

Scottish Socialist

Party

COUNCIL WORKERS VOICE

STRIKE TOGETHER AGAINST PAY CUTS

**FOR EQUAL PAY WITHOUT DETRIMENT TO ANY
demand the funding off Scottish Executive**

Scottish Socialist Party members, within and outwith the council workforce, extend 100% solidarity to your battle against cuts to pay and conditions.

We appeal to you to strike back together, as one, united in a mighty show of strength on the proposed 3-day strike.

The council has tried every dirty trick in the book.

Leader Steven Purcell lied when he claimed "*nobody will lose a single penny in take-home pay.*" One in six workers, 5,000 of us, will lose up to £10,000 EACH.

The council tried the age-old divide-and-rule trick, with the bribery of a Xmas lump sum for those who signed up NOW for the new contracts. They hoped those who gain a paltry increase, usually on low pay, would abandon those who lose to the New Labour wolves. They failed! Less than 20% have signed up. Far more people voted to strike than are losers, displaying the honourable quality of solidarity.

Purcell then tried to belittle the vote for strike action by UNISON members, saying the turnout/votes returned was "only 46%". Well if that's not a good enough vote to democratically decide on a strike, 65 out of 79 city councillors should resign now, because they were elected on lesser turnouts than 46.8%. They thought they could split the unions - but now the TGWU are also balloting for strike action - and many GMB members are demanding their leaders follow suit.

There is no shortage of money to fund equal pay without a single penny off the pay or conditions of a single one of the 31,000 council workers.

Every year the Labour-LibDem Scottish Executive has under-

spent its budget by hundreds of millions - £235m last year alone. Yet £12-15m would fund equality without pay cuts in Glasgow.

That's the obvious source of funding.

Or New Labour could cancel their plans to squander £76 billion on Son of Trident.

Or they could have avoided the bloodshed and the waste of £6.5 billion in their war for oil and empire in Iraq.

Or they could reverse their well advanced plans to slash 25,000 jobs in Customs & Revenue, to better catch some of the big business tax dodgers - who already steal £86 billion in unpaid taxes a year.

The SSP puts people before profit, which is why we fully support the strike against pay cuts.

AND WE CAN WIN! With only 5 months to go 'til the May elections, Labour is on the rack. Strike together. Force the Labour wage-snatchers into retreat. Demand the Scottish Executive fund equal pay without a penny pay cut.



**join the national
DEMO**

**called by Falkirk UNISON
Sat 16 Dec
11am, Estate Ave,
Callendar Park, Falkirk**

"All this was supposed to address pay inequality, especially for women. Instead it is mostly women who have been targeted for pay cuts. My phone has been ringing off the hook for the past 3 months, mostly from women, who are in despair at the impact on their homes, their families, their lives. That's why we are striking and demonstrating our solidarity - whether we are 'gainers' or 'losers' - to force the council to back down. We are fighting to protect our members' terms and conditions and we are determined to win."

John Devine, UNISON convener, Culture & Leisure Services

JOIN the Scottish Socialist Party - ring 0141 429 8200

MAKE THEM COUGH UP

"I am challenging the whole attempt to impose the Review inside the council. Instead of attacking low paid workers the council should find the spine to unite with the unions and demand extra funding from the Scottish Executive - to implement equal pay without cuts to anyone's wages or conditions.

The Executive could easily fund equal pay across Scotland, if the political will was there."
Scottish Socialist Party city councillor Keith Baldassara

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"The Scottish Executive have a duty to help councils address the shortfall. They underspent by £235 million last year, whereas £12-15 million would sort out the Glasgow situation."

Jim Snell, Assistant Conditions of Service Officer, Glasgow city UNISON

Scottish Socialist Party - council workers VOICE

SHOULD I LIVE IN A TENT?!

"I face a £3,000 pay cut, which is my mortgage! Am I supposed to live in a tent? Or give up my car, which I need for my disabled mother? Or maybe give up heating and lighting? It's absolutely disgraceful, in effect they're taking away my house. **The council is taking people's livelihoods away.**"

For the last 3 years the council insisted we needed SQC3 qualifications. They invested in training us. Now they say we don't need that level of qualification, whip away £3,000 from us ... but say they will protect us for two-and-a-half years by retraining us to return to our previous salary! It makes no sense."
Alison Kelly, UNISON Assistant Conditions of Services Officer

"Not only was this a resounding 66 per cent YES vote in a very high turnout, but far more UNISON members voted to strike than are losing out on the Pay and Benefits Review, which shows a very encouraging level of solidarity between workers."

