



A Fairer Scotland

Mike Kirby outlines UNISON's evidence to the Smith Commission on Devolution - p2

A Just Scotland

Owen Jones and more pictures from the 18 October March and Rally in Glasgow - p3



PUBLIC WORKS:

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POLITICAL FUND: VOTE YES TO KEEP YOUR UNION'S VOICE

Scotland in UNISON

November 2014 No.110

scottish council activists bulletin Use these stories in your branch newsletter or circulate the pdf version to members

Austerity economics just do not add up

by John Stevenson
SiU editor

Austerity policies are harming the economy, have created a cost of living crisis and are putting our public services under intense pressure, says a damning UNISON Scotland report.

Published to mark Challenge Poverty Week in October, the "Austerity Economics Don't Add Up" report exposes the myths, the damage austerity is doing and the ideology behind it, showing how a pay rise could turn things round. It is a 'must-read' for stewards and members. *Turn to page 3*



Challenge Poverty Week ended with a demonstration in Glasgow on 18 October. UNISON Scotland branch banners formed the biggest contingent on the march. See page 3 for more details.

Holiday Pay Claims Important Update

Since our earlier briefings on holiday pay claims, a number of employers have attempted to limit their liability for back pay by including additional money for holiday pay in workers' pay.

This triggers the time limit for claims with the effect that many claims may go out of time. Where this has been done by a large employer like a local authority, you will already have received advice from UNISON.

If your pay now includes an element of additional pay, the time for bringing a claim will have started from the date on which you were last underpaid holiday pay. If there are more than three months since the last time holiday pay did not include additional sums, then you will be unable to pursue a claim.

Your branch will be sending out a more detailed briefing very soon, but you should contact them now if you think you are running out of time because your employer has made additional payments for past underpaid holidays.

Council staff vote on new pay proposals: page 2

Vote YES to keep your union's voice

UNISON Scotland is urging all members to defend the union's campaigning voice by voting 'yes' to keep its unique political fund. The ballot runs from 1-30 November.

Mike Kirby, UNISON Scottish secretary explains: "Like all trade unions, UNISON is required in law to have a political fund for campaigning generally and specifically to affiliate or donate to any political party."

"UNISON is unique in giving members four options - to join the General Political Fund for general campaigning, or the Affiliated Fund which is connected to the Labour Party, or contribute to both, or to opt out of the fund."

"I would stress the importance of having a properly resourced fund if we are to represent members", Mike added.

The law, introduced by Margaret Thatcher in 1984, says unions must have a political fund to campaign on even broad non-party political

A YES vote in UNISON's unique political fund gives members the choice to...

- pay into the General Political Fund needed by law for broad 'political' campaigning
- OR the affiliated part connected to Labour
- OR both, or none at all.

issues and must ballot on it every 10 years.

"If she thought it would silence unions she was wrong. All ballots since have seen members vote to keep their political funds", said John Stevenson, chair of UNISON Scotland Communications and Campaigns Committee.

They haven't silenced us so far and a 'yes' vote this time round will ensure our union is still not silenced.'

John Stevenson

"They haven't silenced us so far and a 'yes' vote this time

round will ensure our union is still not silenced.

"Campaigns like my branch's victory in Edinburgh in stopping massive privatisation would not have been possible without the political fund", warned John.

What's political?

The best way to define this is to list the kind of campaigns that the union could not have mounted without a political fund.

- promoting and defending public services through Scotland's *Public Works* campaign
- lobbying and campaigning against outsourcing and privatisation, including the victory in Edinburgh



Vote YES – let's keep our political voice

● campaigning for fairer pay through the *Worth It* campaign

● fighting racism and discrimination, including our successful fight against the BNP

● defending pensions

● improving employment rights, including paid holidays, rights for agency workers - and building support to stamp out zero hours contract abuses

● getting legislation for more equality including through public sector equalities duties

● extending coverage of the Scottish Living Wage and getting this issue up the political agenda in the Scottish Parliament and in public sector agencies and the Third Sector.

● UNISON Scotland support for the People's Assembly and we have contributed to a new campaigning guide issued by the People's Assembly Against Austerity Scotland.

