

MEMBERS/TRADES UNIONS JOINT CONSULTATION AND SAFETY PANEL

Minutes of the meeting held on Monday, 2 June 2003, at Riverside House, Royal Leamington Spa at 4.30 p.m.

PRESENT:

EMPLOYERS SIDE: Councillors Hammon, Holland and Short.

TRADES UNIONS SIDE: Mr A E Foster, Mr A Rybicki, Mrs J Webb and Mr A Crump.

An apology for absence was received from Councillor Copping.

ALSO PRESENT: Dawn Robinson, West Midlands Regional officer for UNISON.

99. **APPOINTMENT OF CHAIRS**

Mr A Rybicki was nominated as joint Chair to represent the Trades Unions side and there were no nominations for joint Chair for the employer's side.

RESOLVED that

- (1) Mr A Rybicki be appointed as joint Chair for the ensuing year, and
- (2) the appointment for a joint Chair of the employer's side be deferred until the next meeting on 28 July 2003.

(It was agreed that Unions would Chair the meeting even though it was not their turn, as a Councillor had not been elected to the role of joint chair).

100. **DECLARATIONS OF INTEREST**

There were no declarations of interest.

101. **MINUTES**

The minutes of the meeting held on the 18 March 2003, having been printed and circulated were taken as read and signed by the Chair as a correct record.

In relation to Minute Number 922 - Single Status Agreement, paragraph 5, Mr Foster raised concerns that there was no end date or timescale for the introduction of single status throughout the leisure service.

MEMBERS/TRADES UNIONS CONSULTATION AND SAFETY PANEL (Continued)

Karen Pearce highlighted the fact that this was one of the items they were set to discuss at the Union's meeting on Thursday 5 June 2003 which had been postponed.

102. AGREEMENT BETWEEN WARWICK DISTRICT COUNCIL AND RECOGNISED TRADE UNIONS (UNISON, MPO, GMB) FOR TIME OFF ARRANGEMENTS FOR UNION DUTIES

Unison submitted a report seeking amendments to the agreement between Warwick District Council and recognised Trade Unions, for time off for Union duties.

On 4 June 2001 the Panel had confirmed an agreement between Warwick District Council and the recognised Trade Unions for time off arrangements for Union duties.

However, Unison felt that now they had reviewed the time off agreement, there were areas of the agreement that did not comply with the constitution of Unison, and there were areas of the agreement which did not comply with the ACAS Code of Practice with regard to training.

Unison took the view that the time off agreement, as it currently stood, did not take into account the democratic principles which formed the core of Unison philosophy, and was not now adequate to facilitate collective bargaining within the Council.

Karen Pearce highlighted the fact that the amendments made to the agreement in June 2001, were at the request of Unison, and she felt that before the time off for Union duties issue could be taken any further, Unison would need to produce accurate figures on the number of members it had within Warwick District Council. She did not, however, have any objections to the amendments regarding conferences but had some minor reservations regarding the proposals for training.

RECOMMENDED that this item be deferred, until the meeting of the Panel on 28 July 2003, to allow Unison time to produce a complete draft agreement, including accurate membership details within Warwick District Council and to allow time for them to hold further consultations with both MPO/GMB and Karen Pearce.

(The meeting ended at 5.50 p.m.).