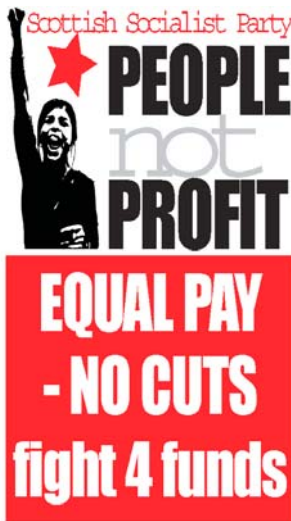
Alex Gordon, UNISON convener in Environmental Protection Services

"People are delighted at the scale of the majority and the unity of staff in this strike ballot. The council had relied on the Xmas sweetener to placate staff. They failed. Less than 20 per cent of staff have returned the letter accepting the council's new terms and conditions, which shows the strength of feeling and solidarity with the 16 per cent of colleagues losing money.

As a minimum I would like to see lifetime protection for those losing money, although if Culture & Leisure is hived off to a charitable trust as the council plan, that would be worthless after one year of protection under TUPE regulations. So we really need regrading without pay cuts and money off the

Scottish Executive to fund it."

Kate Riordan, UNISON steward, Culture & Leisure Services



"We need a full response to the strike in solidarity with those whose pay is being attacked by the Labour council. We must stick together, force the council to back down, make them negotiate properly with the unions, stop them imposing cuts.

I am appalled at Labour, but also at the Falkirk SNP council, who are

imposing cuts by issuing mass dismissal notices. So we need a show of strength in Glasgow followed by a huge national demo in Falkirk on 16 December. With unity of purpose we can win equality without pay cuts.

Nothing less is acceptable."

Willie Campbell, Social Work UNISON steward

WHY FEED THE HAND THAT BITES YOU?!

stop funding Labour!

Trade unions like UNISON, TGWU, UCATT, GMB gave over £100million to New Labour in recent years. The same New Labour are criminal in their attacks on workers, as **Steve, a TGWU member**, told us:

"We decided as a workforce to withdraw from overtime for all the functions held at Kelvingrove. Usually

the council would ask staff at other halls to replace us, but because they support us and are refusing to, they have used untrained Rock Steady staff. These people are not trained to carry out our tasks, and they are on or around the minimum wage. A Labour council is using cheap labour.

It's a scandal. I want our union to stop paying money to Labour."

BREAK FROM LABOUR - JOIN THE SSP

SSP MSPs support council workers

The Scottish Socialist Party MSPs - Colin Fox, Rosie Kane, Carolyn Leckie and Frances Curran - are fighting in the parliament for the funding for equal pay without any cuts to any workers' wages, terms and conditions.

They devoted the SSP's debating time in the parliament on Thurs 9 Nov to moving a motion on this issue, demanding the cash off the Executive.

Moving the motion, Carolyn Leckie said: "When the Single Status Agreement was reached, equal pay had been a matter of law for almost 3 decades, but for all that time, women have had their labour stolen, and over their lifetimes, they have been short-changed by hundreds of thousands of pounds. That inequality persists."

The SSP is the party of the millions, not the millionaires.

We campaign for:

- £8 minimum wage for all over 16, no exemptions. Equal pay for women.
- shorter working week without loss of pay
- public ownership and democratic control of public services, transport, energy, major industry, banks, N Sea oil
- a clean, green, nuclear-free independent socialist Scotland



"Councils should equalise pay upwards, not downwards. It comes to how much money they have in the pot. Strikes and demos, like those in Glasgow and Falkirk, should help force the Scottish Executive to cough up the funds. We want equal pay without detriment to ANY member of staff."

Stephen Smellie, UNISON Scottish Committee member (personal capacity)

Join the SSP - the party of solidarity, public ownership and socialism

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address..... email.....

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