



## PLEASE SUPPORT UNITE THE UNION NIHE WORKERS ON STRIKE

**Unite** the Union members at NIHE have been on strike for improved pay and conditions for over twenty weeks.

Our members are generally Electricians, Joiners and Plumbers so they are a skilled workforce who are paid to maintain the homes of thousands of NIHE residents across the country. Our members have shown to the NIHE that they are hardworking and dedicated over many years and key workers who are a real asset to the NIHE. Our members are also key workers who are an integral part of the communities in which they work.

### What are we asking for?

Our demands are very straightforward which include:

- An agreement of an additional two spinal points for **every worker** within the pay structure
- A cost of living one off payment of £1000 for **every worker**

Taking strike action is always a last resort for workers so none of our members wish to remain on strike but they have had no alternative but to continue to take this form of action. **Unite** representatives have continued in their efforts to engage positively with NIHE management representatives to seek agreement so that this dispute can be resolved and be brought to a satisfactory conclusion. However, the latest offer to workers, submitted on the 19th of December last year fell way short of meeting the expectations of our members. The offer was:



- A one increment increase to workers below spinal point 8 - **this would only benefit a minority of workers who are on strike**
- A one-off payment of £1,000 for those earning up to £32,000 and £500 to those on higher grades - **clearly this does not reflect the initial demand of £1000 for every worker**

Unsurprisingly, this offer was overwhelmingly rejected by **Unite** members as it does not benefit all workers. NIHE management representatives must surely consider just how much of an impact that the cost of living is having on our members and their families. These are dedicated, hardworking employees who are essential to the NIHE in terms of them continuing to support tenants as effectively as they can.

## NIHE TENANTS - ARE YOU BEING SHORT CHANGED BY THE NIHE?

Whilst **Unite** members are out on strike this effectively means that the homes of NIHE tenants are not being maintained despite tenants continuing to pay the same level of rent. As **Unite** NIHE workers, we fully appreciate that living in poorly maintained houses must be distressing and concerning as the state of some homes may be adversely affecting both the physical and mental wellbeing of some tenants. NIHE management have a direct duty of care to provide safe and comfortable housing that is properly maintained for their tenant's. This is why it is of great concern to us that management representatives do not appear to be in any hurry to bring this strike to an end.



Tenants should not be living in houses that need maintained and may pose a risk to health. The backlog in maintenance work is huge with the numbers being as follows:

- Nearly 200 social housing units in the affected areas lying empty, despite these requiring urgent work to be done as a result of a change to tenancy
- Over 4000 emergency repair jobs remain undone with over 9500 routine jobs also needing done.
- Those tenants who are disabled and who require essential adaptations carried out in their homes have simply not been getting this work done. Surely this is not sustainable and is wrong on many levels!

There is now a strong argument to suggest that NIHE tenants are being short changed by the NIHE as their homes have not been getting maintained to the required standard since this strike has been in place. **Unite** believes that it is now time for NIHE management representatives to realise that they are letting their valued tenant's down and should commit to engaging in meaningful dialogue with **Unite** representatives to bring this strike to an end.

**Please assist us in bringing this strike to a conclusion!**

**Unite** members want to get back to work and NIHE tenants need their homes to be properly maintained so we call on NIHE management representatives to do the right thing and make an offer which will ensure that our members get back to work to address the outstanding maintenance work that urgently needs done.

**We ask that you take the time to sign our online petition or please sign this when you meet one of our campaigners in your local community.**

This calls on NIHE management to seek a quick end to this dispute by making a more reasonable offer that will meet the expectations of workers and prove beneficial for **our houses, our homes and our workers!**

