



FREQUENTLY ASKED QUESTIONS

1 Why am I being balloted?

Your pay is worth far less now than ten years ago after years of pay restraint and inflation. Local government workers are seeing their living standards squeezed as the prices of food, gas and electricity, travel, food and childcare continue to rise. But while inflation indexes show how costs are rising, the impact on individual households is often worse. This can not continue.

The employers have made their final offer in respect of pay for 2017/18:

- Employees earning less than £35,000 a £350* increase (*pro rata based on 37 hours)
- Employees earning more than £35,000 a 1 per cent increase.
- Scottish Local Government Living Wage is the minimum pay for all pay and allowances including additional hours, contractual overtime and other allowances. It will be pensionable.

2 What was our claim for 2017/18?

Our claim was:

- 1) A settlement which runs for the period April 1, 2017, to March 31, 2018;
- 2) A flat rate payment of £1000 for all employees;
- 3) The continued uprating of the Scottish Local Government Living Wage, and;
- 4) The development of a future pay strategy that seeks to identify and redress the imbalance caused by previous pay awards below the rate of inflation.

3 How do I vote?

This is an online consultative ballot. You can vote securely at: unison.org.uk/lgscot17. UNISON will also email the link to all members we have an email address for.

4 Am I being asked to take strike action?

NO. This is a consultative ballot to seek your views on the employers' final offer. This is a first step before a formal ballot is held.

Even though this is a consultative ballot, it is very important you vote. Due to the Government's new Trade Union Act, it is now a requirement that 50% of members respond in a formal ballot before industrial action can be held. If this consultative ballot delivers a strong positive vote, we will then be in a position to move to a formal industrial action ballot.

5 Will there be a recommendation on how to vote?

Yes. UNISON Scotland is recommending that you vote to REJECT the offer and go to an industrial action ballot if the offer is not significantly improved.

Consultative ballot open 17 MARCH - 7 APRIL 2017

FAIR PAY FOR LOCAL GOVERNMENT WORKERS



REJECT employers offer Fight for FAIR PAY

6 What happens if I vote to reject?

If you reject the offer you should be prepared to take a programme of significant industrial action in a future industrial action ballot to try and force the employers to improve the offer.

7 How long will the ballot run for?

The ballot opens on 17th March and closes at 12 noon on 7th April.

8 Who is being balloted?

Only current members conditioned to the SJC Terms and Conditions of Employment are entitled to vote. If you have any doubts contact your branch steward. Retired members and student members are not included in the ballot.

9 Can new joiners vote?

Yes, if the member is covered by the ballot.

10 If members join online can they vote?

Yes, if the member is covered by the ballot.

11 Why is it important that I vote?

Every vote is vital. While this is a consultative ballot and not governed by the Trade Union Act, it is imperative we achieve a return close to 50% if we are to confidently pursue a formal industrial action ballot.

12 How do I find out more?

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13 How can I find out more?

Your branch will be consulting with you directly either through workplace meetings, stewards' meetings or newsletters and you will have the chance to raise your questions. The branch will also have full details of how to access the ballot. Other information will also be available on the UNISON Scotland website, Facebook and Twitter.

Home carer

£19,900 WITH INFLATION
 £18,000 WITH INFLATION
 £17,000 WITH INFLATION
£16,900 WITH INFLATION
ACTUAL PAY

Early years worker

£24,100 WITH INFLATION
 £22,000 WITH INFLATION
 £21,000 WITH INFLATION
£20,400 WITH INFLATION
ACTUAL PAY