



Action Short of Strike Action

EA Members' Bulletin 15 – 12 December 2022

UNISON Environment Agency members will commence 'action short of strike action (ASOS) [from 12 December 2022](#), as the Agency has refused to increase their 2022/23 pay offer.

It is vital that YOU are with us.

Since March of this year, we have tried to persuade the employer by talking, negotiating, campaigning and finally taking this ASOS. Despite all the attempts to reach a resolution the Agency has so far not delivered an improved pay offer.

In contrast, most staff have lost huge sums of money in real terms, as a result of over a decade of below-inflation pay awards. Lost sums amounting to hundreds and sometimes thousands of pounds would make a real difference to your living standards in the current cost of living crisis. Check out how much the pay offer impacts your salary here, using UNISON's quick online pay loss calculator: [UNISON Pay Loss Calculator](#)

Take action!

You should start ASOS in the forms of a continuous 'working to rule' and withdrawal from Incident Response Rosters (where participation is voluntary) on specific dates:

- The call to 'Work to Rule' began on 12 December 2022 and continues for an indefinite period.
- The call to withdraw from Incident Response Rosters is for the dates 12 / 14 / 16 / 20 / 22 December from midnight to midnight, where your contract allows.

Both of these actions should be complied with to show that enough is enough and that you will no longer put up with low pay across the Agency. You deliver outstanding and professional work but are severely undervalued.

Not a member? Join now:

- by calling 0800 0 857 857
- online at: join.unison.org.uk
- by filling in an application form

Keep in touch:





In addition, UNISON has notified the Agency that further withdrawal from Incident Rosters where this is voluntary will take place over the Xmas period. This will take place over the following dates:

- From 9am Saturday 24 December to 9am Monday 26 December 2022
- From 9am Saturday 31 December 2022 to 9am Monday 2 January 2023

Over 90% of UNISON members that responded in the recent ballot expressed their support for taking ASOS.

We are asking you to support this action.

Details of the continuous ‘work to rule’ were provided in last week’s member bulletin. If you didn’t receive a copy [it can be downloaded here](#), or speak to your branch who can explain the finer details to you or [email directly](#).

Prospect members will be joining the action from 19 December 2022. All the recognised unions are asking for a fair pay rise for all staff.

Standing alongside your colleagues in taking ASOS shows your commitment to the dispute. It can be a really uplifting experience that builds camaraderie. It also shows the employers we mean business.

Join the conversation

Get involved with the issues and stay up to date with all the latest information on social media:

- Twitter: [UNISON Water, Environment and Transport Twitter](#)
- Facebook: [UNISON Water, Environment and Transport Facebook](#)
- Keep up to date with all the latest news by regularly checking UNISON’s EA web pages: [UNISON Environment Agency Pay Campaign Webpage](#)

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What your branch is doing

UNISON understands that taking industrial action can present a financial challenge in some circumstances. UNISON branches can support striking members who face hardship from branch Industrial Action Funds. Details of how to access support can be obtained from your local branch secretary.

UNISON can also provide support via “There for You” for members. For more information contact us on thereforyou@unison.co.uk or contact your Branch Welfare Officer.

A union is only as strong as its members. If your colleagues are not members of UNISON, they can join now and be eligible to take part in the ASOS. Indeed, they can even join TODAY and take action – the quickest way of joining is to fill in a form on the picket line or to [join UNISON online via the website](#).

The ASOS applies to **all staff** covered by the Cabinet Office pay remit. UNISON is calling on **ALL** members covered by the Cabinet Office Pay Remit to support this action short of strike.

Members whose pay is outside of this action i.e., not covered by Cabinet Office Pay Guidance should **NOT** participate in this action.

What else can EA staff do to put pressure on the Government to deliver an improved pay offer?

We know it is **your** goodwill and that of all EA staff that supports the exceptional work the Agency delivers day to day. Working to rule will cause some disruption. It will also highlight how much the Agency relies on the work that you do ‘for free’. Your 20% pay cut since 2010 means that you are effectively working a day a week for free!

Your local MP can raise your concerns with the Government on your behalf as you are their constituent – and make sure these are at the heart of government, and are aware of the day-to-day impacts for you, your community, and the environment.

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UNISON has produced an online tool for members to contact their MP directly via email, and EA staff who are not UNISON members can also use it to email their MP to raise concerns.

The online contact-your-MP tool takes less than a minute to complete, it automatically creates a template email message addressed specifically to your local MP and you can add extra details that are particular to you as you would like. Use the link below to email your MP to urge them to raise your concerns about EA pay in Parliament:

[UNISON Environment Agency Contact-Your-MP Online Tool](#)

Standing together with colleagues in support of this action delivers a clear collective voice to the employer that you are worth more than the current pay offer and are no longer prepared to subsidise the Agency by working for free. It sends the message that you want an improved pay offer – and that you want your employer to explore a resolution to the current dispute.

Employers will want to know how many people support the action – **so every worker participating will count – but you do not have to inform your manager that you are participating.**

The more people that get involved, the greater the impact and the better the chance we have of winning better pay.

We must show employers our strength of feeling

The message that rings loud and clear is... ENOUGH IS ENOUGH.

There should be a fair deal for EA staff available that mirrors that of other public sector workers delivering frontline emergency services. Now is the time to show the strength of feeling and we ask you to show your support by taking strike action and action short of strike action when called to do so, to try and secure a better pay settlement.

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UNISON webinars for EA members

To get the latest information on the pay campaign from senior UNISON reps and officers, and for the opportunity to ask questions, make sure to sign up for our upcoming webinars – those that are currently scheduled are listed below, along with the links to register:

- Webinar: Thursday 15 December 2022 – [register here](#)
- Webinar: Thursday 5 January 2023 – [register here](#)

Industrial action FAQs

An updated FAQs document on a range of issues related to the pay dispute and taking industrial action both in the form of strike action and action short of a strike. This updated document [can be downloaded here](#).

As well as this, make sure to keep an eye on [UNISON's EA Pay Campaign webpage](#), which is updated regularly with the latest information.

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