

National Executive Council Elections 2025: Nomination requests

<p>Andrea EGAN Bolton Local Government Branch Membership No. 1289161 Standing for: Local Govt Female Email: Eganaj52@icloud.com</p> 	<p>David JONES Wirral Branch Membership No. 8666296 Standing for: Local Govt General Email: wintersong@hotmail.com</p> 	<p>Jane DOOLAN Islington Branch Membership No. 1179349 Standing for: Local Govt Female Email: doolanjane57@gmail.com</p> 	<p>Jenny BLACK North Tyneside Branch Membership No. 3215133 Standing for: Local Govt General Email: jenny.black63@icloud.com</p> 
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Dear Branch Secretary,

We are writing to ask your branch to consider nominating us for the 2025 NEC elections:

- Andrea EGAN - Local Government Female Seat
- David JONES - Local Government General Seat
- Jane DOOLAN - Local Government Female Seat
- Jenny BLACK- Local Government General Seat

As a Branch you can nominate **two** candidates in the Female seats, and **two** candidates in the General seats.

UNISON is changing. In the last 3 ½ years, and with the adoption by NDC of our Organising to Win Strategy, we are becoming a union that is focused on an organising and campaigning approach that is delivering. We have seen record net growth of over 40,000 members in 2024, with 4,000 in new activists, and £millions won in pay rises for members.

However, there is still a lot more change that is required; it takes time to transform a union of our size. That is why we are asking you to nominate us and other Time for Real Change candidates for the National Executive Council. Now is not the time to turn back, now it's Time to Win!

About Us:

Andrea EGAN

I want to make a difference!

Active in UNISON—35 years, holding various branch positions over the years and now Branch Secretary of Bolton LG. I engage at every level of our UNISON structures.

I am proud to be a member of the country's largest trade union. With 1.3 million members, we need to use that collective strength to resist the cuts on a coordinated level. I want to be part of a strong leadership, one that inspires and gives confidence to members, a union that every member is proud to belong to.

Actions not words. Over the years, UNISON have failed to use the strength of our membership to achieve better pay rises, fight privatisation or protect jobs. The wishes of members are too often lost in bureaucracy, and we need to harness anger and make action happen; not set up meetings to discuss potential next steps!

As Branch Secretary of a large Local Government Branch, I know the day-to-day challenges faced by our members. I have not only risen to the challenge of supporting our members when attacked but have been instrumental in coordinating and participating in support of a range of issues and activities.

In my branch I am one of a team, we work tirelessly on retention and recruitment initiatives to maintain union density, however I believe strong density is member power. Members need confidence and a sense of power. I am in an organised, campaigning branch supporting and facilitating members to fight back, using the union as a collective voice in dealing with the challenges we face. I believe it is essential that we have the full involvement of members, activists and officials all working together.

My achievements:

- Organising and supporting our members across the Education Sector. I led UNISON's first ever strike against academisation.
- Organised social workers bringing them together to use their collective strength to push management back when faced with overbearing caseloads and undue stress in the workplace.
- Organised workers in the Connexion's services for 3 years in a row, to resist cuts to their services.
- Organised and facilitated Migrant Workers in my branch to become active, to have their voices heard and the courage to participate.
- I have been an active and strong advocate for women in the workplace and our community, fighting equality issues and discrimination by pushing for better policies and standing up for members who have faced unprecedented attacks

I have brought that attitude to my work on the NEC over the last 8 years.

David JONES

I have been the Wirral UNISON Branch Secretary since 2018. In that time I have overseen a revitalised branch that has developed new activists based on **an organising approach that delivers results for members**, including:

- The Real Living Wage for Care Workers
- A Homeworking Allowance
- Significantly enhanced Maternity, Menopause and Pregnancy Loss Policies
- Previously outsourced Day Services, returned to the Council
- Since 2018 no UNISON member in Schools or Council has been made compulsory redundant

This in a Council that continues to face significant financial challenges - **We can win!**

I have played a key role in these achievements;-and, the development of a strong, diverse team of Branch Officers and Stewards, under my leadership, has been crucial.

I was elected to the NEC for the first time in 2023. With the majority of the NEC that is focussed on embedding an organising strategy within UNISON I have been able to apply my skills and experience in assisting this progress – I hope to be able to continue to do so for the next two years.

A twin focus on Equalities and Organising will ensure we continue to grow as a union and meet the aspirations of all of our members.

Jane DOOLAN

I've been Branch Secretary of the Islington LG branch since 1999. Prior to that I held a number of positions within our branch, Chair, Vice Chair and Assistant Branch Secretary. I have also held a number of joint union positions over many years including Secretary of the local Joint Trade Union Committee and Vice Chair of staff side.

I have been on the NEC since 2017. I have seen many changes over the years including outsourcing of services and staff and thankfully insourcing of services. **I have fought for our members' rights every step of the way.**

Equalities is at the heart of everything I do and stand for, whether it's representing members individually, collectively or involvement with or leading campaigns both locally and nationally. Inclusivity is key!

I firmly believe in team work in not only supporting our members but officers, activists and our NEC colleagues to ensure that our members are at the centre of everything we do and achieve and hope to achieve in the future.

Jenny BLACK

I have worked in Local Government for over 38 years, building a career in Sports and Leisure Management.

My UNISON career started as the Branch Equality Officer with North Tyneside Local Gov Branch before getting the opportunity of full time release, originally as its Chair and then 3 years ago as its Secretary.

I also sit on the NJC and am a member of the NJC Executive Committee, taking forward your views and working with the team to fight for the best possible pay claim.

I am a past member of the Local Gov Service Group Executive and of the National LGBT+ Committee, where I spent the last two years as Co-chair.

