

Unison Inverclyde Branch Newsletter April 2021

Bread & Roses

Solidarity is Our Strength

Old Library, 30 Bawhirley Road, Greenock, PA15 2BH

**VOTE
REJECT**



ON THE LOCAL GOV

PAY OFFER

ONLINE BALLOT: 12TH - 28TH APRIL

Check your email from 12th April. Talk to your local branch for more information. Or visit: unison-scotland.org

“COSLA has been very quick to praise our members for their efforts during this pandemic yet have presented our members with a dismal pay offer! Our members have gone above and beyond to ensure that the services that everyone relies on during this pandemic are provided, the very least they deserve is to be paid fairly. This offer is a slap in the face to our dedicated local government workforce”

Reject the Pay Offer

Local Government members will receive an email pay ballot this month and members will be asked to **REJECT** the pay offer and to vote **YES** to industrial action.



The Joint Trade Unions had previously given COSLA a deadline of the 1st April, the normal implementation date of any pay increase, to present an improved offer, noting that the current offer was not made until 15th March, some three months after submission of the pay claim, leaving little time to engage in meaningful negotiations prior to the implementation date.

Local government workers have gone above and beyond in their response to the Covid pandemic – keeping local services going in the most difficult of circumstances. COSLA have frequently praised their efforts and previously committed to ensuring that issues of reward and recognition would be addressed through these pay negotiations and the Joint Trade Unions do not believe they have been.

The offer:

- Falls far short of the flat rate or % increase outlined in our claim.
- Does little to address issues of low pay which have become endemic following a decade of austerity.
- Contains no provision for restoring pay levels to pre-austerity levels.
- Contains no provisions to pay the registration fees of workers who are required to maintain a regulatory registration to undertake their role or any other costs associated with undertaking their role.

- Contains no commitment to explore a no-detriment reduction in the working week or any other measure to address the increased demands placed on our members or their ability to maintain a work-life balance.
- Contains no assessment of the pay gap against any of the protected characteristics (something that could easily have been prepared and submitted to the trade unions in the months since the submission of our claim)



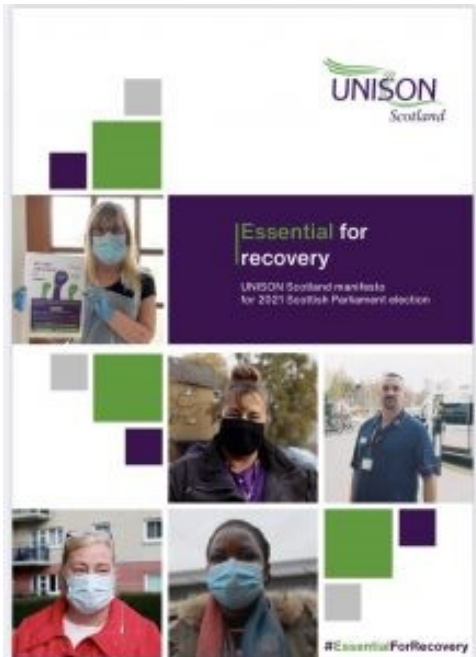
Johanna Baxter, UNISON Scotland head of local government, said: “According to COSLA’s own figures 55% of the Scottish Local Government workforce earns less than £25k per annum – that’s over 100,000 workers earning significantly below the average wage of £32,000 per annum. The current offer does not address the issue of endemic low pay for these workers.

Without these workers going above and beyond to keep services running over the past year their colleagues in the NHS would have been left without childcare, our mortuaries would have been overwhelmed, our children would have been left without an education and our elderly would have been left without care. Yet to date they have received no reward or recognition of their efforts at all. It’s simply not good enough.”

Full details are available on the Branch website and there will be regular updates on our Facebook and Twitter pages.

UNISON Election Manifesto

Essential for Recovery UNISON's manifesto for the Scottish Parliament elections 2021, puts UNISON policy and concerns into the political arena – defending and improving public services and the lives of those who provide them.



UNISON members have been essential in getting the country through Covid – and they are essential to recovery from the pandemic. That's the message that runs through this manifesto – it is a challenge to every candidate looking for the votes of UNISON members.

Any recovery from Covid will have to put investment in public services, and those who provide them, at its heart.

Investment in services creates more jobs more and more spending in local economies – wage rises for public service workers will be spent boosting demand in local economies.

The next Scottish Government must prioritise core activities. By this we mean essential goods and services like housing, utility supply, health, transport, education and care. This 'foundational economy' provides the infrastructure of everyday life.



