

In 2008 Quarriers proposed a new pay structure which in their words would

“..enable the organisation to operate more cost effectively, securing existing services in the long term and increasing our ability to make effective tender submissions and win them.”

In 2009 two months after the “Models of Work” proposal came into effect Quarriers have proposed changes again which in their own words would this time

“..enable us to submit competitive tenders, retain services and hold on to jobs”.

This is a proposal to CUT our Terms and Conditions in a draconian way.

The proposals are as follows;

1. Sick Pay

AFTER 1 complete year service	2 weeks full pay; 2 weeks half pay
AFTER 2 complete year's service	1 month full pay; 1 month half pay
AFTER 3 complete year's service	6 weeks full pay; 6 weeks half pay
AFTER 4 complete year's service	2 months full pay; 2 months half pay
AFTER 5 complete year's service	6 months full pay; 6 months half pay

What does this mean?

At the moment if you have less than one year's service you are entitled to 1 month at full pay and 1 month at half pay. This gives a form of protection of income during serious illness which can affect anyone of us at any time.

If Quarriers proposal goes through there will be no sick pay other than the Government Statutory Sick Pay which is £79.15 per week at the moment and is only payable after the fourth day of sickness therefore if you were off for 1 day you would get nothing.

2. Night Enhancement

Quarriers want to review the night enhancement with a view to removal. In other words they want to abolish the night enhancement of 3 hours per shift. This would mean that you would have to be working all night, looking after vulnerable people and having a disrupted life for basic pay. Removing the distinction between night shift and other workers may also lead to the introduction of rotational shifts and more staff being asked to work nights.

This is another CUT.

3. Redeployment Policy

At the moment we are seeing a number of our members having to be moved from their jobs to work in a new service as part of organisational changes in Projects. When this happens UNISON Quarriers Branch have worked hard with the HR department to ensure everyone has the opportunity to get a new post. If you are redeployed we have already negotiated an agreement which protects your salary for 2 years and also gives you travel expenses in excess of your normal travel. This means that you can prepare for a possible drop in wages in two years time and you will be compensated for the excess travel.

Quarriers want to CUT this to 1 year salary protection and 6 months travel expenses. This will be extremely detrimental to people who have had to move projects through no fault of their own.

4. Public Holidays

Quarriers want to transfer Public Holidays to Annual Leave. The argument here is that this will give employees more flexibility as to when to take your days off. What will this mean? CANCEL CHRISTMAS, as well as New Year and Easter. Who says Scrooge was fiction, he lives in Quarriers Village!

Doing this will see Christmas Day, Boxing Day, New Years day, Easter Monday and May Day become just another day. Trade Unions have fought for a long time to get workers the right to Public Holidays. Let's not have Quarriers get rid of them in one fell swoop. By and large colleagues sort out how public holidays are covered amicably. If in the future they attract no premium payment this would remove the incentive to cover them and lead to strife.

This will also mean that when you work on a Public Holiday you will no longer get double time. Another CUT in your wages.

5. Overtime

Some years ago now Quarriers wanted to get rid of overtime rates and the Union held out against this even instigating an overtime ban. The end result was that overtime would be paid at plain time or TOIL but the Manager had the discretion to pay time and a half. By doing away with this the last remnants of overtime will be gone. Another CUT.

6. Car Scheme .

Quarriers propose removal of the Car Scheme. While this will not affect the majority of employees it will affect Service Managers, some of whom are our members. We are analysing how this will hit our members at the moment but it is decisively another CUT.

7. Cost of Living increase.

Quarriers have proposed that there will be NO COST OF LIVING INCREASE this year.

Over the last four years we have fought hard to get a decent pay rise as close to inflation as possible and we have gone some way to achieve this but always not quite. Can you afford not to get a pay rise? Food prices are still going up! Petrol has started rising again! Rents are still going up! How can we look after our families without extra money in our wallets? At a time of recession families always get hit hardest. Our wages are stretched even further, our savings are smaller but here we have an employer who wants us to have a Pay freeze. That's another CUT in our incomes.

At our regular JNC meeting with management on 21st May we submitted a pay claim for 4% or £800 whichever is the greater.

As we had received these proposals on cutting our terms and conditions and wanted to put down a marker on behalf of our members. We want to discuss this with you further and hear your views- more details on this are later in this letter.

8. Incremental Increase

Quarriers have proposed that there will be no incremental rises this year. Our incremental rises are supposed to be a reward for loyalty, staying with the organisation. Where is the loyalty now?

Even more surprising is that with no Pay rise and no increment we have to effectively take a large wage CUT.

Overall these CUTS are detrimental to our income. Over the last four years we have seen attack after attack on our Terms and Conditions and we feel that this is a step too far.