UNISON Scotland responses to consultations conducted by the Scottish Parliament are in part resourced from the Political Fund and have included:

- Appointments to Public Bodies
- Building Standards
- Careers Service
- Energy & Fuel Poverty
- Environment
- Equality
- Ethical Standards
- Finance
- Freedom of Information
- Health & Community Care
- Housing
- Justice
- Lobbying
- PPP/PFI
- Regulation of Care.

Celebrate Learning Day

UNISON Scotland's Learning and Organising Committee is inviting activists to its 'Celebrate Learning Day' on November 27 in the Learning Centre in the Edinburgh office.

"The event will launch the 2015 Activists' Training Programme and our keynote speaker in the morning will be Roger McKenzie, Assistant General Secretary", explains Nancy Kelly, regional organiser.



Nancy Kelly

"In the afternoon we will hear from LAOS colleagues about the relaunch of UNISON's award-winning Return 2 Learn programme and you will have the opportunity to speed network with our partners in Scottish Union Learning and the Open University.

"Branches can send as many representatives as they wish and are responsible for travel expenses. Lunch will be provided so it would be helpful if you could let Margaret Cusack (m.cusack@unison.co.uk) know if you are coming so that we can cater appropriately. Look forward to seeing you there."

Council staff vote on new pay proposals

Local government has again thwarted Scotland in UNISON with the result of its new ballot, like the last one, coming just after we go to print and so too late to report.

Members had voted for strike action on 21 October but this was suspended after the employers conceded on two points out of three in UNISON's claim. The new proposals were put out in a consultative ballot, closing on 3 November.

The Scottish Employers (CoSLA) had imposed a pay award of 1% from 1 April 2014 and they had refused to negotiate on UNISON's claim for 2014 which was an additional £1 per hour, consolidation of the Living Wage, deletion of spinal column points below the level of the Living Wage and to get back round the bargaining table.

In the new proposals, CoSLA has agreed to joint negotiation and to adhere to collective bargaining. They will now get back round the table and talk about the big issues facing local government including future pay offers.

They have committed to consolidation of the living wage and the deletion of pay points below the the living wage but there was no movement on pay with the 1% rise imposed in April 2014 staying.

UNISON and the Smith Commission on Devolution Devolution should not end at Holyrood

Building on UNISON Scotland's consultation that led to its 'Fairer Scotland' publications before the referendum, and a special seminar of the Scottish Committee last month, the union has formed its evidence to the Smith Commission on Devolution.

UNISON's evidence to the commission is based on the principle of subsidiarity, the idea that decisions should be taken at lowest practical level in order to allow people the biggest feasible say over their lives.

"UNISON Scotland's approach to constitutional change is driven by the interests of our members, by the sort of Scotland we want and deserve to live in", explained Mike Kirby, UNISON Scottish secretary.

"Politics should be less about where power lies, less about constitutional mechanics, and more about whether constitutional change will help create a fairer, more equal and just society."

Fiscal Powers/ Taxation

"We recognise that after the Scotland Act 2012 is fully implemented Scotland will have one of the most devolved tax revenues in Europe, however we support the following package on fiscal powers", said Mike.

- Devolve all property based tax
- Fully devolve income tax including the power to vary the rate in bands as partial devolution makes little sense.
- This should include National Insurance as the link with contributory benefits is becoming increasingly weak and government needs to see the full impact of their taxation policy on people's incomes
- Business taxes should stay at

UK level as cross border tax competition is wrong in principle.

There is a stronger policy element to fuel duty, tobacco and alcohol taxes, but given the integrated nature of the UK it is hard to see how these could be set differently in Scotland.

Non-Fiscal Powers

With the key issue of subsidiarity in mind, the union has looked at the balance of powers and supports the further devolution of the following:



“We should be considering strengthening local democracy, not taking it further away from the people through mergers and centralisation” Mike Kirby

Welfare benefits: The UK Government's penal welfare cuts have inevitably resulted in calls to consider the devolution of welfare benefits.

"We sympathise with those concerns while recognising that the cyclical nature of welfare spending could create significant difficulties for the Scottish Parliament and the consequential budget pressures on other public services", explained Mike.

"With some reluctance, we agree that welfare benefits should be generally reserved. However, there are a few exceptions."

Council Tax Benefit is being devolved and this is necessary for any reform of the Council Tax, which is a devolved matter.

UNISON also believes that **Housing Benefit** should be separated from the Universal Benefit because of the close link to housing policy, a devolved issue.

