



COSLA PAY CONSULTATIVE BALLOT
MON 4 FEB - THURS 28 FEB

ACCEPT

**GMB RECOMMENDS THIS OFFER AS THE BEST
THAT CAN BE ACHIEVED THROUGH NEGOTIATION**

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Negotiations between COSLA, the Scottish Government and the Joint Trade Unions (GMB, Unison and Unite) in local government over your pay offer have now been exhausted.

The employer's final offer proposes the following:

- 2018/19 – 3.5% increase (fully backdated to April 1st 2018).
- 2019/20 – 3% increase.
- 2020/21 – 3% increase.
- Consolidation of the Scottish Local Government Living Wage (SLGLW) across every council.

GMB recommends you accept this offer. It is the best that can be achieved through negotiation and without the need for industrial action. Through our previous ballots we faced down a pay imposition and a further offer that continued to ignore the lowest paid. It was GMB members who said “no” to COSLA and forced them to do more.

Our campaign secured a better deal for 2018/19 and the consolidation of the living wage will put more money into members' pockets as we bring back the differentials between the lowest grades.

We will always be honest with you. This offer isn't perfect but we believe it is the best we can achieve after a long and difficult year of ballots and talks, and through the joint trade union arrangements.

Our priority is the defence of your interests. We will fight for the lowest paid in local government – always – but we will not play fast and loose with your livelihoods or lead you into a dispute with no real prospect of a positive outcome.

That's why we are recommending you accept this offer.

VOTE ACCEPT.

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