

**UNISON is the largest union for school support staff in Rochdale. From teaching assistants and caretakers to administrators and catering staff. From cleaners and learning mentors to technicians and lunchtime organisers. You all play a vital part in school life and deserve the support of UNISON.**

## UNISON Secures Landmark Legal Victories for Term-Time Only Staff

UNISON has secured two landmark legal victories for term-time only staff which could have a significant impact on school staff in Rochdale.

Staff working term-time only are considered part-time workers. It is unlawful to treat part-time workers less favourably than full-time staff. This means part-time workers should receive the same pro-rata benefits – such as holiday entitlement – as their full-time equivalents. Failure to do so could be discriminatory.



Following UNISON's 5 year legal battle with Greenwich Council over holiday pay to term-time only staff, UNISON won a £4m settlement for 5,000 member at Employment Tribunal.

A further legal victory came in August 2019 at the Court of Appeal which will affect hundreds of thousands of employees working part-time and irregular hours.

Harpur Trust v Brazel & UNISON confirms that all workers are entitled to a minimum of 28 days paid annual leave, even if they are not given work or paid for parts of the year.

Music teacher, Mrs Lesley Brazel was supported by UNISON to defend her claim against Harpur Trust, her term-time employer. The Trust claimed she was entitled to leave and pay below the statutory minimum.

These two victories should make a significant difference to thousands of part-time workers. UNISON is already in negotiations with local authorities across the North West to ensure staff are receiving the correct pay for their jobs – but we need your support to build the campaign in Rochdale.

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### How does it affect term-time only staff in Rochdale?

UNISON has identified a potential problem with how Rochdale Council calculate holiday pay for term-time only workers. This could mean that you are receiving less holiday pay than you are entitled to.

UNISON is seeking a recalculation of pay and leave so our members receive the pay you deserve. We are also seeking payment of any back pay you may be due. **See overleaf to find out how you can support our campaign for fair pay for term-time only staff.**



# CAMPAIGN ACTION— Fight for the Pay You Deserve



UNISON members need to stand together to fight for the pay you deserve. It's your pay, it's your campaign—so we need you to get involved.

We are collecting signatures for a collective grievance calling for our members to be paid their correct annual leave entitlement. The more members that sign the collective grievance, the more likely we are to succeed.

Please complete and return the form below to add your name to our collective grievance. Don't stand by, sign our petition and stand up for your rights at work.

COLLECTIVE GRIEVANCE—TERM-TIME ONLY WORKERS	
NAME:	
ADDRESS:	
EMAIL:	
TELEPHONE:	
JOB TITLE:	
WORKPLACE:	
ARE YOU CONTRACTED TO WORK TERM-TIME ONLY?	YES / NO
IF YES, DO YOU RECEIVE YOUR PAYSLEIPS THROUGH ROCHDALE COUNCIL?	YES / NO
HOW LONG HAVE YOU BEEN WORKING TERM-TIME ONLY? PLEASE INDICATE IN MONTHS AND YEARS	

Completed forms should be returned to the Branch Office via post to **UNISON Branch, 46 Richard Street, Rochdale, OL11 1DU**, emailed to [unison@rochdale.gov.uk](mailto:unison@rochdale.gov.uk) or handed to a UNISON steward. By completing this form, you agree to your name being added to UNISON's collective grievance and to UNISON contacting you in relation to this campaign.



**RECRUIT A FRIEND:** We need as many members as possible to sign the collective grievance to show the Council and the school how much you care about being treated fairly. The more members who sign, the harder it is for the Council to say no!

Please tell your colleagues and ask them to support our campaign. If they're not already a member of UNISON, please encourage them to join.

Ask a colleague to join UNISON today



Join online at [joinunison.org](http://joinunison.org)



Call us on 0800 171 2193



Ask your UNISON rep for an application form