

PAY BALLOT UPDATE

The UNISON ballot is still open and will close on the 29th November 2021. The recommendation from UNISON Scotland is to accept, please vote now.

Just to make you aware that the other two trade union ballots have now closed (GMB and Unite) and they have both accepted the offer.

What is the latest offer?

Main points:

- An increase in the Scottish Local Government Living Wage

(SLGLW) hourly rate to £9.78.

- An £850 flat rate increase for those earning less than £25,000 annually (4.72% - 3.43% depending on starting salary). Note this covers national Spinal Column Points 2-40 and is calculated on a nominal 37 hour working week.
- A 2% increase for those earning between £25,000 and £40,000 annually
- A 1% increase for those earning between £40,000 and £80,000 annually
- A £800 flat rate increase for those

earning more than £80,000 annually

- A back dating of the implementation date of the pay award and the increase in the SLGLW to 1 January 2021. To be clear this takes the value of the flat rate increase from £850 to approximately £1,062 in the year 1 April 2021 – 31 March 2022. While it is acknowledged that the backdating element of the increase is nonrecurring it equates to a 5.89% increase in the year for those earning at the current SLGLW rate.

Q&A on Ballot

Other TU's are recommending rejection of the offer - why are UNISON recommending acceptance?

This is simply not true. Unite have recommended acceptance. GMB put the offer out to consultation without a recommendation but have informed members it is the best that can be achieved by negotiation.

Why are GMB members in Glasgow getting a higher offer than members employed elsewhere?

Again, this is not the case. GMB members in Glasgow have raised a number of local issues with Glasgow City Council - there are not, and will not be any, local revisions to the pay offer. SJC pay is negotiated nationally by the joint trade unions - no discussions on SJC pay will take place without UNISON being in the room.

I work in social care and you have just asked me to sign a petition calling for a £2k loyalty bonus and a £2k welcome bonus. If this is what the union is asking for why are you also advising me to vote to accept this offer from COSLA which is for a lower amount?

The 'asks' outlined in the social care petition are for members working in social care in the third and private sector and are unrelated to the pay negotiations for social care members employed by local authorities.

I received an e-mail from UNISON nationally telling me to vote to take industrial action on local government pay - why are you telling me to accept this offer?

There are multiple ballots taking place across the union at the same time right now. The recent e-mail issued by UNISON head office related to NJC pay - that is for members employed by local authorities in England, Wales and Northern Ireland. It does not apply to members in Scotland.

The e-mail you have received from our Scottish Head of Local Government and Local Government Chair re the SJC ballot is what we are asking you to vote on, with the Committee's recommendation to accept.

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

P&P by UNISON City of Edinburgh Branch, Broadside, 2 Powderhall Road, Edinburgh EH7 4GB ~ 0131 558 7488

I haven't received my vote - where is it?

If you have not received an e-mail with your voting link please, in the first instance, check your junk/spam folders. If it is not there and you still have not received it by the end of this week please call 0800 0857857 or log in to MyUnison (<https://www.unison.org.uk/my-unison/>) to check that the details we hold for you are up to date.

I don't have an e-mail address on your system/my e-mail address has recently changed - how do I get a vote?

As long as your membership records are updated BEFORE 22nd November 2021 you will receive an e-mail with your voting link. To update your details call 0800 0857857 or log in to MyUnison at <https://www.unison.org.uk/my-unison/>

The system doesn't allow me to vote to reject!

It does. The option is to select "vote here" on your e-mail and scroll to the bottom of the ballot page where the voting options are located.

The system is telling me that I have already voted when I haven't - how can I cast my vote?

This is a safety feature to help prevent duplicate voting. We suspect what is happening is that the member has clicked on the link and closed it before voting and the system is then blocking the IP address. Members should clear their cookies and try the link again. It should then work.

To clear cookies check online for advice on the specific device the member is using or for the following steps may assist: On your computer, open Chrome. At the top right, click 'More'. Click 'More tools'. Clear browsing data. At the top, choose a time range. To delete everything, select 'All time'. Next to "Cookies and other site data" and "Cached images and files," check the boxes. Click Clear data.

I have clicked on the ballot link, but the page is not loading - how can I vote?

The ballot link is currently experiencing a lot of web traffic and is having difficulty loading for some. It has been brought to our attention and we have raised the issue with customer support. Please try it again later - you have until midday on the 29th November to cast your vote.

I accidentally voted to accept (or reject) when I meant to reject (or accept) - can I change my vote?

No. Members should read the e-mail and ballot link they receive carefully before casting their vote. The vote is anonymous, and the system quite rightly does not allow us to make changes to it.

**Encourage your colleagues to join UNISON now**

- call branch office on: 0131 558 7488 or
- email:
branchoffice@unison-edinburgh.org.uk or
- via branch web:
<https://unison-edinburgh.org.uk/join-us/>