

REJECT THE PAY PROPOSALS!



A decision was made at a national level within UNISON to cancel our industrial action on 14th October and instead consult our members on some rehashed pay proposals made by the Local Government Association.

Manchester Branch believes the strike should have gone ahead and advises you to **REJECT** these proposals.

These are the reasons why:

1. They are not enough. We voted to take industrial action because 1% was not enough. These proposals only amount to 1.19%!
2. They are only half of what inflation is predicted to be over the 2 year period (4.2%). You will get poorer.
3. They do nothing to make up for the 18% drop in the value of our pay over recent years.
4. Everyone in the union who is classified under the Government guidance, as "low paid" will still be low paid under this offer.
5. They will not guarantee everyone the living wage.
6. They are not even a formal offer. Councils have not even confirmed if they will pay these proposals. You could vote for them now, but not actually get them!
7. They will prevent us from taking any more strike action on pay until 2016 so we will be locked into further pay cuts for at least two years.

Who is advising you to REJECT the proposals?

Your Branch Executive Committee, made up of your stewards and representatives from across the branch, voted unanimously to advise you to reject this offer.

They are not alone in this view.

The same decision was taken unanimously at a meeting of representatives from Local Government UNISON branches from right across the North West.

Branches from other areas of the country have also contacted us to say they have done the same thing.

Your Branch has supported the call for a Special National Local Government Conference to get our fight for decent pay back on track.

Why are we consulting on a bad proposal?

Simply put, some of the representatives on the National Joint Council Committee have no guts for a real fight to get our members a fair pay increase.

It was cowardice on the part of some of our National leadership that led to the last minute decision to cancel the strike, and not immediately reject these proposals for the insult that they are.

We believe that this decision does not represent the genuine views of UNISON Members or what is in their interests.

What you should do.

We have been given strict instructions on how the question you are asked on your ballot paper must be written. It is written in a way to sound daunting and to encourage you to accept the offer.

The disgraceful question you are being asked to decide is one of two options.

Accept the employers proposals and endure two further years (at least) of pay cuts.

Or

Reject the proposals and, as the question is posed, agree to support 'sustained all out strike action'. This is not a genuine position. It amounts to bullying members into accepting pay cuts for years to come and is a disgraceful decision of the union leadership.

In over 20 years of UNISON's history no National Service Group has ever been asked to take 'sustained all out strike action'.

Never.

If members reject the proposals what will happen is the Local Government Service Group will reopen negotiations with the employers to achieve a fair offer, and will decide on what further strike action is required.

What are the proposals?

Please note these proposals cover two years, from 1st April 2014 to 31st March 2016.

For comparison purposes, the original offer was 1% for this financial year.

The employers also intended to offer 1% next year.

Under these proposals:

Members on spinal column point (SCP) 11 and above (grade 3 and up) will get 2.2%, but only from 1st January 2015. You will not get back pay for the 9 months from 1st April 2014 to 31st December 2014.

It is not a genuine offer of 2.2%.

These proposals will not deliver the living wage across the UK as our original claim asked.

Even then this will not apply to Manchester City Council members as we have already negotiated the Living Wage.

Instead of the back pay we should be owed there will be a one off payment to be paid in December 2014 as follows;

SCPs 5-7: £325 SCPs 8-10: £150 SCPs 11-49: £100

These proposals have already been rejected once, in September.

One of the reasons they were rejected was some members above SCP 25 would get less than the original 1% offer this year.

So a second additional payment payable in April 2015, has been added to the proposals simply to prevent members receiving less than 1% for this year.

This amounts to 0.45% of proposed new salaries on SCPs 26-49 inclusive, of which £100 is to be paid in December 2014 and the remaining balance to be paid in April 2015.

The amounts vary for the additional payments in April 2015, starting at just £3 for SCP 26 as a one off payment, before deductions.

The only difference between this and the rejected proposal for the vast majority of members above SCP11 (over the two years) is JUST 94p A YEAR FOR EVERY £1000 EARNED.

Before deductions!

See enclosed the National Pay Proposals and a comparison table outlining how little has changed in the 'offer'.

