

**UNISON City of Edinburgh Branch  
EMERGENCY GENERAL MEETING  
WEDNESDAY 9 JUNE 2010**

**6PM TO 8PM (at the latest)**

**QUEENS HALL 85-89 Clerk Street Edinburgh  
(close to the junction with Hope Park Terrace)**



# **‘MODERNISING PAY’ IMPOSITION**

*To all Members*

*UNISON City of Edinburgh Branch  
27 May 2010*

All members are urged to attend an Emergency General Meeting of the branch on Wednesday 9 June 2010 at 6pm in the Queens Hall, Clerk Street, Edinburgh.

Members can only be admitted to the meeting on production of their current membership card or pay slip showing UNISON deductions and if their name appears on the branch list.

The quorum for a branch meeting is 200. The Chairperson will take a count at 6pm prompt and if the quorum is not met, the meeting cannot proceed.

The meeting will conclude at 8pm at the latest so that members using the creche or making care arrangements can plan as necessary.

## **AGENDA**

Because this is an Emergency Meeting under Branch Standing Order 24, the Meeting can only discuss that matter for which it has been called. The calling notice for an emergency meeting must state clearly the business to be addressed.

In this case, the business is the Imposition of Modernising Pay as outlined in the motion overleaf to be debated at the meeting.

## **Amendments**

The rule position is unclear regarding amendments at an Emergency Meeting. However, because of the importance of the issue and to allow as much debate as possible, the Branch President has ruled that competent amendments may be submitted.

Any two members can propose amendments to the motion. These must be in writing, signed by the proposer and seconder and arrive at the Branch Office **by 12 noon Tuesday 8 June** so that they can be printed for the meeting.

## **Creche/ Carers Allowance**

Members intending to use the creche should inform the branch office **by Noon on Monday 7 June**. For safety reasons, the creche cannot be made available to members who have not contacted the office. Carers allowance must be arranged in advance with the branch office.

## **Access/ Signer**

There will be a signer at the meeting. The building has wheelchair access. If any member has any special requirements, please contact the branch office as soon as possible so that efforts can be made to provide them.

A good attendance at this Meeting is essential to take forward 'Modernising Pay' issues. Please make every effort to attend.

*Yours sincerely*

*Agnes Petkevicius  
Branch Secretary*

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***See over for Agenda***

**UNISON CITY OF EDINBURGH BRANCH  
EMERGENCY GENERAL MEETING 9 JUNE 2010**

## **AGENDA**

**1. Opening Remarks/ Introductions**

**2. Appointment of Scrutineers**

**3. Update on 'Modernising Pay' from  
Negotiating Team**

**4. Motion**

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**Motion - Imposition of Modernising Pay**

*Proposed by Kevin Duguid (Service Conditions Coordinator) and Agnes Petkevicius (Branch Secretary) on behalf of the negotiating team.*

This Branch condemns the Council's decision to impose changes to pay and conditions through 'Modernising Pay'.

It recognises that through lengthy negotiations, the trade unions have won some significant improvements over the original proposals but that the package as it currently stands falls far short of the union's aims and will leave significant numbers of members worse off.

It also recognises the legal restraints within which the Branch has had to work, especially in terms of its ability to ballot members. This meeting recognises that the trade union could not risk entering into any agreement that did not fully meet the requirements of equalities legislation.

This Branch Meeting supports the Branch Committee's advice of 'don't sign first time' and resolves to continue to campaign to urge members not to voluntarily sign away their current contract at the first request.

However, the only responsible position that the branch can take is to advise members that they must sign when the second offer is made

through the dismissal and re-engagement process.

This Branch further notes that evidence from research shows that performance related pay brings no benefits to employers or services, risks creating a two-tier workforce and is open to potential abuse. Any financial limits on progression would make a mockery of the scheme in any case.

This Branch meeting therefore instructs Branch Officers to make the exposing of these facts central to its strategy in challenging Council initiatives to introduce performance related pay.

This meeting instructs officers to explore every avenue available to the Branch to mitigate losses for affected members, including:-

1. Vigorous use of the appeals machinery
2. Legal advice and action where appropriate
3. Job redesign and re-skilling
4. Improved career path structures
5. And, if necessary, seeking authorisation for industrial action.



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