



Industrial action ballot - 9 to 29 September

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.

Steve Forrest

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

USE YOUR
VOTE

for FAIR
PAY

YES to FAIR PAY

**Industrial action ballot 2014
9 to 29 September**

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.

You deserve better

You are being asked to do more for less. Below are two examples of what your pay might look like if wages has kept up with inflation. You deserve better and we must make the employers see that too.

Library Assistant



Home carer



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**
- For more information contact your local branch officer



**Fair Pay Campaign 2014: For more information contact your local branch
or visit www.unison-scotland.org.uk/localgovt**