

WHAT CAN THE NUJ DO FOR YOU IN PUBLISHING?

The NUJ is the union for you if you work in publishing. We offer expert, independent advice on often-tricky employment matters. Having union support means you always have someone on your side.

If you are a member of the NUJ, the union can represent you if you face redundancy or a disciplinary hearing. You can also take personal work problems, such as bullying, to your rep or a union official who can advise you or take up your case.

The NUJ exists to provide you and your colleagues with a source of support and advice at work. We campaign within the media industry for fairness and equality.

www.nuj.org.uk/join

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Find out more about the NUJ by emailing **mbprc@nuj.org.uk** or **nujbookbranch@gmail.com**. You can follow the NUJ Book Branch Facebook group for news of social events and other updates
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NUJ
NATIONAL UNION
OF
JOURNALISTS

www.nuj.org.uk

How can I join and how much does it cost?

If you work in editorial, design, production, marketing/publicity, rights or press/PR & comms, you can join the NUJ online at www.nuj.org.uk/join. Our subs are salary-related and start at £15 a month. If you work in other areas, you are eligible to join Unite; the two unions work closely across the publishing industry. www.unitetheunion.org/growing-our-union/joinunite/

What if I'm freelance?

The NUJ has hundreds of members working freelance in publishing. The NUJ can help you with a range of issues including effectively chasing late payment.

How can the NUJ help address the gender pay gap?

When gender pay gap reporting started, there was a flurry of activity in the industry with many announcing ways to tackle the issue. Yet the reality is that few companies have seen any improvement in their pay gap figures at all. The NUJ can advise you and your colleagues how to make a real change in your workplace, as well as supporting individual members who may be suffering pay discrimination.

What else is the NUJ tackling?

The NUJ is campaigning on: increased diversity and inclusion; low

pay and lack of wage transparency; abuse of internships; tackling sexual harassment; health and safety in the workplace; flexible working and parental leave.

What is union recognition?

When there are enough members in a workplace, they can use their collective voice and apply for union recognition so the union can negotiate with management. The management and employees work together and give members a say in issues such as diversity, flexible working, training, parental leave and a safe and pleasant work environment.

- At PRH this year the chapel negotiated a minimum of 2.5% pay rise and the introduction of equal parental leave for all.
- At LexisNexis the chapel negotiated changes to the pension scheme and the employer paid for members' independent financial advice.
- At Pluto the chapel won improvements to maternity leave and pay.
- At Usborne the chapel won a 3.2% pay rise.
- Even in workplaces without recognition, the NUJ works with members every day to help resolve their problems. If the worst happens and your employer breaks the law, the union may be able to provide legal advice and help with your case.

