



# OVERSTRETCHED AND UNDERPAID

Scottish council workers are voting  
on strike action to win fair pay

and a Living Wage increase every year

[www.unison-scotland.org.uk/localgovt/pay2013](http://www.unison-scotland.org.uk/localgovt/pay2013)

USE YOUR  
**VOTE**

for FAIR  
PAY

**BALLOT OPEN 3 JULY to 13 AUGUST**

**Join us! Go to [www.joinunison.org](http://www.joinunison.org)**

USE YOUR  
**VOTE**

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PAY

# YES to FAIR PAY

## Strike ballot 2013

- **Scottish council workers are voting on strike action to win Fair Pay and a Living Wage increase each year.**  
Members voted in April to reject the 2013/14 final offer from the Scottish Joint Council employers. The employers have said no to reopening talks.

**UNISON will now ballot all members entitled to vote.**

- **Members are asked to vote Yes if they are prepared to take strike action.**

The proposal is for a minimum of 3 days of strike action over a 7 week period. First, a one day Scottish wide strike. Next, a rolling programme of one day strikes in different areas. Then, a further Scottish wide strike.

**Ballot papers will be posted to home addresses.  
The ballot runs from 3 July to 13 August.**

- **The rejected offer was for:**
  - A 1% increase on all spinal column points from 1 April 2013
  - Introduction of a Scottish Local Government Living Wage of £7.50 per hour (to be applied after the 1% rise). But no commitment to increase this every year.

- **UNISON believes 1% is simply not enough.**  
It follows 0.65% in 2010, then two years of pay freeze. In that period the value of our pay has fallen by nearly 13%, while essentials like food and heating costs have risen sharply. Yet the richest have never been as wealthy.

- **UNISON is asking for a Fair Pay rise and a promise to increase the Living Wage annually.**  
The 1% pay offer is not fair reward to hard working staff who continue to deliver quality public services despite being overstretched and underpaid. Local government workers have not had the £250 payment to those earning under £21,000 that NHS and civil service staff received in the last two years.



**Fair Pay Campaign 2013: For more information contact your local branch or visit [www.unison-scotland.org.uk/localgovt/pay2013](http://www.unison-scotland.org.uk/localgovt/pay2013)**

**USE YOUR VOTE to say YES to FAIR PAY**