

Vigilance called for in response to Community Sector cuts

By Brendan McKay

The effects of the Budget in December 2009 and the recommendations of An Bórd Snip Nua are beginning to influence industrial relations issues throughout our various organisations in the voluntary sector.

At the time of going to press, IMPACT is addressing issues of pay cuts, withholding of incremental credit, non filling of vacancies, changes to pension schemes, closure of facilities – including removal of vital community based services, massive reorganisation of work and redundancies.

Many of the employers in the voluntary sector are adopting a positive approach to representations from this union and are engaging with us in a spirit of partnership to minimise the effects of the present funding crisis on jobs, services and pay. We share the position that neither the workers in these bodies nor the communities they serve created the economic downturn. Where possible we will work together to resolve, by way of voluntary agreement, the many challenges facing this sector.

There are, however, some employers who are failing to consult with IMPACT regarding changes being imposed on our members' pay and work arrangements. It is IMPACT's position that no change to our members' contract of employment is lawful without the consent of the member or of IMPACT on their behalf. We are calling on

you, the members, to be extra vigilant at this challenging time and to advise IMPACT, through your branch, of changes being forced on workers in your organisation without agreement.

IMPACT's Health and Welfare Divisional Executive have sanctioned the holding of ballots for industrial action.

Where agreement isn't reached with an employer, or where employers fail or refuse to engage with IMPACT on matters affecting pay and working conditions, we will be balloting members in the sector, in order to protect workers from any unilateral imposition of these cuts by stealth. Such a ballot will be carried out by your branch executive under IMPACT Rule 25. This is not a course of action that will be taken lightly but will be utilised, where necessary, to save jobs, protect pay rates and safeguard the services on which our communities rely.



AGM notice

The Annual General Meeting of the Boards & Voluntary Agencies Branch
takes place at

6:30pm Monday 15th February at IMPACT head office, Nerney's Court, Dublin 1

Branch members act to fight pay cuts

By Chris Cully

IMPACT members who are employees of statutory boards are fighting back against pay cuts on foot of our ballot for industrial action late last year.

The action commenced with a one day strike action on 24th of November 2009.

Among the employments within our branch involved in the strike were members Citizen Information Board, Drug Treatment Centre Board, Health Information Quality Authority, Primary Care Reimbursement Services and others.

A second day of action was scheduled for 3rd December 2009, but this day of action was called off by the Union as the parties in Government Buildings were very close to a deal.

However, as you no doubt know by now, at the very last minute just before the day of the Budget 2009, the Government walked away from the talks to pursue the pay cuts instead. The cuts were announced in the budget on December 9th and have now taken effect.

The Union's mandate from our members is to protect pay, pensions and job security. This recent imposed pay cut has left us with no choice, but to continue to fight to have this measure reversed and have our pay rates restored.

Work to rule

That's why we recommenced our industrial action on 25th January 2010. For the moment we will not be out with our placards but instead we on a "work to rule" and are not co-operating with ongoing change and "Transformation".

Transformation is what the Government wants. But they cannot do it without us. They've taken away our pay and the only way they will get any further co-operation from us on this is to restore our pay levels.

If those members in the Boards have any queries or concerns in relation to the Industrial Action, they can contact IMPACT for clarification or check out our website for the latest information. www.impact.ie

Get involved!

To find out about getting involved in the branch, or if you want to propose a motion or for information about the AGM, please contact Branch Secretary, Una O' Connor 087 2969626 or email impactbva@gmail.com

For Brendan/Chris contact IMPACT, Nerney's Court, Dublin 1 8171500

Keep informed!

Visit the website of the Boards & Voluntary Agencies branch www.impactbva.wordpress.com and see links to many of the employments covered by the branch.

Sign up the branch ebulletin. Send a message to impactbva@gmail.com and put the word '**ebulletin**' in the subject heading and we will add your name to the ebulletin mailing list. Please note that we will not share your email address with any third party.

Branch to launch report on Cuts effect to Voluntary Sector

By Garrett Mullan

Our branch organises and represents members in over one hundred employments in the voluntary sector from people working with homelessness, mental health and addiction to others servicing the community in general. The Boards & Voluntary Agencies branch commissioned renowned social research and policy analyst Brian Harvey to write a report analysis on the effects of the cuts in the last budget on the community & voluntary sector. This report will help IMPACT and organisations in the sector to advocate for ongoing support to the vital work being done at a community level to address a wide range of issues.