Lilian Macer, UNISON Scotland Convenor, said: “Public Services must be at the centre of any future economic strategy. The next Scottish Government must prioritise essential goods and services like housing, utility supply, health, transport, education and care. Public serves essential to keeping us safe and civilised. Investing in these sectors provides both longer term economic benefit and increased social resilience. Prioritising these areas will deliver for people and the environment. Investment in our public services creates jobs delivering more spending in local economies – wage rises for public service workers boosts local demand.”

What we are asking you to do?

Read the manifesto.

Debate its contents with family, friends, and colleagues.

Challenge all parties and candidates – use candidates questions as a guide

Write letters to your local papers and candidates asking for their support

Challenge your own political party to put public services at the centre of Scotland's recovery

More information regarding the Manifesto and the link to read and download it is available on the Branch website.

Early Years, No Going back to Normal

WILL BACK TO NORMAL MEAN BACK TO UNDERVALUED?

#NoGoingBackToNormal

We are shouting out loud and proud about the work of UNISON members in Inverclyde.

Covid 19 has taught UNISON Inverclyde members how invaluable their services are to the local community.

They are not going back to being underpaid or unrecognised.

Public service workers across Inverclyde are Not Going Back To Normal!

First up in our Social media campaign was Early Years and Childcare.



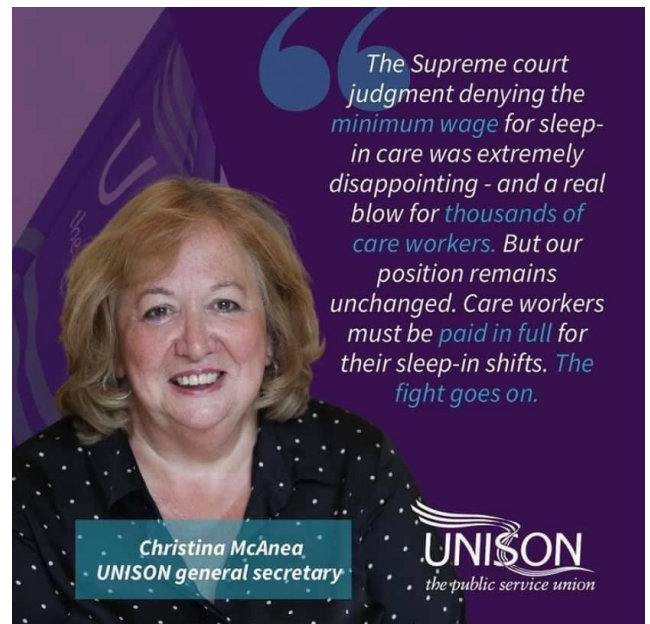
Please have a look at the Video on our Facebook and Twitter pages and also the article on the Branch website.

Care Workers Sleepover Pay

UNISON Scotland secured an agreement in 2018 for sleepovers to be paid at the Scottish Living wage per hour which has helped benefit members of the UNISON Inverclyde Branch.

However, the Supreme Court did not agree with our position so we are now campaigning to change the law.

It is vital to protect the Scottish position and also help other carers across the UK to enjoy the same rights you have.



Stronger together in UNISON, we fight for our members.

Please have a look at the National UK UNISON website and take the opportunity to sign the petition.

UNISON Scotland LGBT+ Newsletter



The latest edition of OUT – UNISON Scotland's LGBT+ newsletter is now available. It contains dates of network meetings, updates on the ILGA conference and other relevant info.

Details are available on the UNISON Scotland website.



Follow us on Facebook and Twitter to get the Branch news as it happens!

Facebook : [unisoninverclydebranch](#)

Twitter : [@unisoninver](#)

Moved house, changed your name or started a new job?



Remember to update your membership details

You can update your details online at:
unison.org.uk/my-unison



Now more than ever, is the time to ensure that we hold the correct and up to date details for you, particularly your email address.

The Branch is always looking to improve communication to our members and we're asking all members to register with myUNISON. This is a fairly easy process and only takes a few minutes.

All you need to do is visit <https://www.unison.org.uk/my-unison> and follow the steps for registration. You will require your UNISON membership number.

Once you register you can update your personal details, including adding an e-mail address if there isn't one already on your membership file. Alternatively you can contact the Branch Office on 715900.

Branch members who have an up to date email address on their membership file will receive emails with links to future editions of the Branch newsletter and also any important information which is emailed to members which is especially important given the current circumstances.