



# FREQUENTLY ASKED QUESTIONS

## 1

### What is the dispute?

Last year the Scottish Employers intimated to UNISON that their two year pay offer (1% 2013/14 and 1% 2014/15) would be imposed on UNISON members given the fact that the other two trade unions had accepted it.

This action by the Employers is out with the agreed bargaining structures of the SJC and seeks to marginalise UNISON for not agreeing to their offer. This type of behaviour is completely unacceptable and shows a lack of support and understanding of members who are undertaking difficult jobs in difficult times.

UNISON also lodged a pay claim for 2014/15, however the Scottish Employers refused to enter into negotiations.

## 2

### What was our claim for 2014/15?

Our claim for that period was:

1) £1 per hour for all staff; 2) Consolidation of the Living Wage; 3) Deletion of the spinal column points below the level of the Living Wage

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### What happens next?

UNISON will now run an Industrial Action Ballot from 9-29 September asking members if they are prepared to take industrial action in support of forcing the employers back to the negotiating table.

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### Why are we running an Industrial Action Ballot?

UNISON initially undertook a Consultative Ballot on this issue. The result of that ballot was that members wished to move to an Industrial Action Ballot by 65% to 35%.



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

**FAIR PAY FOR LOCAL GOVERNMENT WORKERS**



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## Is it only UNISON that is running an Industrial Action Ballot?

Yes. The other two trade unions, (GMB and Unite) accepted the employer's position.

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## What type of action am I being asked to take?

This is currently under discussion, however all options are being considered, including action involving all members and forms of selective action. All branches will be involved in determining the type of action to take.

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## Will there be a recommendation on how to vote?

Yes. UNISON Scotland are recommending that you vote YES for industrial action.

We believe that we need to stand up to the employers on this issue, otherwise it will send a signal that they can simply bypass the negotiating procedures in future years.

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## Will it work?

There is no doubt that this will be a difficult dispute to win given the employers have already imposed 1%. However to do nothing is not an option.

It is important that our members stand up for what is right and send a message to the employers that Fair Pay is not just a slogan but something that we will fight for.

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## How do I find out more?

All branches will be engaging with their members, through members meetings, branch meetings and other forms of communication.

Please go along and participate! Other information will also be available on the UNISON Scotland website, Facebook and Twitter.



Valuing public services and the people who provide them

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