



**What makes Elaine  
one in a million?**

**campaign  
fairpay**

**You have over one million  
people with you when you  
speak in UNISON**



# Fair Pay

**Like Elaine, you're one in a million!**

**UNISON** members work as cleaners, care assistants, homecare workers, classroom assistants... Whatever the job, you know and we know that service users are relying on you. Your knowledge and understanding are vital to communicate, meet emotional demands and take responsibility for other people. Often employers ignore or undervalue these important skills.

In **UNISON** we believe in equality, recognition and fair wages. We have already won £400 million from Scottish councils in compensation to low paid women. Our Fair Pay campaign is about getting more for you. Interested? Read on...

# What we do

**UNISON** supports many activities as part of the Fair Pay campaign:

- Information and advice
- Education courses
- Legal claims
- Vocational qualifications

All campaign activities are free for **UNISON** members.

All expenses are paid, including care costs such as childcare.

Some activities attract small grants or awards up to £200 per person.

Interested?

# Gathering evidence

In tribunals or in pay negotiations we use evidence about your work to win the argument for fair pay.

We know the skills of women are hidden or overlooked. We want to gather the evidence to uncover the true value of the work you do.

Together with **Oxfam** and the **Workers Educational Association** we plan to tackle the low pay that comes from being overlooked and undervalued. We need your help to gather information about the work you do so we can win the campaign for fair pay. Would you like to get involved? If so, please return the attached postcard.

**I would like more information about  
the campaign for Fair Pay**

**Name**

**Address**

**Postcode**

**Email**

**Phone**

**Membership Number**

**Branch**

**No  
stamp  
needed**

**UNISON  
UNISON House  
FREEPOST NW486  
14 West Campbell Street  
Glasgow  
G2 6BR**

# Elaine

“I’ve only been an active member for a short while but we have saved 70 jobs and increased pay in that time. I know from experience – we have the power to make things change for the better.”

Elaine North – Dumfries

# Jackie

“I still feel new to union activity, but I sit down with employers and tell them what we need – pay, holidays, qualifications and more. It’s not all plain sailing but it is very rewarding and our jobs have improved.”

Jackie Gilchrist – Midlothian

For more information on our campaign go to:  
[www.unison-scotland.org.uk/fairpay.html](http://www.unison-scotland.org.uk/fairpay.html)



Photo of children by Alan Wylie