VOTE TO REJECT THE PAY PROPOSALS

NJC PAY PROPOSALS FOR CONSULTATION

SCP	current 2013 pay rates		pay proposal for consultation							proposed lump sum payment in Apr15
	per annum	per hour	proposed increase from 01Jan15	proposed SCP per annum	proposed SCP per hour	proposed pay increase in FY 14/15	proposed lump sum payment in Dec14	total increase in FY 14/15		
5	£12,435	£6.45	£1,065	£ 13,500	£ 7.00	£ 266	£ 325	£ 591		
6	£12,614	£6.54	£1,000	£ 13,614	£ 7.06	£ 250	£ 325	£ 575		
7	£12,915	£6.69	£800	£ 13,715	£ 7.11	£ 200	£ 325	£ 525		
8	£13,321	£6.90	£550	£ 13,871	£ 7.19	£ 138	£ 150	£ 288		
9	£13,725	£7.11	£350	£ 14,075	£ 7.30	£ 88	£ 150	£ 238		
10	£14,013	£7.26	£325	£ 14,338	£ 7.43	£ 81	£ 150	£ 231		
11	£14,880	£7.71	2.20%	£ 15,207	£ 7.88	£82	£100	£ 182		
12	£15,189	£7.87	2.20%	£ 15,523	£ 8.05	£84	£100	£ 184		
13	£15,598	£8.08	2.20%	£ 15,941	£ 8.26	£86	£100	£ 186		
14	£15,882	£8.23	2.20%	£ 16,231	£ 8.41	£87	£100	£ 187		
15	£16,215	£8.40	2.20%	£ 16,572	£ 8.59	£89	£100	£ 189		
16	£16,604	£8.61	2.20%	£ 16,969	£ 8.80	£91	£100	£ 191		
17	£16,998	£8.81	2.20%	£ 17,372	£ 9.00	£93	£100	£ 193		
18	£17,333	£8.98	2.20%	£ 17,714	£ 9.18	£95	£100	£ 195		
19	£17,980	£9.32	2.20%	£ 18,376	£ 9.52	£99	£100	£ 199		
20	£18,638	£9.66	2.20%	£ 19,048	£ 9.87	£103	£100	£ 203		
21	£19,317	£10.01	2.20%	£ 19,742	£ 10.23	£106	£100	£ 206		
22	£19,817	£10.27	2.20%	£ 20,253	£ 10.50	£109	£100	£ 209		
23	£20,400	£10.57	2.20%	£ 20,849	£ 10.81	£112	£100	£ 212		
24	£21,067	£10.92	2.20%	£ 21,530	£ 11.16	£116	£100	£ 216		
25	£21,734	£11.27	2.20%	£ 22,212	£ 11.51	£120	£100	£ 220		
26	£22,443	£11.63	2.20%	£ 22,937	£ 11.89	£123	£100	£ 223	£ 3	
27	£23,188	£12.02	2.20%	£ 23,698	£ 12.28	£128	£100	£ 228	£ 7	
28	£23,945	£12.41	2.20%	£ 24,472	£ 12.68	£132	£100	£ 232	£ 10	
29	£24,892	£12.90	2.20%	£ 25,440	£ 13.19	£137	£100	£ 237	£ 14	
30	£25,727	£13.33	2.20%	£ 26,293	£ 13.63	£141	£100	£ 241	£ 18	
31	£26,539	£13.76	2.20%	£ 27,123	£ 14.06	£146	£100	£ 246	£ 22	
32	£27,323	£14.16	2.20%	£ 27,924	£ 14.47	£150	£100	£ 250	£ 26	
33	£28,127	£14.58	2.20%	£ 28,746	£ 14.90	£155	£100	£ 255	£ 29	
34	£28,922	£14.99	2.20%	£ 29,558	£ 15.32	£159	£100	£ 259	£ 33	
35	£29,528	£15.31	2.20%	£ 30,178	£ 15.64	£162	£100	£ 262	£ 36	
36	£30,311	£15.71	2.20%	£ 30,978	£ 16.06	£167	£100	£ 267	£ 39	
37	£31,160	£16.15	2.20%	£ 31,846	£ 16.51	£171	£100	£ 271	£ 43	
38	£32,072	£16.62	2.20%	£ 32,778	£ 16.99	£176	£100	£ 276	£ 47	
39	£33,128	£17.17	2.20%	£ 33,857	£ 17.55	£182	£100	£ 282	£ 52	
40	£33,998	£17.62	2.20%	£ 34,746	£ 18.01	£187	£100	£ 287	£ 56	
41	£34,894	£18.09	2.20%	£ 35,662	£ 18.48	£192	£100	£ 292	£ 60	
42	£35,784	£18.55	2.20%	£ 36,571	£ 18.96	£197	£100	£ 297	£ 65	
43	£36,676	£19.01	2.20%	£ 37,483	£ 19.43	£202	£100	£ 302	£ 69	
44	£37,578	£19.48	2.20%	£ 38,405	£ 19.91	£207	£100	£ 307	£ 73	
45	£38,422	£19.92	2.20%	£ 39,267	£ 20.35	£211	£100	£ 311	£ 77	
46	£39,351	£20.40	2.20%	£ 40,217	£ 20.85	£216	£100	£ 316	£ 81	
47	£40,254	£20.86	2.20%	£ 41,140	£ 21.32	£221	£100	£ 321	£ 85	
48	£41,148	£21.33	2.20%	£ 42,053	£ 21.80	£226	£100	£ 326	£ 89	
49	£42,032	£21.79	2.20%	£ 42,957	£ 22.27	£231	£100	£ 331	£ 93	