Similar considerations apply to **Attendance Allowance and Carers Allowance.** The Scottish Parliament should have explicit powers to introduce new benefits or supplement existing ones.

Pensions: While the state pension should stay at UK level, regulation of public service pensions for devolved services should be fully devolved.

Elections to the Scottish Parliament and voting franchise which would enable the Scottish Parliament to extend the franchise to 16 and 17 year olds

England and that we have different equality concerns (e.g. sectarianism).

"Devolution of powers over health and safety could improve Scotland's poor record in health and safety at work", said Mike.

Trade union rights

UNISON shares the widespread anger at the attacks on employment rights, equalities and trade union rights at Westminster.

This approach is also leading to an economy where work is less well paid, less secure and less permanent.

The Working Together (Mather) Commission has set out a new blueprint for industrial relations in Scotland and the devolution of all aspects of labour regulation will enable the Scottish Parliament to implement all the recommendations.

Labour market regulation and the National Minimum Wage in particular are vital levers in addressing poverty and income inequality.

"The development of free trade unions through recognition and procedural agreements and collective bargaining are an essential element in ensuring fairer wage distribution", said Mike.

Scottish Parliament and Westminster

"We also support mechanisms to ensure the legal entrenchment of devolution within the constitution", he added.

Several areas that remain reserved should still be subject to dialogue between the UK and Scottish Parliament to ensure joined up approaches or that UK approaches are appropriate for Scotland.

In order to solidify the position of the Scottish Parliament in this respect the Sewel Convention should be given legal force.

Continued on page 3

Public support for Lanarkshire Health PFI petition

by Trisha Hamilton
Communications Officer

Lanarkshire Health branch has collected more than 1,000 signatures in support of its campaign to end Private Finance Initiative (PFI) schemes.

The campaign aims to bring staff providing 'soft' facilities (catering, porters, domestic and security) - currently employed by Serco in Wishaw General Hospital and ISS at Hairmyres Hospital - back in-house.

It was launched in response to NHS Lanarkshire's plans to rollover the existing contracts on both sites to the private profiteers who currently operate them.

The branch criticised the health board's decision to bench-mark the services in both hospitals against the in-house services at Monklands Hospital.

Margo Cranmer, assistant branch secretary, said: "UNISON believes this bench-marking exercise was a farce. Who in their right mind would compare services currently provided at a dilapidated Monklands with relatively new facilities at Wishaw and Hairmyres?"

"To be clear this is NOT an attack on the staff who provide a service in Monklands, they do an



Margo Cranmer gets another signature

excellent job keeping services running in an old building that is not fit for purpose."

The branch has produced a

PFI bulletin which has been directly mailed to all Lanarkshire MSPs and MPs along with a letter asking them to support UNISON's campaign to bring the staff back in-house where they belong.

The branch has also produced a model letter for members, their families and supporters to send to local MSPs and MPs urging their support as well as a public petition.

Robert Rae, regional organiser, said: "Let's be clear: PFIs are bleeding Lanarkshire's NHS, it's time to put a stop to profiteers draining our NHS."

More information on the branch blog at www.unison-lhb.blogspot.co.uk

UNISON and Smith Commission - more control for local councils

From page 2

The Scottish Parliament should be able to exert greater influence over the UK Government's ratification of treaties and directives which have an impact upon areas where power is devolved.

This would include treaties

such as the Transatlantic Trade and Investment Partnership (TTIP) which could impact on the ability of the Scottish Government to ensure that the delivery of services such as NHS remain public.

There should be a process of consent between Westminster and

Holyrood over EU decisions affecting areas within the jurisdiction of the Scottish Parliament.

Devolution below the Scottish Parliament

UNISON has consistently advocated devolution and its

extension is a belief in the principle of subsidiarity.

"Devolution should not end at Holyrood. We should be considering strengthening local democracy, not taking it further away from the people through mergers and centralisation", Mike insisted.

Local authorities should have a stronger statutory footing - gaining greater control over their finances including business rates and there should be less ring fencing of council grants as with the Council Tax freeze.

See the full submission on the website.

NHS not given to us We had to fight for it

by John Stevenson
SIU editor

If a skill of public speaking is to inspire by telling people what they know in words they can take away, Owen Jones has got it in loads.

