



COSLA 2018 PAY OFFER

CONSULTATIVE BALLOT FOR INDUSTRIAL ACTION

MON 1 OCT - THU 15 NOV

THE COSLA OFFER IS UNFAIR AND UNEQUAL

VOTE YES!

FOR INDUSTRIAL ACTION AND FOR BETTER PAY!

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Our priority is the defence of your interests. That's why we are asking you to **VOTE YES** for industrial action and to bring COSLA back to negotiations with more money for the lowest paid.

GMB members rejected COSLA's original offer by an overwhelming majority of 92 per cent in our previous consultative ballot on the basis that it was unfair and unequal. COSLA has ignored our members as nothing has changed in this new offer for the lowest earners.

COSLA is now proposing:

- A 3 per cent pay increase to all employees earning up to £80,000.
- A flat rate increase of £1,600 for employees earning more than £80,000.

For full-time staff on the front-line of council services, like home carers, refuse and recycling workers, school cleaners and pupil support staff, it means an average pay increase of around £600 - not a penny more on the original offer you already rejected!

But for the middle and high earners it's a very different story:

- For staff on over £36,500 it means a £1,000 increase - an extra £370.
- For staff on over £70,000 it means a £2,200 increase - an extra £700.
- For your council top brass it means a £1,600 increase on their six figure salaries.

After ten years of cuts to pay and after a massive rejection of the original pay offer, it's clear that COSLA is treating our members across local government with total contempt.

COSLA's original offer was unfair and unequal. This latest offer makes the inequality even worse, further stretching the local government pay gap.

That's why we are asking you to **VOTE YES** for industrial action. We need to make COSLA think again and come back to the table with a better offer for those that need it most.

Get involved in our campaign! Email GMBScotCampaigns@gmb.org.uk

Not a member? Join today at www.gmb.org.uk/join

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