

# REAL SAY BETTER PAY

## Achieving NUJ recognition at PA Media

### Previous action

For several years, editorial staff at PA Media have campaigned to achieve collective power at the company. In January, the Central Arbitration Committee (the independent body responsible for determining union recognition) recognised there is likely to be majority support among PA editorial staff for NUJ recognition.

### What is recognition?

Recognition allows for NUJ members in a workplace to negotiate in an organised way with management on core issues including pay. Achieving recognition is central to the NUJ's ability to achieve improved terms and conditions for editorial staff.

### Next steps

PA management must now engage with NUJ members to try and agree the formation of a bargaining unit (BU). A bargaining unit refers to the group of workers the NUJ is trying to negotiate on behalf of.

Once there is agreement on the BU, likely to be approximately 300 editorial staff, there will be a re-assessment of how many NUJ members are within the unit.

If that is more than 50%, the NUJ will achieve automatic recognition and the establishment of the BU. This would be a huge victory for PA union members!

## 50% off NUJ membership for 6 months

Eligible to all new members at PA who join by mid-April 2024. Majority union membership (over 50%) is the simplest and quickest way to show the CAC that editorial staff want the union to be recognised.

Every NUJ member can help by recruiting colleagues and encouraging them to join as soon as possible.

You are legally entitled to join a union and this is confidential, so your boss need not know and you have no obligation to disclose membership if you don't want to.

Internal staff forums have a place but ultimately decision-making still lies in the hands of senior management. Union recognition means all editorial workers covered by the NUJ agreement can choose to participate equally and vote in determining the way forward, backed by an independent union with access to expertise, experience and legal advice.





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[www.nuj.org.uk/resource/realsaybetterpay](http://www.nuj.org.uk/resource/realsaybetterpay)

## What if we do not get 50% or more staff in the NUJ?

The CAC will decide whether to call a secret ballot of eligible staff. To win the vote, 40% of eligible staff must take part and vote in favour and there must be an overall majority vote in favour too. The simplest way to show your support is to join the union.

## Persuading colleagues to join

Unprecedented pay rises of 6% in the past two years were achieved in part thanks to hard work of the PA chapel. We want to build on wins in a structured way to address pay disparities, issues on low pay, pay transparency and workforce wellbeing.

Achieving union recognition is a critical step to tackling these issues and ensuring your voice is heard.

Recognition will be a major boost for all staff at PA, whether they are within the BU or not. This is because collective bargaining benefits everyone.

Joining the NUJ is the best way to ensure your views on pay and conditions at PA are captured, informing NUJ negotiations with the company.

We are more united, determined, and motivated than ever. We believe that PA is an outlier among media organisations in not recognising the NUJ. With everyone working together, we can make it happen.

## PA management position

Management is putting a huge amount of effort into opposing our request to have a voice through union recognition. This is really disappointing as union membership and organisation is very normal in our sector. However it is not a unusual move – sadly many employers are initially hostile and put in effort and resources to thwarting workers trying to organise collectively.

There is really nothing to be feared from PA's own editorial staff simply wanting to have a collective voice at work and the NUJ at PA and centrally will continue to work constructively on behalf of our members.

