

YOUR CONTACTS WITHIN UNITE THE UNION

Pay Award 2018/19

Dear member

Please find on page 2 a news release from Unite the Union and on page 3 examples of pay parity which is totally unacceptable. Unite will hold a consultative ballot with a recommendation of rejection which I urge you to take note of.

How can it be right that those on the highest pay get the biggest rise whilst those on the lowest grades get poorer?

With RPI at 3.4% means that a 3% pay rise makes us worse off and since 2010 the value of our pay has fell by around 15%.

I would ask that if you have changed your address or details please let us know as we want ensure that all members get their voting paper. You can contact the Edinburgh office on 01315569676. Or e mail any changes to me at alexander.barclay@unitetheunion.org

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JOIN UNITE TODAY AT: www.unitetheunion.org

Unite reject revised COSLA pay offer

10 September, 2018

Unite the union has today (10 September) confirmed that it will recommend its local government membership reject the revised pay offer from COSLA.

Following a meeting of local government representatives in Glasgow, the union will now hold a consultative ballot of members in the next few weeks.

The final revised pay offer was made on 6 September by COSLA offering a 3 per cent pay increase for all local government workers earning up to £80,000, rather than the previous threshold of £36,500.

The latest offer means that the lowest paid employees who Unite represent will receive only £7.25 per week more before tax in the Borders (Grade 1) compared to £33.66 per week at a Grade 12. In Inverclyde those on a Grade B will receive £8.43 a week before tax compared to £31.67 per week more before tax at Grade O (see pay examples in table). Unite is also requesting that COSLA clarify its 'commitment' to parity of pay awards across all bargaining groups in the context of all those employees earning more than £80,000 being offered a flat rate of £1,600.

Charlie Macdonald, the Vice Chair of Unite Scotland's Local Authority committee said: "Unite has firmly taken the decision to reject the revised offer by COSLA because in reality it actually means the lowest paid workers in local authorities across Scotland will be in an even worse situation. COSLA should be doing far more to address the issue of low pay not making it comparatively worse, while also addressing a fair pay award for the whole local authority workforce."

"It's bizarre for COSLA to talk about parity of pay while offering those over £80,000 a flat rate offer of £1,600. Yet, the reality for some of our poorest paid members is that they are being offered barely more than seven pounds per week more against the backdrop of ten years of austerity. This is simply unacceptable. In the end our members will make a democratic decision but Unite will be balloting them to recommend rejection."

ENDS

Local Government pay scales 2017-18 examples

Inverclyde Council

Grade	Pay Rate	+3% increase
B	£14,604	438.12
F	£24,674	£740.22
O	£54,904	£1647.12

Glasgow City Council

Grade	Pay Rate	+3% increase
1	£15,549	£466.47
5	£25,447	£763.41
10	£75,145	£2,254.35

Aberdeen City Council

Grade	Pay Rate	+3% increase
4	£16,373	£491.19
10	£23,915	£717.45
17	£58,631	£1,758.93

Borders

Grade	Pay Rate	+3% increase
1	£12,565	£376.95
6	£23,910	£717.30
12	£58,348	£1,750.44

Unite Scotland is the country's biggest and most diverse trade union with around 150,000 members. The union is led in Scotland by Pat Rafferty

MEMBERSHIP FORM GB

Please use capitals

Forename _____ Title _____
 Surname _____ Gender _____
 House No./Name _____
 Street _____
 City/Town _____
 Postcode _____ Date of Birth _____
 Home Tel _____ Mobile _____
 Email _____

About Your Job

Employer/Company Name _____ Work Tel. _____
 Job Title _____
 Work Address _____
 Postcode _____

Which membership do you require?
 Enhanced full time (more than 21 hours per week)
 Enhanced part time (up to 21 hours per week)
 Basic low pay
 Other (or unemployed member of the community, under 18, full-time student, retired members or permanently disabled members who are not in paid employment)
 Year 1 Year 2 Year 3 Year 4
 Date apprenticeship started _____
 Date apprenticeship due to end _____

Authorisation of deduction of your trade union contribution from your pay (check-off)

Note: Not all employers operate check-off. I hereby authorise the deduction of Unite the Union subscriptions from my pay of such amounts as shall be notified to my employer on my behalf from time to time by Unite. I authorise my employer and Unite to share personal data necessary to operate check off and for my employer to inform Unite of any changes of address.

Are you paid? Weekly 2-weekly Monthly 4-weekly Payroll No. _____

I agree to abide by the union's rules. (Rule Book is available online)

NI No. _____ Signature _____ Date _____

For Office use only

Mem. No. _____ Employer Code _____ Workplace Code _____

Political Campaigning

Unite fights for our members' interests through political and industrial campaigning on issues affecting you – from pay, pensions, and broader workplace rights to housing, equality issues and our NHS. If you would like to be part of this, opt-in to our political fund for just 10p per week. (tick here)

Those who choose not to opt-in will not be disadvantaged in any way compared with members who do opt-in, except in relation to control of the political fund.

I support Unite in campaigning on our policies and members' priorities in the Labour Party and I would like to be a Labour Party Affiliate supporter* (this is free for political fund payers). I authorise Unite to share my personal data with the Labour Party for this purpose. (tick here)

* I agree to the terms listed at <https://support.labour.org.uk>

Equal Opportunities The provision of this information is to ensure equality for all and is not a requirement.

Unite campaigns for equality for all and to ensure that women, black Asian ethnic minorities, disabled members, lesbian gay bisexual trans - LGBT+ and migrant workers are fully represented within the union. To find out more go to www.uniteunion.org/equalities. Confidentiality is protected. Please complete:

Please tick your ethnic origin: Black/Asian White Please tick if you are LGBT+ Please tick if you are a disabled person: Please tick if you consider yourself to be a migrant worker

Direct Debit Details – instructions to your Bank or Building Society to pay by Direct Debit



Service User Number

9 7 1 1 4 6 7

Name of bank/building society _____

Town of the Bank _____

Sort Code _____

On the selected day of the month:

7th 14th 21st 28th

Account Number _____

Name(s) of Account Holder(s) _____

Instruction to your Bank or Building Society

Please pay Unite the union Direct Debit monthly from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Unite the union and, if so, details will be passed electronically to my Bank Building Society.

I authorise the payment above. I agree to abide by the union's rules. (Rule Book is available online)

When you join Unite, you are also authorising the Union to deduct an additional amount for your subscription to your local branch fund.

Signature _____ Date _____

Branch No. _____

Job Code _____

Recruitment Code _____

NOT A MEMBER OF UNITE? WANT TO JOIN? JOIN TODAY
 Fill in the form on this page and hand it to one of the stewards listed on the front page or you can join online at www.uniteunion.org