

Local Government Industrial Action

What you need to know for 20 August

We want a fair deal on pay

Scotland's local government employers have offered a pathetic pay rise of 2.5% for each of the next 3 years. Inflation is currently running at 4.6% - that adds up to another pay cut.

That's why 100,000 UNISON members in Scotland are taking strike action on 20 August. We want the employers to start talking sense and come back to the negotiating table.

You cannot afford to take another pay cut



Join the action and make your voice heard

Before 20 August

- ♦ Encourage your colleagues in the union to join the strike action
- ♦ Encourage non members to join UNISON so they can take part in the strike action—application forms from 01224 620624
- ♦ Arrange with your union colleagues to organise a rota to picket your workplace (guidelines on picketing overleaf) - let us know if you are picketing (01224 620624)
- ♦ Phone 01224 620624 for Official Picket placards and armbands
- ♦ Phone 01224 620624 for copies of leaflets explaining the action to hand out to the public as well as other workers

On 20 August

- ♦ Turn up early to picket your workplace
- ♦ Ask non union members entering work not to cover the duties of striking members
- ♦ Take photographs of your picket line and send them to c.bartter@unison.co.uk—they will go on UNISON Scotland's website—unison-scotland.org.uk
- ♦ Keep in touch with us on 01224 620624 to let us know how things are going

**If your workplace is closed or
your picketing duties complete**

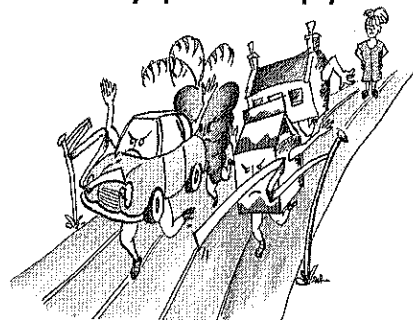
**join us at the
branch rally**

20 August 2008 at 10.30 a.m.

**British Legion Club,
Victoria Buildings, Blackhall Road
Inverurie**

See you there

CoSLA Olympics: the low pay award



Workers lose out in cost of living race

Local Government Industrial Action

What you need to know for 20 August

Guidelines on Picketing

- ◆ Picketing is carried out in furtherance of official industrial action. There is no actual legal "right to picket" but peaceful picketing has long been recognised as a lawful activity.
- ◆ Number of pickets—the government's Code of Practice on Picketing says "pickets and their organisers should ensure that in general terms the number of pickets does not exceed 6 at any entrance to a workplace."
- ◆ Police—pickets should co-operate with the police in any requests they make to keep the streets free from obstruction.
- ◆ Place of picketing—picketing is only lawful if it is carried out by a person attending at or near their place of work. Members who do not report to a fixed workplace should regard their admin centre as their place of work
- ◆ Picket duty should begin not less than an hour before normal working hours and should aim to cover at least the first half of the working day
- ◆ Pickets should wear an armband indicating they are on duty and placards should be displayed stating **OFFICIAL STRIKE**.
- ◆ Approaching people—any member, work colleague or member of the public who approaches the picket line should be spoken to, given a leaflet and the reason for the strike explained in a polite and courteous manner.
- ◆ The picket does not have the power under the law to require people to stop or compel them to listen. A person who decides to cross a picket line must be allowed to do so.
- ◆ It is an offence to use threatening, abusive or insulting words or behaviour.

Hardship Payments

- ◆ Your employer is entitled to withhold payment for each day you take strike action.
- ◆ Branches can make hardship payments to members in accordance with the NEC Scheme for Branch Industrial Action Funds.
- ◆ Applications to hardship funds should be made direct to your branch—contact 01224 620624 or aberdeenshire@unison.co.uk for information—all applications are treated in strictest confidence.

Effect on your Pension

- ◆ For every whole day a member is out on strike they will lose on day's pensionable service—effectively 1/365th of a 60th for each full day of strike action.
- ◆ Example—if a member retired after 25 years service with pensionable pay of £15,000 the pension would be $25/60\text{th} \times £15,000 = £6,250$. If the member lost a total of 6 days through strike action the loss would be $£15,00 \times 1/60\text{th} \times 6/365 = £4.11$ per year.
- ◆ As you can see from the example a strike of a few days does not have a significant effect because pension benefits are calculated on a daily basis

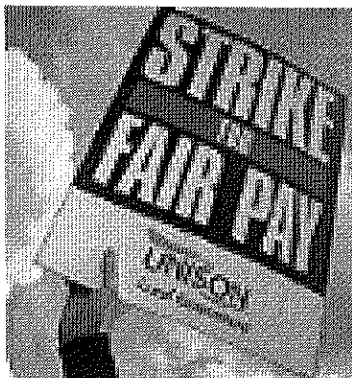
Transport to the Rally—Inverurie 20 August

Depending on demand we may be able to organise buses to the Rally in Inverurie from other locations in Aberdeenshire.

If you would like to attend and need transport please contact Lynne on 01224 620624 or by email l.duncan@unison.co.uk

BY 12 NOON ON MONDAY 18 AUGUST.

Keep up to date with the latest news on the industrial action on <http://www.aberdeenshireunison.com>



Exemptions

- ◆ Employees in the last years of service who are members of the Local Government Pensions Scheme
- ◆ Pregnant women who have notified their employer of the expected date of birth.
- ◆ People whose state benefits may be affected—members should get advice from their local benefits office
- ◆ Life and limb cover—this will be agreed between your branch and employer—contact your branch for information—01224 620624 or aberdeenshire@unison.co.uk