



Dear Branch,

We are writing to request your support in the campaign to protect Care staff employed by St Monica Trust, who have members in the Bristol and North Somerset Branches of UNISON.

Full details of the dispute can be found [here](#), but the summary of the issues are that some of our lowest paid, majority women, members who have worked tirelessly across 4 residential care homes throughout the pandemic are facing the following attacks:

- Cuts to their pay, in some cases totalling over £3500 a year.
- Cuts to their sickness absence entitlement
- Cuts to their contractual working hours.
- The explicit threat of fire and re-hire to any staff who do not agree to the changes

We are not recognised in this employer, and St Monica Trust have unfortunately refused to engage with us at any point since the proposals were issued in March 2022. We therefore have had no choice but to move to a formal industrial ballot, which closed on 30 May 2022. This delivered a resounding 82% 'Yes' vote for strike action. We have given notice to the employer of the following initial strike dates:

- Wednesday 29<sup>th</sup> June 7:30am for 24 hours
- Saturday 2<sup>nd</sup> July 7:30am for 24 hours
- Tuesday 5<sup>th</sup> July 7:30am for 24 hours
- Sunday 10<sup>th</sup> July 7:30am for 48 hours

We hope to do as much as we can to mitigate the financial losses that participating in industrial action would cause for these low paid front line workers.

We are therefore asking for donations from your union branch into the Hardship Funds of UNISON Bristol and North Somerset branches. This can be sent to us on the below details (the amount will be split proportionally between the two branches based on their St Monica membership)

If you wish to share actions for your members to take to support there is a petition that can be signed at [unsn.uk/stmonica](https://unsn.uk/stmonica) and a WhatsApp announcement chat to keep abreast of upcoming actions including picket lines and a public rally <https://chat.whatsapp.com/Klpxzifm4fZ8szZV1d1LM2>

Messages of solidarity can be sent to the branches at [Bristol.unison@bristolunison.co.uk](mailto:Bristol.unison@bristolunison.co.uk) and [unison@n-somerset.gov.uk](mailto:unison@n-somerset.gov.uk)

For donations please send to the following details with the reference SMT  
Account name: UNISON South West  
Account number: 49021079  
Sort Code: 60-83-01

In solidarity,

Tom Merchant  
Branch Secretary  
Bristol UNISON

Louise Branch  
Branch Secretary  
North Somerset UNISON