



Official Two Day Strike Wed 23rd April & Thurs 24th April

Covers all council workplaces, including schools.

Union Rally in Victoria Square. **12.00pm–2.00pm Thursday 24th April**

12.00pm onwards there will be activities to keep families entertained (face painting, clown, etc) .Speakers from 1.00pm.

Why strike & why not cross picket line?

Thousands of staff lost wages on 1st April 2008 including staff on the top of the grade.

- **Losing Pay.** After negotiations the council has not reduced the number of people losing pay or the amount they will lose.
- **Terms & Conditions attacked** This fight will determine your pay and conditions for years to come. It is a blueprint for a workforce made ripe for privatisation through performance related pay.
- **Performance Related Pay.** We face annual performance assessments to determine movement up the increments. But **will they pay?** A quote from an approved Cabinet report: "**the avoidance of pay progression has already been accounted for in the Council's medium term financial plan.**"!!!!
- **Business Transformation will effect your performance!**
The appendices to the "Funding the Excellence in People Management Transformation Programme" (!) report make it quite clear that the council will be implementing performance related pay, will be actively avoiding pay progression, and will be looking to avoid "pay drift".
- **Can non-union members take strike action?** If there is a picket line you are not obliged to cross it but can call your line manager, and ask for an alternative work location as you are not willing to cross the picket line. This will then cover them from having action taken against them. It is best to join a Union for the greatest degree of protection and to support our campaign.

You know this Pay & Grading is not right.

It affects everyone: you, your friends, colleagues, & your family.

It is important that you support the strike by not crossing the picket line all we want is equality not an attack on our terms & conditions