

**Single Status  
Action News #8  
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## **26 Feb Strike Off**

### **Dispute Continues – 2 Weeks of Talks**

We have suspended the one day strike set for Tuesday 26<sup>th</sup> February. The council have agreed to intensive negotiations to resolve our differences by the 12<sup>th</sup> of March, 2008. The branch will be holding mass members' meetings immediately after the talks for you the members to consider the outcome and to vote on whether they are agreeable or we need to take further industrial action.

This does not mean that we have won or ended the dispute. We have achieved one thing we set out to do – to get the council into proper talks with the prospect of agreement at the end. We may not be able to reach an agreement and if we do not, we will recommend to you that we continue and step up the industrial action. But there is a prospect some real forward movement in the negotiations.

After the 5<sup>th</sup> February one day strike, the council did not engage in any talks with us, despite several written invitations from the unions, until Thursday 21<sup>st</sup> February. Why are they talking now and making clear commitments ? – because they know that support for our strike action is growing and that Tuesday 26<sup>th</sup> would have been an even bigger day of action than the previous one.

This agreement to call off the strike was based on clear undertaking from the council that the intensive talks would start from and build on a number of previous offers and proposals amongst which were :

- Extension of protection beyond 2010 and measures to minimise losers and the amount they lose. Potential to ensure no red circles (salary losers) will lose more than an agreed maximum (eg 10% or 15%) at the end of protection. Joint commitment to a structured programme of job redesign commencing with those who lose most.
- Consideration of subdivision of salary bands.
- Improved assimilation to salary bands more closely matching the job evaluation score
- Consideration of additional funding for the structure.
- Incremental progression will be only upwards, not downwards and will not be performance based. The talks to reach agreement on the design of the progression process will also take place within the 2 week period to 12<sup>th</sup> March.
- Agreement to be reached on non-pay contractual issues such as flexibility, weekly to monthly pay and changes to the working week.

The branch is acutely aware that these are promises and potential gains which need to be delivered by the city council in the next two weeks. The dispute is still very much on, we must now win an acceptable deal or return to industrial action after the 12<sup>th</sup>.

We call upon members to **keep the pressure up** on the council and the Conservative-Liberal ruling group through **lobbying your councillors** in line with our last directly mailed newsletter. It is your fantastic support and involvement which has created the opportunity for real talks.

## **Keep Up The Pressure – Standby For Further Action**

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