I spearheaded UNISON's Trans Equality Campaign and was the lay member lead on the delivery of the Trans Ally Training. The roll out of this work culminated in over 6000 members being trained as allies, over 50 members as Ally Trainers and an increase of activists in the Trans Non-binary and Gender Diverse Network from 123 to 525 in two years.

I would like to contribute much more to our union and am ready for a fresh challenge, I believe standing to be one of your Local Gov Reps on the NEC is it. While it goes without saying that I care deeply about equality issues, I am passionate about changing our union, putting members back at its heart, building transparency and honesty so they can see how we work and feel free and confident to challenge how we do it, sadly this is something that is lacking in many parts of our union.

That is why I am standing as a Time for Real Change candidate, I want our union to be equitable, meeting the needs of all of our membership, I hope you will support me to do that.

What we stand for:

UNISON must be a member-led union- We believe this means that elected members should run our union, not appointed full-time officials. We want to work with all our paid officials, but it is members and their elected representatives who must be the real leaders.

We need to be an organising, not a servicing, union- We cannot solve all of our members' problems on a one-by-one basis. Members will always need individual support, but the focus should be on collective action. **UNISON must be a vibrant, democratic, fighting and organising union.**

Local Government Funding remains in crisis- The budget on October 30th thankfully did grant some much-needed additional funds but it does not come close to bridging the budget gap faced by all local Councils. This budget gap poses genuine risk for our members and the services we provide. We must campaign for genuine investment in our public services.

An extra £2.3billion was allocated to school's core funding, but this is earmarked for teachers. Once **again school support staff are being overlooked and undervalued.** The re-introduction of the School Support Staff Negotiating Body is a positive step; we must ensure school support staff have the framework to win a fair deal.

The announcement of the **Employment Rights Bill** is of course welcome, although it has been watered down from the pre-election pledges. We need to campaign to prevent further dilution, and where possible win improvements. Having recently gone through another NJC pay ballot where the clear decision of the members to fight for better pay, but the artificial turnout thresholds have prevented that fight, we know the importance of removing the 2016 Trade Union Act ballot restrictions.

The pay crisis – UNISON must end the scourge of low pay. UNISON has failed to adequately fight poverty pay, and years of below-inflation pay deals. But this is changing in local pay disputes, where real pay increases are being won. Now we need to deliver on national pay negotiations. We cannot simply approach pay negotiations the way that UNISON's leadership has done in the past.

We must continue to **support our members who want to take industrial action**, whether that be to defend jobs and terms and conditions, or to win fair pay deals. Resources must be there to support branches in the ballot process, ensure members receive the financial support needed when striking, and publicising our wins when they happen.

UNISON's finances – We need **full disclosure and transparency on how members' money is spent.** We must continue the review of UNISON's large property estate and where appropriate free up resources for organising.

We believe that UNISON should play a **positive but challenging role in the Labour Party and with the Labour Government.** UNISON resources and influence should be used to promote the removal of anti-trade union laws, public delivery of public services and a green new deal that tackles the climate emergency through the creation of green, well-paid, union jobs. We should promote UNISON policy on public funding and social welfare, not accepting austerity as inevitable.

Equalities in UNISON are central to our vision. We must do more to make equality a reality throughout UNISON, not just its NEC but at all tiers of our union, including within its staffing. We have many good policies but are too often too timid in promoting them.

Legal advice – We must **review UNISON's main legal services contract** and particularly the difficulties branch secretaries have accessing timely employment law advice.

End the punitive culture of disciplinary action and where investigations take far too long. We need a fair, consistent and robust complaints procedure across all parts of the union.

What has been achieved in the last 18 months

- Embedding the Organising to Win Strategy. Voted for overwhelmingly by conference, the NEC has driven this forward, despite reticence in some areas.
- Delivering a comprehensive Staffing review, with scrutiny of, and increased lay control over recruitment. This ensures that staffing resources are dedicated to members priorities like Organising to Win and legal support.

- The highest membership growth since UNISON was formed; a net increase of 40,000 members in 2024 alone.
- Our Presidents, Vice Presidents, and Chair of International Committee have ensured we are a visible presence on the platforms of demonstrations opposing the ongoing war on Palestine.
- Instrumental in, and advocates for, Year of LGBT+ Worker, following on from Year of Black Worker in 2023. This has led to many initiatives opposing discrimination and highlighting our work, including the roll out of Trans Ally Training.
- Proposed and strengthened the motions to NDC which was then passed by you, to include a £15ph minimum wage in our campaigns which is now TUC policy.
- £15/hr minimum wage implemented for all UNISON staff, leading by example.
- Additional Staff resources allocated to Caseweb, providing better experiences for branches.
- Establishment of a UNISON Black Staff Network, as part of our wider commitment to Equality, Diversity and Inclusion.
- Strike pay increased to £50 a day, and now payable from Day 1 of action.
- Banned gambling adverts in UNISON publications.
- Ensured contracts are in line with ethical values (including Liverpool Conference Centre).
- Oversight of Branch Support and Organising Fund rollout, putting extra resources into organising at a local level.
- £1 million Energy Support Fund.
- Overnight subsistence rates increased, to facilitate greater involvement of low paid activists.
- Commenced development of new Member Engagement Programme responding to demands that branches and activists need - the tools to organise members when campaigning or in ballot periods.
- Significant investment in digital project (part of Member Engagement Programme).
- Took the abortion rights motion to TUC Conference where it was passed.

We are confident that the ideas we support will build on the progress made over the last 3.5 years. We urge all UNISON branches to nominate those candidates who stand on a Time for Real Change Platform in these NEC elections. It's Time to Win!

In solidarity,

Andrea Egan, David Jones, Jane Doolan and Jenny Black

(Branches can contact us on the above email addresses)