an income tax repayment?



Our taxback benefit for GMB members is offered by Guardian Taxation Services who have handled tax claims for tens of thousand of people throughout the UK and have sourced tax refunds totalling millions of pounds.

If you have to clean your own workplace clothes, uniform or protective clothing, you are entitled to tax allowance to cover laundering costs and such allowance can be claimed for the past 4 years.

Every year, millions of ordinary taxpayers overpay on their income tax to HMRC, whether because of errors, mistakes or lack of knowledge.

GMB have joined up with Guardian Taxation Services, a specialist firm that deals with employees' tax matters, to offer you the opportunity of having a FREE, no-obligation tax review to take advantage of their unique and highly successful 'no rebate – no fee' taxback service.

Contact

Guardian Taxation Services

☎ 078 092 70210

www.taxbackservice.co.uk

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If you or a family member has had an injury or accident that wasn't your fault

You're covered whatever the injury, however complex the claim and you keep 100% of the damages awarded.

We provide to members only, expert employment law advice and assistance on a broad range of issues

Our lawyers have extensive experience of all aspects of employment law that gives you local support, advice and representation.

Free legal advice helpline covering a wide range of issues

If it's a neighbour dispute, motoring offence, holiday problem, criminal issue, consumer dispute, immigration, family issue or divorce... you name it, we'll give you free advice.

Free simple will service

We offer GMB members a free simple will service and preferential rates on more complex wills.

Fixed rate conveyancing

If you're selling or buying a house or flat, we offer preferential rates that you'll be hard pushed to beat on the high street.

Free Motor Claims Service

We can save up to £40 per year on your car insurance - just let your insurers know you no longer require legal cover - UnionLine will take that on as part of your GMB membership.

Power of Attorney

Preferential rates on all areas of Power of Attorney, lasting or general.



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Today is a day to remember those workers killed, disabled, injured or made unwell by their work



Join us at 11:30AM on Sunday 28 April at Milton Keynes Rose (Campbell Park) for the International Workers Memorial Day commemoration event. **#IWMD19**

JOIN ONLINE
www.gmb.org.uk/join

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Do you require T-shirts for an event rally or demonstration? Look no further!



Our ethos is simple; we are committed to ensuring that everyone involved in the production of our garments gets a fair deal.

- ✓ **Our T-shirts are high quality, ethically sourced and sweat shop free.**
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- ✓ **Small or large orders are welcome.**
- ✓ **All profits are ploughed back into GMB Union.**

Help us raise money for the Mary Turner book



At Congress 2018, we printed a very special tribute T-shirt to the former GMB National President Mary Turner.

Currently we have a stock of white T-shirts left in stock in mixed sizes priced at **£10**.

All proceeds will go to the Mary Turner book fund.

If you're interested in purchasing one of these T-shirts please contact:

Jill.Harris@gmb.org.uk

Contact the Communications Department at the GMB Regional Office for further information
Telephone 0208 202 8272

JOIN US!

As a general union, our members work across a variety of sectors including retail, security, schools, distribution, utilities, social care, the NHS and ambulance service and local government to name but a few.

Our role is to get the best deal for our members both in the workplace and in society and every day, GMB offers **protection at work** and provides **support, representation and advice** on issues that matter to our members.

If you would like to find out more, you can visit our website at www.gmblondon.org.uk.

If you have yet to join GMB and would like to do so, you can join online at: www.gmb.org.uk/join

If you're a member and would like to get more involved in building GMB in your workplace, please contact your local rep or regional organiser or call us on **020 8202 8272**, we'd love to hear from you!

Follow Us

Keep up to date with all the latest news, events and campaigns

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GMB London Press Office

If you have questions and would like to speak to our Press Office team contact:

020 8457 4143

Do you have an issue in the workplace? Would you like us to help? If so you can fill out and submit our online support form on our website and a representative of the GMB London Region will contact you within 24 hours. You can find this link here: www.gmblondon.org.uk/support

WHO TO CONTACT IN GMB LONDON REGION

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 01245 345129



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Romford RM7 9QD

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 020 8518 9209



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020 8573 6969
 020 8756 0276



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Norwich NR4 6DJ

01603 626492
 01603 766516



If you need to get in touch with one of our Senior Organisers in the region, you can contact them on the following below:

Tony Warr, Commercial Services

tony.warr@gmb.org.uk

Keith Williams, Public Services (Local Government and Schools)

keith.williams@gmb.org.uk

Gavin Davies, Public Services (NHS, Ambulance Services)

gavin.davies@gmb.org.uk

Shaun Graham, Health & Safety and Manufacturing

shaun.graham@gmb.org.uk

Join now for protection, support and advice.

Hand this form to your local GMB representative, or post it by simply writing 'FREEPOST GMB LONDON REGION' on an envelope. You don't need a stamp or any other address details. Questions? Email us at london.membership@gmb.org.uk or visit our website: www.gmblondon.org.uk where you can also join instantly.

PLEASE USE BLOCK CAPITALS

SIGN WHERE YOU SEE THE  s

TELL US ABOUT YOU. This will help us do the best possible job for you.

Forename		Home address	Work address
Surname		Postcode	Postcode
Title	Date of Birth		
Ms Miss Mrs Mr Mx		Home phone number	Email address
Mobile number		Employer	Job title
			Hours a week

THE IMPORTANT BITS. Please authorise the Direct Debit.

Instruction to your Bank or Building Society to pay by Direct Debit



Please fill in the form and send back to 'FREEPOST GMB LONDON REGION'

Name & full postal address of Bank/Building Society

To the Manager of _____ Bank/Building Society
Address: _____
Postcode: _____

Service User Number

9	7	4	3	3	0
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Reference (FOR GMB USE ONLY)

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Instruction to your Bank or Building Society. Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB & if so, details will be passed electronically to my Bank/Building Society.

Name(s) of account holder(s)

Signature(s)

 _____

Date

_____|_____|_____|

Account number

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Sort code

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Banks/Building Societies may not accept Direct Debit instructions for some types of account.

PAYMENT DATE. Please select a payment date.

This is not part of the instruction to your bank or building society.

If you are paid monthly 1st* 8th* 16th* 23rd* Last day of the month* OR if you are paid 4 weekly 1st Friday 2nd Friday 3rd Friday 4th Friday
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GMB contacts members by email, phone and SMS about issues related to membership, membership services and campaigns.

Tick if you **DO NOT** wish to be contacted by: Email Phone SMS

GMB has a political fund to pay for political campaigning, which you can opt-in to for **1p a week**. In the past, the fund has helped win rights such as the minimum wage and maternity leave. There will be no detriment to you if you do not opt-in

Do you want to opt-in to the political fund? YES NO

AND JOIN. I agree to abide by GMB rules.

Signed  _____

Date _____

To read the GMB rulebook please visit www.gmb.org.uk/rules For our privacy policy go to www.gmb.org.uk/your-privacy

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Welcome to the GMB Union family!

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Branch number _____

Membership number _____

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