

# **Cornerstone – Action Required**

## **UNISON PAY UPDATE**

January 2019

### **UNISON Prepares for Legal Action on Pay**

UNISON continues the fight for a decent, fair and affordable pay rise for all Cornerstone Staff.

- Following a 92% rejection of the pay offer by members and Cornerstone failing to exhaust the pay negotiation process by cancelling ACAS with less than 18hrs notice, UNISON has taken legal advice to protect your pay
- Should Cornerstone proceed to agree Pay through the Engagement Forum any increased offer or imposition of the existing offer would be considered by UNISON as *an inducement* to avoid collective bargaining.

**If** we need to proceed with Legal Action against any inducement each **individual member** could potentially receive **£4000** in compensation if our claim is successful in line with current legislation.

In order to be part of any claim, you **must** complete the attached UNISON caseform and return it to us in the attached prepaid envelope by 31<sup>st</sup> January 2019.

- The bulk of the form is held by us and we only need you to complete sections 2, 3, 4, 5, 12, 13.
- **Do not forget to sign at section 12!**

**NOTE :** Given the importance of pay to Cornerstone staff we are taking the step of waiving the UNISON rule that states you need to be in membership for four weeks before being entitled to legal support. This will allow any Cornerstone staff who are not currently members of UNISON to be a part of any potential legal claim **provided** they join UNISON and have signed, completed and returned a case form **before** the **31<sup>st</sup> January 2019**.

Please let your colleagues know about the continuing fight for a decent, fair and affordable pay rise and encourage them to join UNISON before the 31<sup>st</sup> January 2019 to prevent them from missing out on any potential legal claim that we lodge.

**We do not want anyone to be disadvantaged as we can only represent UNISON members.**

### **Union Busting Postcards**

We have attached 2 Union Busting postcards. Please complete 1 and return it freepost - no stamp required as soon as possible. Please ask a colleague who is a non union member to do so with the other postcard.

**IMPORTANT:** This is part of our continuing fight to have Cornerstone recognise us for collective bargaining purposes. Please be assured that **no-one at Cornerstone** will have sight of these postcards, they will be held securely in UNISON HQ and only used when we lodge our application for Statutory Recognition with the Central Arbitration Committee (CAC). Even at this point, Cornerstone will not have sight of the postcards or who has filled one out.

*Any employee of Cornerstone can complete one of these cards; they do not need to be a UNISON member to support collective bargaining in the workplace.*

**We cannot tell you how important it is that you return these postcards, this simple step will be critical in the fight to have UNISON recognised in the workplace.**

If you require more postcards, copies of the case form, or membership forms for colleagues, please contact us at any of the contact points below.

**Keep up to date with the situation on UNISON's dedicated Facebook page for Cornerstone members**

**Search for UNISON Cornerstone**

**or Twitter @UNISONComScot**

**Hashtag #cornerstoneunionbusting**

**Cornerstone UNISON Stewards List**

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**Kevin McConnachie                      07833552675**

**Mags McHenry                              07734310893**

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