

# Use your vote for fair pay

**PAY  
BALLOT  
SPECIAL**

**UNISON Scotland has launched an industrial action ballot on this year's pay claim running from 9 to 29 September 2014.**

The ballot asks members whether they are prepared to take strike action to force the employers to respect the joint negotiating machinery and return to the negotiating table.

The Scottish Employers have imposed a pay award of 1% from 1 April 2014.

And they have refused to negotiate on UNISON's claim for this period which was:

- An additional £1 per hour for all staff conditioned to the Scottish Joint Council scheme.
- Consolidation of the Living Wage
- Deletion of spinal column points below the level of the Living Wage



**Our members deserve nothing less than fair pay and it is an insult to impose one per cent'**

This action by the employers is unacceptable and shows a blatant disregard for the agreed bargaining structures and threatens the future of

nationally agreed pay awards.

Branch Secretary, Amanda Kerr, said "Over the last few years we have witnessed a drop in real terms to our wages while the cost of living has increased significantly.

"Our members, who work tirelessly providing vital public services across Edinburgh deserve nothing less than fair pay and it is a complete insult to impose one per cent.

"We also want to get back to proper negotiations and the agreed bargaining machinery."

**See over for more reasons to vote for fair pay**



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# How did we get here?



*Branch president John Stevenson explains the background.*

UNISON members are angry that their pay is being eroded, that local government is taking the brunt of the cuts, that the employers imposed a below inflation pay increase and that they will not come to the negotiating table to discuss a way forward.

Following the narrowest of ballot votes (49.78% for action and 50.22% against) UNISON members accepted the 1% one-year offer for 2013 in good faith.

However, the employers

(CoSLA) imposed 1% for 2013 and 2014 as well. The other unions accepted this deal outwith the bargaining structures.

The employers are refusing to discuss pay with UNISON for 2014, showing a blatant disregard for the agreed bargaining structures and threatening the future of nationally agreed pay awards.

**No matter what the referendum result, CoSLA and the Scottish Government will still be the same this year.**

**We need to stand up for fair pay now!**

## WHAT'S NOT FAIR?

- Value of our pay down 16% - an average £2,000 worse off in real terms since 2010
- Prices up almost 17% since 2009
- Local govt the poor relations of public sector.
- Pay freeze has not and will not save jobs
- Long term problem affecting our pensions
- The richest getting massively richer while we struggle
- 6 in 10 children in poverty have at least one parent working

## What type of action will be taken?

All options are being considered, including action involving all members and forms of selective action. All branches will be involved in determining the type of action to take.

## ESSENTIAL COVER IF YOU WORK IN PUBLIC SERVICES JOIN UNISON NOW

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## FAIR PAY FACTS

**FACT: Local economies need a boost. Workers will spend most of their Fair Pay and Living Wage in their own communities - so it would be good for the local economy.**

**FACT: Councils can afford it. In recent years councils have saved around £860m by reducing staff costs.**

**It's time for the employers to come clean and pay up. They can afford it and council workers deserve it.**

**FACT: Workers deserve it. Council staff have contributed hundreds of millions of pounds in efficiency savings.**

**We are over-stretched as more than 39,300 local government jobs have been lost since 2008. This puts pressure on everyone and increases stress levels. Yet we continue to provide quality public services. We have earned a decent pay rise.**

## USE YOUR VOTE Vote YES to FAIR PAY

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