

Unite the Union

Your Union in the Pub Industry

[www.uniteunion.com](http://www.uniteunion.com)



# A MANIFESTO for the Pub Industry

## Licencees Unite

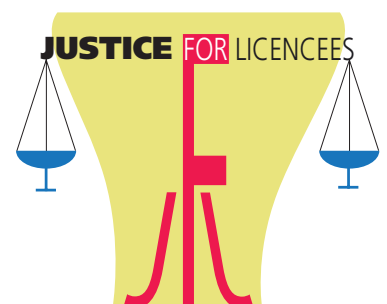
Licencees Unite, the biggest Union in the Pub sector representing around 10,000 licensees, is itself part of Unite, Britain's biggest Union which also represents a further 35,000 members in breweries and beer delivery. It was formed following the merger with Unite of the National Association of Licensed House Managers (NALHM) several years ago.

Licencees Unite and NALHM have a long history of representing licensees in the UK, including tenants, pub managers and all personal licence holders, as well as restaurant and club managers and its members are active in all areas of the industry. As well as directly representing licensees, it also campaigns on all issues relating to the industry, and gives significant financial support to organisations such as the Licensed Trade Charity and the recently launched Pubwatch, campaigning for protection from violence for all workers in the pub industry.

## Justice for Licensees (JFL)

JFL is a campaigning organisation formed in 2007 to protect the interests of both tenants and customers. It launched the Save the Great British Pub campaign in 2008 and now has more than 340,000 supporters signed up to the campaign, with the main principles to seek fairness for licensees and customers and ensure that the pub, essential for sustainable communities, is not allowed to disappear as a result of the greed of the major PubCos.

Licencees Unite and JFL are working together to campaign for the very best conditions for all within the industry, and have developed the following Manifesto for the Pub Industry that sets out their key objectives for all licensees whether tenants or managers. We both believe that a well run pub is essential to provide a focus for responsible drinking in communities and is an invaluable centre for social activity. It is also clear that unless urgent action is taken to ensure that all licensees can make a decent living working under reasonable terms and conditions, pubs will continue to close and we will lose them from our communities forever.



# MANIFESTO FOR THE PUB INDUSTRY:

## Pub Lessees/Tenants

- Substantial reform of the tie on beer and bottled beer
  - To ensure fairer prices both for Licensees and for consumers
  - To give freedom to sell guest beer(s) of Licensee's choice free from the tie – we recommend two guest ales and one guest lager
- Abolition of the tie on all other elements – wines and spirits, minerals, cigarettes, etc
- Abolition of the tie on AWP machines
- A review of all rents to ensure fairness across the board and
- Introduction of a Commercial Rents register to aid with comparables
- Creation of a genuinely independent Dispute Resolution Service to deal with all disputes between licensees and their PubCo, together with the establishment of a separate Rental Dispute Resolution Service
- A review of the regulations on smoking shelters
- Independent review of the beer tax

## Pub Managers

- Minimum standards of working conditions for all managers
  - Maximum working week of 48 hours
  - Minimum of 25 days annual leave plus 8 additional days for statutory holidays
  - Full legal support on all employment issues relating to bar and other staff
  - Full consultation to review how safely of all staff can be improved with particular focus on violence at work
  - Union recognition and rights to collective bargaining with all employers in the industry.

## Off trade

- A commitment to socially responsible alcohol retailing by all supermarkets and a Government review of the practice of using beer as a loss leader at substantial and unrealistic discounts

For details on how to join Unite please visit our website shown below or contact **Jennie Formby**, National Secretary on 020 7611 2614 / email: [jennie.formby@unitetheunion.com](mailto:jennie.formby@unitetheunion.com)  
Or, contact **David Hall**, National Chair, Licensees Unite – email: [david.hall@unitetheunion.com](mailto:david.hall@unitetheunion.com)

Alternatively, you can send your details by post ATO: Jennie Formby, Unite the Union, FREEPOST, London WC1 8BR.

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