The author, commentator and columnist lifted the 18 October rally in Glasgow with a reminder that we've had to fight for every bit of progress we have won - and we need to do it again.

And the crowd loved it.

He reminded us of those who fought for the vote, for trade union rights, against racism and homophobia. Those who built the welfare state and the NHS.

"These things were not given to us", said Owen. "People at the top did not wake up one day and say 'oh I think we'll give women the vote'. People had to fight for them at great cost, great sacrifice."

It was now time to stand together again to fight against growing injustice.

For example, the injustice faced by young people: "A generation consigned to be worse off than their parents. The first time that has happened in over a century."

220,000 children are in poverty in Scotland. "We can afford weapons of mass destruction that can destroy the world several times over but can't afford to give our children a future."

With government keen to shift the blame for economic problems on to workers, Owen gave a timely reminder of how we got here.

"Remember the banks that plunged us into economic disaster? They were not bailed out by free market dogma. They were bailed out by the state. They became the most lavish benefit claimants in Britain.

"But with one key difference. So few conditions attached to that support. Paying more bonuses than every other EU country put together.

"Look at the plight instead of unemployed people. Hundreds of thousands of people every year have their benefits sanctioned."

"Compare and contrast.



The very existence of the modern NHS is an act of defiance against every single politician who stirs up hatred against immigrants.'

Owen Jones



Unlimited support from the state for those that plunged us into this mess while support is stripped away from those at the bottom.

"Socialism for the rich, capitalism sink or swim for those at the bottom."

Owen slammed the injustice of people working for a pittance to "earn their poverty" while big business is subsidised by paying poverty wages with the taxpayer topping them up.

And he waded into UKIP's so-called anti-establishment stand while it was bankrolled by rich Tory financiers.

He paid tribute to NHS

workers in their pay fight south of the border. His grandmother, who died recently, had been looked after by NHS workers.

"NHS workers from Lithuania, from Poland, from Bangladesh", he said.

"The very existence of the modern NHS is an act of defiance against every single politician who stirs up hatred against immigrants.

"It was not Nigerian nurses that plunged this country into economic disaster. It was not Lithuanian cleaners. It wasn't Polish fruit pickers. It was the bankers at the top that plunged

us into this mess."

Turning to housing, he condemned the injustice of "12,000 languishing on council waiting lists while lining the pockets of private landlords.

"Let councils build housing, creating jobs and giving people homes they can live in."

Despite what the mainstream politicians tell us, there is an alternative to austerity, cuts and poverty.

"The banks we bailed out should be under our control. The utilities and services we all depend on should be back under the control of the people, not profiteers ripping all of us off", he said.

"And to the 'taxdodgers' at the top who leech off the state that they are totally dependent on. They must pay every single penny of tax they owe."

Those that rule want us to believe that "injustice is like the weather. You can complain but there is nothing you can do about it."

That was 'bollocks' said Owen.

"We never win by asking politely. We never win by hoping for the goodwill and generosity of those above. We win by making them fear us.

"Let's learn from our history. Let's learn from our traditions. Keep inspiring the rest of us and showing us how democracy is done and if we stand together we will win every single battle ahead of us."

Austerity does not add up

From page 1

"The UK Con Dem Coalition Government says austerity is necessary to cut public sector debt. But their cuts killed off an emerging recovery in 2010, their policies have increased the debt and the economy has taken much longer than after previous recessions to climb into the current very weak recovery", says the report.

"Chancellor George Osborne wants us to believe the recovery is robust and happened thanks to his cuts.

"But people can see that's not true in the way everyone easily sees through Tory claims that 'we're all in this together' or that the NHS is safe in their hands.

We all deserve to live in a society that puts people first, where the economy is run for everyone, not just the well off'
Lilian Macer



Oxfam work has shown that it's those at the bottom rung of the ladder, those who need most support, who are hardest hit.

The report shows that wage growth is at record low and forecast at 1.25%. Real average earnings aren't expected to return to their 2009-10 levels until 2018-19.

Between 2008-2014, inflation rose by 19% and the minimum cost of living by 27-28% when wages grew by only 9%.

50,000 public service jobs have been lost, the highest proportion from local government, with a further 60,000 forecast to go. 100,000 more children could be pushed into poverty by 2020.

Lilian Macer, UNISON Scotland convener said: "A workforce that cares, cures and educates should be celebrated as an achievement, not constantly under attack as a drain on resources.

