

The logo for GMB Union, featuring the letters 'GMB' in white on an orange square background, with the word 'UNION' in white on a black rectangular background below it.

GMB

UNION

GMB PREGNANCY LOSS CHARTER – REPS' AND MEMBERS' GUIDE

The GMB Pregnancy Loss Charter has been developed to help GMB reps and organisers negotiate on this issue in workplaces. The Charter is provided via the GMB website as an editable document for you to customise to be most relevant for your workplace. GMB organises in every size and kind of workplace, so select what is useful for your context from this guide and from the Charter.

Steps to getting your employer to agree to the GMB Pregnancy Loss Charter

1. Are you a GMB member, rep or branch committee member?

- If you're a GMB member who isn't yet a rep or part of a branch committee, contact your GMB branch or GMB organiser telling them this issue matters to you and you want to work together to get the Charter signed by your employer. You can discuss next steps with them.
- If you're already a rep and involved in your branch, you may already be familiar with the routes to influencing your employer – but speak to your branch secretary or full-time organiser for support.

2. Work out who to talk to: workers

- Speaking to members and non-members is important.

- This can be a very sensitive and emotional topic, so it may not be best suited to a classic GMB campaign. Make sure your communications with members are careful as this is a sensitive area, but let them know that you know this topic is important.
- Focus on finding out what members (and non-members) want the employer to improve.
- If there are other unions in your workplace representing different groups of staff, think about getting them on board now.

3. Work out who to talk to: employer

- Who do you need to influence at your employer? Is it HR, a management board, a headteacher or a CEO? Are there staff equality networks you should speak to?
- The GMB branch may have an established structure to negotiate with the employer, like a Joint Negotiating Committee or Partnership Forum. Negotiating the Charter may be as simple as putting it on a meeting agenda – but if you think you'll face more of a struggle, think about which individuals to speak to and how to get them on side first.
- Are there any other employers on site – e.g. of outsourced workers? Think about approaching them too.
- If you work for a smaller employer where you have local pay and conditions bargaining, you could include the Charter in an annual pay claim.

4. Decide what you want to achieve – and by when

- Use the template Charter to establish which aims you want to get agreed in your workplace. Some parts of the Charter

will be more achievable for bigger employers; some for smaller.

- Check what policies already exist – your employer may have signed up to another pregnancy loss pledge, but you could push them to go further.
- Set yourself a deadline for contacting your employer and an aim for when you want them to sign by. You could aim to coincide with Baby Loss Awareness Week in October – <https://babyloss-awareness.org/>.

5. Approach your employer

- Now you know what you want and how to get it, it's time to put your request to your employer in the way you've identified.
- If your employer doesn't see the value in this policy right away, think about ways members can influence them. Being mindful this is a sensitive topic, you could write an open letter or do a carefully written survey asking for support from your members to bring to the employer.
- By showing the employer that the policy is needed and employees agree with you, you'll have a better chance of success.
- Don't wait for the employer to respond: set yourself reminders to keep contacting them until they agree to adopt the Charter.
- Hopefully, you'll reach agreement. But don't stop then! Make sure the employer properly communicates what they have agreed – to all managers and to all staff, and with training scheduled to take place.

6. Promote your success

- Make sure your branch GMB members (and non-members) know what you've achieved. You could use a poster, all-member email, intranet or social media post like the template below.
- Workers need to know about the new Charter and what they are entitled to.
- They also need to know that their GMB branch is fighting for them, and that this is a success they can use to talk about the union to their colleagues who aren't yet members.

GMB Branch Success: Pregnancy Loss

Your GMB Branch recently negotiated with our employer to improve work arrangements and time off for people who've experienced pregnancy loss.

You can find the new pregnancy loss charter/policy on the intranet: www.employername.org/

Get in touch to let us know what you want to campaign on next - email us on: branchcontact@....com or talk to you local Rep

Not yet a member? Go to: www.gmb.org.uk/join-gmb to join us



Finally - reflect on what you learnt and set your next campaign aim!

For questions or to share success, email - equalityinclusion@gmb.org.uk



Join GMB Union now
www.gmb.org.uk/join