



Industrial action ballot - 9 to 29 September

SAY YES TO FAIR PAY

FOR LOCAL GOVERNMENT WORKERS

Because your pay matters

- You are being asked to do more and more for less and less.
- Your pay is worth far less now than it was in 2010, yet you keep services going against all the odds.
- Your pay is the lowest across the whole public sector.
- Many of you are finding it hard to make ends meet. You deserve better and we must make the employers see that too.

You're
WORTH
it

Join online at **joinunison.org** or call free on **0800 171 2193**

For more information contact your local branch or visit www.unison-scotland.org.uk



USE YOUR VOTE TO SAY YES TO FAIR PAY Industrial action ballot 2014

Why are we in dispute?

The Scottish Employers have imposed a pay award of 1% on our members from April 1, 2014. Further, they have refused to negotiate on UNISON's claim for this period which was:

- An additional £1 per hour for all staff conditioned by the Scottish Joint Council
- Consolidation of the Living Wage
- Deletion of spinal column points below the level of the Living Wage

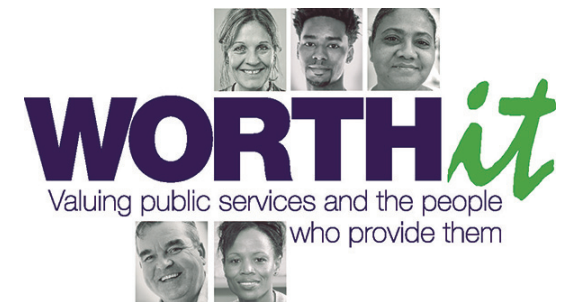
This action by the employers is unacceptable and shows a blatant disregard for the agreed bargaining structures and threatens the future of nationally agreed pay awards.

Vote yes for fair pay - you're worth it

Fair pay is worth fighting for. Given that the employers imposed 1%, it's unsurprising they also refuse to negotiate on a justifiable pay claim. There's no doubt it will take a programme of sustained industrial action to sway the employers, however, to do nothing will allow the employers to simply ignore the bargaining structures and impose lesser pay awards in the future. UNISON Scotland has fought hard to end pay restraint and introduce fair pay for all our members. We need to send a strong message to our employers that we will not stand back and allow them to treat us in this way.

What can you do?

- Use your vote for fair pay by voting 'yes' in our industrial action ballot - 9 to 29 September, 2014
- Get involved now - talk to your colleagues and look out for branch meetings on pay
- Talk to non-members and tell them what the union is doing on local government pay. Ask them to join to get essential cover at work and to give us a stronger voice
- If you are not already a member then join online today at joinunison.org or call free on **0800 171 2193**
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