"The cleaners, classroom assistants, chefs, nursery workers, nurses, planners, social workers, meat inspectors, care workers and the many other members we represent do vital jobs that support and protect us all.

"They are worth and deserve decent pay and conditions. We all deserve to live in a society that puts people first, where the economy is run for everyone, not just the well off"

Dave Watson, UNISON head of bargaining and campaigns said: "We need to start seeing money spent on public sector workers as an investment not a cost.

"A one per cent increase in public sector pay would generate up to £820 million in increased income tax, National Insurance contributions and expenditure tax receipts, as well as reduced benefit and tax credit expenditure.

"It would also inject £460 to £880 million of extra value into the economy and create jobs."

UNISON banners out in force

UNISON was the largest contingent on the 18 October march and rally. Here is a selection of some of the banners on show.



Communications day

The next communications activists' day is on 19 Nov in Edinburgh from 12.30-4pm.

Open to anyone, it's a great way to learn and share experience in a relaxed and friendly atmosphere. Details at www.unison-scotland.org.uk/comms

Kurdish human rights crisis

Glasgow Girl asylum campaigner Rosa Salih will brief UNISON Scotland branches on 6 December on the plight of thousands of Kurdish people in Syria and Iraq who have been displaced and murdered at the hands of Islamic State (IS).

Rosa is originally from Kurdistan and is part of a Kurdish human rights and culture group in Scotland set up to highlight what is going on in Kurdistan.



Rosa met Mike Kirby and UNISON activists on the 18 October rally

Rosa said: "The Kurdistan Rojava area is a place where religious and political pluralism are protected and is an example for the region. The principles of freedom, justice, woman and children's rights, and equality without discrimination have been central to the struggle of the Kurdish people.

"These values are the antithesis of the IS which regard them as infidels, fit for slaughter at any time.

"This is a vital human rights issue. We must be aware that the Kurdish people in Kobane are fighting everyone's battle... We need every support at such a time of crisis including from trade unions and the left."

Tony Benn - a celebration

An event to celebrate the life and work of Tony Benn - backed by UNISON and four other Scottish trade unions - has been announced for 30 November at Glasgow Royal Concert Hall.

Tony Benn's granddaughter, Emily Benn, will be one of the speakers at the event.

Neil Findlay MSP from the organising committee welcomed her commitment, and said: "It was always important to the

organisers that the Benn family supported this event. We are delighted to have that support, and especially delighted that Emily is able to be present."

Emily Benn said "I am really pleased to be able to attend and say a few words about my grandfather.

"A proud half-Scotsman, he loved attending public meetings across the country, I know the public support meant a great deal to him."

The event involves workshops,

a spoken word event, and a major concert organised by FairPlay.

The concert is being curated by singer-songwriter, Rab Noakes, and will also star Chris Difford of Squeeze, folk legend Roy Bailey, Karen Matheson and Donald Shaw of Capercaillie, James Grant, political song doyen Arthur Johnstone and Alastair McDonald with other guests.

Tickets for these events are available from the GRCH box office on 0141 353 8000 or www.glasgowconcerthalls.com.



Violence against staff doubles since 2006

Violence against public service workers in Scotland has increased yet again last year and has nearly doubled over the past eight years.

UNISON's Scottish Organiser, Dave Watson, presented the union's annual survey of violent incidents to UNISON Scotland's health and safety conference at Stirling University on 24 October.

37,052 incidents were reported to public service employers last year – up 3,363 and almost double the 20,000 reported when the first survey was first conducted in 2006.

He highlighted assaults on council workers, who have suffered four out of five job cuts in Scotland. They are seeing a year on year increase in violent incidents - 15,729 last year, an increase of 850.

Dave welcomed improvements in data recording, although some public bodies are still failing to collate data properly. If they can't collate data – they don't know where to take the necessary action.

Dave said: "It is entirely unacceptable for staff who serve the public to be assaulted

The biggest increase in violent incidents is happening in those services that have suffered staffing cuts'

Dave Watson

for simply doing their job. These statistics record reported incidents and are therefore only the tip of the iceberg of misery faced by workers across Scotland's public services."

"The biggest increase in violent incidents is happening in those services that have suffered staffing cuts.

"Workers are stretched too thinly, dealing with service users who are coping with cuts in the services they rely on.

