



BOS

THE UNION FOR
BRITISH ORTHOPTISTS

Equitable - Respectful - Honest - Caring

THE ORTHOPTIC UNION

EVERY WORKER NEEDS A UNION

There has never been a more important time to join a trade union.

When a group of workers act and speak together, the employer has to listen. That's how unions make things better at work.

Unions protect jobs, stop people being treated unfairly, tackle racism and make workplaces safer.

WHY UNIONS ARE IMPORTANT

Many rights we enjoy are because of unions!

- **UNIONS NEGOTIATE BETTER TERMS AND CONDITIONS**
Features of working life should be discussed and agreed with employers and employees under the guidance of a trade union. Professional representatives of unions negotiate on behalf of employees.
- **HAVE SOMEONE ON YOUR SIDE WHEN YOU NEED THEM**
If you are a member of **BOSTU** then you always have union support when you need it.
- **BETTER JOB SECURITY**
Members of a trade union more likely to stay in their jobs longer - on average is five years more than non-union members.
- **UNIONS FIGHT FOR EQUAL OPPORTUNITIES IN THE WORKPLACE**
Unions always take a stand if there is discrimination leading to unequal pay or any other form of unfair treatment.

orthoptics.org.uk/union



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Trade union successes

In recent years, unions have campaigned for and won:

- a national minimum wage
- improved parental leave provisions
- equality legislation
- laws on reasonable working hours
- minimum holiday and sickness entitlements
- health and safety in the workplace
- pension provision

...as well as many thousands of local agreements on issues affecting workplaces.

TRADE UNION REPRESENTATIVES

BOSTU encourages members to get involved and become a local rep, not only is this good for the organisation but is excellent for personal and career development.

BOSTU provides online and face to face training for all reps.

As BOSTU is affiliated to the TUC our members have access to all TUC online training.

THE FACTS

What is a trade union?

A trade union is a group of working people who have joined together to achieve better pay and working conditions and a safer working environment.

Trade unions negotiate with employers on behalf of union members to agree wages, work rules, complaint procedures, rules governing hiring, firing and promotion of workers, benefits, workplace safety and other policies.

Who is in a trade union?

Anyone can and should join a trade union – there are nearly seven million union members in the UK, doing all sorts of jobs. They include nurses, school meals staff, hospital cleaners, actors, professional footballers, shop assistants, teaching assistants, bus drivers, engineers, social workers, and apprentices.

BOSTU is the only union in the UK working exclusively on behalf of the orthoptic workforce.

Why join a trade union?

Members benefit from the strength and security that comes from people working together to tackle problems.

Unions also campaign and lobby to persuade the public or government of their point of view.

How do trade unions work?

Union members agree a common aim of what they want to achieve. This might be about pay or bullying at work or challenging unfairness, for example. Representatives from the union gather evidence about the issue and present it to their employer. They discuss the matter with the employer to reach an agreement. If the employer refuses to reach an agreement, union members can broaden their campaign to win wider support in the workplace.

Trade unions also provide legal representation for workers, for example to win compensation in the event of an accident or injury at work. You can think of trade unions as your insurance policy for work.

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