



GMB @ Dundee City Council

Proposed Changes To Your Terms and Conditions

Dundee City Council (DCC) are in discussions with the GMB at the moment about changing your terms and conditions. So far the proposals look like they will hit the lowest paid workers the hardest, while none of the proposed changes will affect those at the top.

This is not fair.

Below are a quick snap shot of what is being proposed. As we learn more we will continue to give you more information, but it's important that you are kept updated.

- 1. Working Arrangements – Paid the same regardless of what day you work, therefore weekend enhancements would end. Working days could be any 5 from 7 based on needs of the service.**
- 2. Public Holidays – Only the 5 days at festive period will be recognised as a public holiday. All other former public holidays will no longer be recognised.**
- 3. Overtime – No overtime rate will be given until 40 hours per week have been worked and it will be paid at time & 20%.**

4. Shift Allowances – If you work a minimum of 2 shifts on a rota basis, you will receive an enhancement of 7.5%.

5. Local Agreements – Removing all local agreements that are in place, some may be written into terms, others will just be stopped.

6. Maternity & Maternity Support – Reduction to maternity leave, 6 weeks 90% pay then 12 weeks half pay followed by 21 weeks SMP. This will result in low paid female workers losing hundreds if not thousands of pounds.

7. Cash Conservation of pay when redeployed through restructure – Currently 3 years – Reduce to 1 year.

Every GMB member will get a vote on the final proposals, as the talks are still on-going, so you will all get a say on these changes as they will affect everyone.

Please ensure we have your most up to date information (email and mobile number). Please give this info to your GMB rep or visit the new branch website

www.gmbdundee1.org.uk

The GMB is here to fight for the workers in Dundee City Council, so please encourage your colleagues to join the GMB. We face huge challenges over the next few years and a strong GMB will do everything we can to protect our members.