



DON'T SIGN FIRST TIME!

In the last Newsletter we told you about the likely course of events in the lead up to the implementation of Pay Modernisation.

As a follow up to this we thought it would be useful to say a bit more about the reasons why we would advise you NOT TO SIGN THE FIRST OFFER YOU ARE MADE.

This offer will be known as

Voluntary Sign Up Letter and will be issued prior to any move to impose Pay Modernisation changes on you.

The letter will encourage you to volunteer to give up your current terms and conditions and to sign and agree to move on to The New Pay Modernisation terms and conditions.

SEE OVER FOR FULL DETAILS AND MORE ADVICE



Lead negotiator **KEVIN DUGUID** updates on the last eight weeks of negotiations.

- Extension won to 90 day consultation
- No imposition in April
- Weekly meetings with Council
- Unions make new proposals
- Appeals procedure negotiated
- Projects under way in campaign against losses
- Members will be consulted

PAY MODERNISATION UPDATE

UNISON and Unite have won agreement with the Council to extend the 90 day consultation period which is likely to take us up to June 2010. We are continuing to meet the Council on a weekly basis.

Since the first 90 day formal consultation period started we have held at least weekly meetings with the Council's negotiating team to explore any opportunities for movement in what is currently on the table.

By and large the meetings have been reasonably positive with the trade union side putting forward what we believe to be some very constructive and well thought out proposals on Annual Leave, Working Time Payments, Contribution Based Pay, to name but three. All of these are being costed by the council and are under consideration at this stage.

Unfortunately due to the sensitivity

CATCH UP: In December, the Council issued a 90 day 'Formal Consultation Notice' seeking to reach a negotiated settlement on proposals rejected by the unions. If we can't agree and they decide to impose, they need to give another 90 days notice.

around these discussions we can't give you the details at this stage but needless to say when any firm proposal or offer comes back to us you will be consulted on it.

There are also a number of "Future State" or review projects under way, looking at how we can limit or eradicate any losses in areas right across the Council including Residential Care, Street Cleaning, Social Care, Gravediggers, Gardeners and more.

UNISON is heavily involved in pushing the agenda for all workers

Continued over...

stop the cuts **PUBLIC WORKS:**

You are NOT part of the problem - you are part of the solution!!

March & Rally against the Cuts

10 April 2010. 09.30 am.

Assemble - University

Avenue, Glasgow

Contact the Branch Office on 220 5655 for details of transport

For any breaking news and updates, check our website at...

www.unison-edinburgh.org.uk

WHY YOU SHOULDN'T SIGN FIRST TIME



1) Problems: UNISON believes that there are problems in the new pay system including detrimental changes to your existing terms and conditions. For that reason we cannot recommend that you abandon your current contract on a voluntary basis. You will NOT lose your job but you **MUST SIGN THE SECOND OFFER** you are made.

2) Legal Rights: By *not* volunteering to give up your current contract you will retain any rights you may have to pursue a legal case against the Council even after you have signed the second offer.

UNISON will offer legal assistance where we can. However, the usual rules apply to all requests for help and we will not pursue hopeless cases.

3) Strengthen negotiations: Not signing the first offer voluntarily may help to strengthen the negotiating position for the trade unions by demonstrating the level of opposition to the proposals.

4) No break in service: Where staff refuse to change on a voluntary basis the old contracts will be terminated to implement new terms and conditions.

It is the contract that is coming

6) Not signing the first offer voluntarily may help to strengthen the negotiating position for the trade unions by demonstrating the level of opposition to the proposals.

to an end. Your job will remain, as will your employment rights, and it will NOT be regarded as a break in service.

Therefore your accrued leave entitlement, pension etc will all be unaffected.

5) Same deal: At a consultation meeting on 16 December 2009 the Council representatives said that the same deal would be available in the first and second offers. So there will be no detriment in waiting for the second offer.

We will give you updated advice as any situation develops or the offer changes but as at this moment in time **DON'T SIGN FIRST TIME.**

PAY MODERNISATION UPDATE

From page 1

whether they be male or female, manual workers or APT&C.

Appeals procedure

We also have negotiated a robust Job Evaluation Appeals Procedure which will see the trade unions having an equal number of seats on the Appeals Panel as the Council

We continue to work to refine the procedure to make it as simple and straightforward to use as it can be.

We hope this has given you a flavour of the work that is being done and reassured you that the Council is not about to impose changes in April and we will continue to update you as and when there is any concrete movement on the current position.

our City's NOT for sale

PUBLIC WORKS:

KEEP EDINBURGH PUBLIC!

Why not join us in UNISON?
phone UNISON Direct 0845 355 0845 (Mon-Fri 9am-midnight, Sat 9-4)
or Edinburgh UNISON Branch Office (office hours) 0131 223 2665
or visit www.unison-edinburgh.org.uk

UNISON
City of Edinburgh

Look out for special bulletins as UNISON launches its campaign against outsourcing and privatising Edinburgh's jobs and services
www.unison-edinburgh.org.uk/citynotforsale

UNISON
City of Edinburgh
Local Government & Related Sectors

It's easy to join UNISON, Scotland's biggest and best public service union

- representation in grievances, gradings, disciplinaries, health & safety
- health & safety protection • speaking up for you at work
- free legal help on work issues and free or cheaper advice on many others
- mortgage discounts • free legal helpline • free advice line (evenings too)
- Discount car breakdown cover • holiday and insurance deals and much more

**Call 220 5655
or 0845 355 0845
or visit
www.unison-edinburgh.org.uk**