



# SHEFFIELD CITY COUNCIL

## **PAY & GRADING UP-DATE**

### **GMB BALLOT RESULT:**

We can now confirm that our members have voted to reject the Council's new Pay and Grading offer. **55% of the votes cast were in favour of rejection and 45% were in favour of acceptance.** We have informed the Council that the GMB will not be signing off a collective agreement with regards to their offer. We will now be seeking further negotiations, particularly around mitigation for those who have lost out under the Council's proposals. If the Council refuse to negotiate with us we may now consider an industrial action campaign but we will of course consult with our members before taking such measures. The obvious choice would be to ring fence that industrial action in the areas of greatest loss but again, we would consult with you before considering this.

### **THE NEXT STEP:**

As we write this newsletter we have been informed by Sheffield City Council that final notice letters will be going out in early December to all employees who have not signed their new terms and conditions. We realise and understand that the wording of the letters to date have implied that if you do not sign you will be dismissed and re-engaged on the new contract. We have never actually accepted this view because the legal position we have taken is, that even if our members refuse to sign up to the point of implementation, they would be deemed as accepting the new terms and conditions once they turned up for work, all be it under protest, after the 90 day notice period (April 2010).

We do of course understand and empathise with our members who have signed the new contracts because they have feared losing either new or improved terms and conditions or, in many cases, their jobs. Regardless though, we have to take a position so we hold the line that we do not accept the losses that these new terms and conditions cause for thousands of workers. The tactics of the Council have been aggressive to say the least.

Our position and advice is that we will not agree the new terms and conditions collectively with the Council, and that our members should not sign the new contract. We are taking legal advice on this position and we will consult further with our solicitors once the notice letter is sent out. If we believe that a form of words is needed, in a letter that our members should submit should they feel the need to sign, then we will contact you again. As we stand to date with our legal advice, we do not believe that any GMB member will be sacked for refusing to sign. We have a 90 day period once the notice letters go out and this position will be reviewed on a weekly basis from now until April 2010.

## **PAY & GRADING SURGERIES:**

The GMB has been keeping our Sheffield office open late every Wednesday and Thursday from October through to December 17<sup>th</sup> in order to provide support to our members around Pay & Grading appeals and the newly proposed contracts. We will continue to provide this support once our members have submitted their appeals and we will send out a new schedule in the New Year.

It would help us if we knew how many members will be attending and so we are asking members to book a slot in advance. You can come along as an individual or as a group. Obviously we understand that not everyone can make these times and dates so please do not hesitate to contact us to make alternative arrangements.

The surgeries will be available on the following dates:

	WED	THU	WED	THU	WED	THU	WED	THU
NOVEMBER	4 <sup>th</sup>	N/A	11 <sup>th</sup>	12 <sup>th</sup>	18 <sup>th</sup>	19 <sup>th</sup>	25 <sup>th</sup>	26 <sup>th</sup>
DECEMBER	2 <sup>nd</sup>	3 <sup>rd</sup>	9 <sup>th</sup>	10 <sup>th</sup>	16 <sup>th</sup>	17 <sup>th</sup>		

You can book a start time of: 4:00pm, 4:30pm, 5:00pm, 5:30pm, 6:00pm, 6:30pm, 7:00pm or 7:30pm

**How to book:** Members can either complete and post the booking request below, e-mail the request to [Sheffield@gmb.org.uk](mailto:Sheffield@gmb.org.uk) or telephone our office on 0114 2768017 and we can check availability and confirm the booking.

NAME / S	DATE	TIME	DIRECTORATE	CONTACT PHONE NUMBER OR E-MAIL

All employees only have until December 4<sup>th</sup> to submit their appeals so if you are in any doubt as to the new terms and conditions that you have been offered please contact us immediately and book a session at one of these surgeries. If any of your colleagues are not in a trade union please advise them to sign up to the GMB as soon as possible. We will only provide support to GMB members at these appeals. You can get forms from the GMB office or by contacting one of the GMB reps on the attached GMB / Sheffield CC contacts flyer.

Please let us take this opportunity to assure you that we are doing all that we can to support our members through this difficult period and we thank you for your patience, support and understanding.