

Pay Ballot NOW OPEN

**VOTE YES
FOR
STRIKE ACTION** 



LOCAL GOVERNMENT PAY BALLOT- 1st to 22nd September (10am)

UNISON Scotland's Local government members overwhelmingly rejected the pay offer during the recent ballot, and we have now moved to a targeted ballot and targeted action by selected groups of staff.

The targeted groups are members working in schools such as cleaning, catering and janitorial and in waste and recycling services.

In Edinburgh we have over 300 staff targeted for action.

The ballot closes on Wednesday 22 September, so get your ballot in the

post as soon as possible. Tom Consbranch Secretary said "COSLA, the umbrella body representing council employers, had previously offered staff earning less than £25,000 a flat rate rise of £800. Last week COSLA came back with a revised offer of £850 – an improvement of a whole 97p a week. That will get careful shoppers an extra tin of soup a week. Local government workers have been absolutely vital in keeping society functioning through the pandemic. They deserve better"

Please use your vote as its essential to reach the 50% turnout required to comply with restrictive union ballot laws.

As a reminder the revised offer is

- Flat rate payment of £850 for all employees earning up to £25,000;
- 2% uplift for those earning £25,000 to £40,000; and
- 1% rise for those earning up to £80,000 with a cap of £800

COP26 - GLASGOW

UNISON is mobilising for COP26 in Glasgow. Two of the big events in Glasgow you need to look out for are:

**Friday 5 November –
Global Youth Climate
strike**

**Saturday 6 November –
Massive rally in Glasgow** as part of the International day of Global action . There will be a trade union section of the march and we will announce details of transport soon.

**Friday for Future
Scotland (Youth Climate
strikes)**

Founded by Greta Thunberg, Friday for Future (Scotland) will be holding climate protests worldwide on **Friday 24 September** including one in Edinburgh.

Please join them and look out for the UNISON banners as part of UNISON Green week.



SCOTTISH PARLIAMENT

JOIN UNISON NOW

<https://unison-edinburgh.org.uk/join-us/>

The fight for a Public Care Service - New demo date

Hopefully you will have seen on the news and in the papers UNISON fighting back against the closure of five council care homes and ending the provision of council residential care homes, leaving it all to the private and third sector.

The Edinburgh Integrated Joint board (IJB) who are proposing the closures are now meeting on Tuesday 28 September and UNISON are organising a demo outside the City Chambers to save our care home service.

It is now clear that Drumbrae

Care home is closing as part of a cost cutting property deal.

The unelected IJB are enabling



the NHS to close Liberton Hospital and also get out of an

“expensive” PPI contract , created by the NHS at Ferryfield, by taking over a council run care home at Drumbrae.

The unelected IJB are ending council run residential care homes and slashing the remaining beds for nursing homes from 378 beds to just 180.

We need a public care home service, it cant just be left to the private and third sector.

Please join the demo on the 28th. It is clear that keeping the NHS run

Ferryfield home saves Drumbrae`s residents and staff.

Flexi Time / Flexible working / return to offices

The reintroduction of flexi time has taken much longer than expected and is now caught up with future ways of working, such as working from home. We are continuing to push for a quicker introduction of flexi working for the staff who previously had access to flexi-time, while we explore ways that it can be expanded to those who have a more rigid working pattern such as shifts.

Your managers are currently going through the future work and working flexibly training in August and September.

The Council are rightly taking

a cautious approach to the return to offices and don't have the capacity of a full return, imagine the result from 2500 staff returning to Waverley Court.

Only staff who provide community facing services to support the most vulnerable will return to office soon, the remainder will continue to work from home.

There will be some pilots starting to see how sections can balance working from home and coming in to the office, can the work be done from home, are we just coming

in to the office to do what we can do at home, could coming in to the office be for training, mentoring, development, staff meetings etc.

Staff surveys have shown that almost all staff want work to remain flexible with most wanting only to go to the office 2 days a week or less. For some this will not be possible or desired and we will ensure your needs are taken into account. For those with more rigid work patterns we will continue to explore improvements to your working life.

Join us in UNISON 0131 558 7488 or www.unison-edinburgh.org.uk

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