"This is a toxic cocktail that is putting hard pressed workers at greater risk of violent assault."

Scott Donohoe, chair of UNISON Scotland's Health and Safety Committee, said: "To seriously tackle violence against staff we need proper monitoring, backed up by effective workplace measures to minimise the risks.

"We also need better legal protection for workers in the



civil and criminal courts."

There were 330 convictions under the Emergency Workers Act last year. Due to the limited scope of the Act few violent incidents result in criminal action.

Sadly, efforts to address this were blocked by the Scottish Government when they opposed Hugh Henry MSP's Protection of Workers Bill.

The UK Government has also undermined protection for workers with cuts to the Criminal Injury Compensation scheme.

Support for Bhopal

The Chairs of UNISON Scotland's International Committee, Sam Macartney and Health & Safety, Scott Donohoe, are taking part in a delegation to Bhopal, India, to mark the 30th anniversary on 3 December 2014 of the industrial disaster that has killed 25,000, left 120,000 chronically ill and continues to maim subsequent generations.

Sam said: "Lessons must be learned and UNISON can help to raise the profile of this campaign and get the message out that health and safety and workers rights cannot be denied."

How you can help

Sam and Scott are urging Scottish branches to:

- Hold an event on or around 3 December 2014 and get members and employers involved
- Consider making a donation to the Bhopal Medical Appeal
- Invite Sam or Scott to speak at a meeting after their trip.

Sam and Scot will be posting regular updates on twitter and the UNISON Scotland blog. See more at 'International' on the website.



Large settlement for retired UNISON member after holiday fall

Mrs Elizabeth Douglas who is 74 and was a member of UNISON for decades was on a coach holiday with her husband when she suffered a fall that led to the rest of her holiday being ruined.

She was staying at a well-known hotel in Blackpool and after having a swim in the hotel's pool decided to use the Jacuzzi.

But as Mrs Douglas climbed the steps to enter the Jacuzzi one of the wooden steps broke into several pieces and she fell, seriously hurting her leg and shoulder.

For Mrs Douglas and her husband it meant the rest of their holiday was effectively over.

She was in such a high degree of pain that she wasn't able to do any of the things her and her husband

UNISON won almost £290,000 in personal injury settlements for members in Scotland in September

had planned including visiting many of the local sights.

When she got back home Mrs Douglas contacted the hotel to try and come to agreement with them over compensation for her loss of her enjoyment on holiday and for the injuries she had suffered.

She met with indifference and non-co-operation from the hotel management.

It was then that her husband said that as a retired member of UNISON she should speak to her union's lawyers.

That's where Thompsons came in. When Elizabeth contacted Thompsons she spoke with Tracy McCartney who is a lawyer who

specialises in helping people who have suffered this kind of accident.

Tracy began by assembling the best medical evidence to demonstrate the level of injury suffered by Mrs Douglas and she also learned that staff at the hotel had in the past expressed concern over the state of the Jacuzzi step.

When this evidence was presented to the hotel's management they very quickly made a substantial offer of compensation to Mrs Douglas that both she and Tracy found to be acceptable.

According to Mrs Douglas her settlement made her feel completely vindicated:

"When I tried to get this sorted out

by myself I was simply shooed away by the hotel management. They obviously thought a pensioner could be ignored.

"My holiday was ruined and I was badly hurt through no fault of my own, why should anyone accept that. I have to admit that at first I was a bit reluctant to speak to lawyers but my husband pointed out that as a retired member of UNISON I still had the benefit of legal support.

"That's when UNISON put me in touch with Tracy McCartney at Thompsons. I found Tracy to be kind, helpful and very sympathetic about what had happened. She was always there to take my phone calls and made

sure I was kept up to date all the time. I really would recommend Tracy and Thompsons to anyone."

Tracy McCartney commented: "Elizabeth is a really lovely lady who should never have been treated like this. Her holiday was ruined and she was badly injured.

"It really was a pleasure to get this sorted out for her and the substantial level of money that the hotel agreed to pay her just shows that she was right to pursue this.

"It also shows how important it is to have expert lawyers on your side and of the benefits of union membership even after you retire."

We want to hear your news

SiU is your paper, we want to hear your stories. John Stevenson (Editor) 0131 558 7488, webmanager@unison-edinburgh.org.uk