

Our ref: JK/IG/Cornerstone
Your ref:
When telephoning please ask for:



Edel Harris
Chief Executive
Cornerstone
Centurion Court
North Esplanade West
Aberdeen
AB11 5QH

UNISON House
14 West Campbell Street
GLASGOW
G2 6RX

Tel: 0141 342 2899
Fax: 0141 342 2835
www.unison-scotland.org

31 October 2018

Dear Edel,

Joint Negotiation and Consultation Committee (JNCC) Terms of Reference: Collective Bargaining UNISON - Collective Disputes Procedure

We are writing to advise you formally that following the pay ballot result we have reached a *failure to agree* not just on pay but a number of significant issues causing a great deal of distress to Cornerstone staff and would like to formally invite you to ACAS for conciliation.

- Cornerstone Full and Final Offer 2018/19 - 92% rejection.
- Under Section 6.1 of the above agreement we wrote in good faith seeking a formal JNCC meeting on the 25th October which you declined and have not offered an alternative date within a reasonable timeframe to address amongst other matters the following issues.
 - Contracts of Employment
 - Policies and Procedures
 - Pay Protection for Service Managers and Team Leaders
 - Support Assistant to Support Worker
 - Project Lead Role
 - Team Mentor Role
 - Working Time Directive
 - Job Evaluation
 - Technology
 - Health & Safety

We will advise ACAS of the details of the dispute and they will make contact with you in the near future.

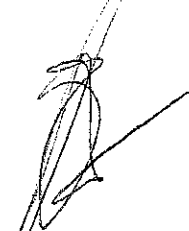
Status Quo: Can we take this opportunity to remind you that whilst the above issues remain in formal dispute the current agreed terms and conditions remain in force and we will not commence any form of industrial action until the procedure is exhausted.

As a staff side we are frustrated that you have walked away from formal negotiations at such a critical time. The UNISON stewards wish to record that we remain committed to working with the leadership and the board to seek an early and negotiated settlement to the dispute in the very best interests of Cornerstone staff and the people they support to live a valued life.

Local Cornerstone is an important project that has significant benefits for staff and the wider social care sector. Refusing to engage with the staff side representatives is putting the success of this project in jeopardy. We urge you to reflect on your position and engage formally with us at ACAS.

We look forward to working with you at ACAS to explore a negotiated resolution in everyone's best interests in the near future.

Yours sincerely



Jamie Kelly - Cornerstone UNISON Convenor

Mags McHenry - Senior UNISON Steward

Kevin McConnachie - Senior UNISON Steward

Brenda Richmond - UNISON Steward

John Frew - UNISON Steward

Scott Broadley - UNISON Steward

Benson Mugenyi - UNISON Steward

Charles Keown - UNISON Steward

Audrey McCabe - UNISON Steward

Karen Morrison - UNISON Steward

Patrick Lee - UNISON Steward

Margaret Percy - UNISON Steward

CC

Malcolm Laing, Chair Cornerstone Community Care

Deborah Clarke, UNISON Head of Community