



FREQUENTLY ASKED QUESTIONS

1 Why am I being balloted?

Your pay is worth far less now than ten years ago after years of pay restraint and inflation. Local government workers are seeing their living standards squeezed as the prices of food, gas and electricity, travel, food and childcare continue to rise. But while inflation indexes show how costs are rising, the impact on individual households is often worse. This can not continue.

The employers have made their final offer in respect of pay for 2017/18:

- Employees earning less than £35,000 a £350* increase (*pro rata based on 37 hours)
- Employees earning more than £35,000 a 1 per cent increase.
- Scottish Local Government Living Wage is the minimum pay for all pay and allowances including additional hours, contractual overtime and other allowances. It will be pensionable.

2 What was our claim for 2017/18?

Our claim was:

- 1) A settlement which runs for the period April 1, 2017, to March 31, 2018;
- 2) A flat rate payment of £1000 for all employees;
- 3) The continued uprating of the Scottish Local Government Living Wage, and;
- 4) The development of a future pay strategy that seeks to identify and redress the imbalance caused by previous pay awards below the rate of inflation.

3 How do I vote?

You will receive a ballot paper and pre paid return envelope posted to your home address. Helpline number 0800 085857. The ballot helpline will be open from 17 May until 12 noon on 25 May.

4 Am I being asked to take strike action?

Yes. This is a formal industrial action ballot. The consultative ballot that you previously took part in returned a very firm rejection of the employers offer.

5 Will there be a recommendation on how to vote?

UNISON Scotland is recommending that you vote Yes to take industrial action including strike action. It is very important you vote. Due to the Government's new Trade Union Act, it is now a requirement that 50% of members respond in a formal ballot before industrial action can be held.

6 What happens if I vote Yes to strike action?

UNISON's Scottish Local Government Committee will consider what strike action maybe necessary to win this dispute. It is likely that a programme of action will start with a strike day for all members followed by further action still to be determined.

Ballot opens 11 May - 30 May 2017

FAIR PAY FOR LOCAL GOVERNMENT WORKERS



Vote YES to Strike Fight for FAIR PAY

7 How long will the ballot run for?

The ballot opens on 11 May and closes at 12 noon on 30 May.

8 Who is being balloted?

Only current members conditioned to the SJC Terms and Conditions of Employment are entitled to vote. If you have any doubts contact your branch steward. Retired members and student members are not included in the ballot.

9 Can new joiners vote?

Yes, if the member is covered by the ballot.

10 If members join online can they vote?

Yes, if the member is covered by the ballot.

11 Why is it important that I vote?

Every vote is vital. This ballot is governed by the Trade Union Act 2016, which means that for the ballot to be successful not only do we have to achieve a majority from those voting, but we also have to achieve a ballot return of at least 50% of those entitled to vote. Whilst this will be challenging it outlines the need to make sure that you use your vote.

12 How do I find out more?

Your branch will be consulting with you directly either through workplace meetings, stewards' meetings or newsletters and you will have the chance to raise your questions. The branch will also have full details of on the ballot. Other information will also be available on the UNISON Scotland website, Facebook and Twitter.

Home carer

£19,900 WITH INFLATION
 £18,000 WITH INFLATION
 £17,000 WITH INFLATION
£16,900 WITH INFLATION
ACTUAL PAY

Early years worker

£24,100 WITH INFLATION
 £22,000 WITH INFLATION
 £21,000 WITH INFLATION
 £20,000 WITH INFLATION
£20,400 WITH INFLATION
ACTUAL PAY