



01 Feb. 19

Councillor Gail MacGregor
Gail.Macgregor@dumgal.gov.uk

Dear Cllr MacGregor,

COSLA Pay Award

As you know GMB Scotland has campaigned hard to ensure the lowest paid in local government gets as much money as possible into their pay offer. Our members' interests are always our number one priority.

I make no apology for the work we have put in balloting members, contacting Councillors, MSP's and making as much noise as possible to get the best deal possible.

GMB local government representatives have decided that while the final offer isn't perfect - and we have particular concerns about the weighting of the offer across the lowest, middle and highest earners - we believe that it is the best that can be achieved through negotiation.

Therefore, as of Monday 4th February we will be balloting our members with a recommendation to accept the offer.

However, our reps are clear that if Brexit uncertainty creates a situation where the rate of inflation rises and turns this deal into a pay cut, then we will be writing to you demanding we get back around the negotiating table.

After a decade of austerity, we will not contemplate a return to pay that does not match the cost of living for our members. Work needs to pay for our hard-pressed members on the front line of service delivery.

I asked for this during our talks and it was refused but those on the lowest end of the pay scales are the ones that stand to suffer the most from this blindfold Brexit scenario facing the country. We will stand up for their interests, always.

Finally, I know this year hasn't been easy but I want to also thank you for the work you have done to get movement on the offer each time it has been refused.

GMB will always fight for the best deal possible for our members but we also know that compromise is a fundamental part of every negotiation and that COSLA is battling with tough budget constraints from central government.

If our members agree to accept this deal, then at the very least, we know that more money will be going into the pockets of the lowest paid as a result of *all* our efforts.

Yours faithfully,

Drew Duffy
Senior Organiser – Public Services