

Vote **Yes** to protect pay

Ambulance trusts put proposals to you in the summer about cutting sick pay - deducting the unsocial hours element. They wanted to do this to mirror changes made for unsocial hours' payments for other NHS staff.

UNISON members rejected these proposals, but the ambulance trusts have decided to impose them anyway. UNISON believes it is unlawful to remove these payments from ambulance staff without agreement and we will be challenging the cuts in the courts. However, this could take some time and we need to get these cuts stopped now. The best way to do that is by preparing for industrial action.

You have been sent a ballot paper asking you to vote. UNISON is urging you to vote yes to take strike action and action short of strike action to get the employers to drop their plans to cut sick pay.

Vote *Yes* to fight against cuts to your sick pay

The ballot opens on **8 November** and closes on **3 December**. If you have not received a ballot paper please call the ballot helpline on **0845 355 0845** when it opens on 14 November. The helpline closes at 12 noon on 28 November.

We know that you won't take the decision to strike lightly, but we hope that a strong *Yes* vote will help to persuade the employers to withdraw plans to cut sick leave.

If we get a *Yes* vote and the employers still don't withdraw their plans and return to the negotiating table we will take industrial action, starting with a four hour stoppage in mid-December.

It is wrong for the employers to forge ahead with these proposals because:

- you regularly work more unsocial hours than you are paid for and deserve to receive your full pay for doing so
- the physically and mentally demanding job you do means you are more likely than any other group of staff to need sick pay at some point during your working career, particularly now that you are expected to work beyond 65 – these proposals mean you could lose up to 25% of your pay if you are off sick.

These cuts are permanent and will affect your earnings – and calculations based on your income – now and into the future.

Why not ask your colleagues who are not in UNISON to join?



**Three simple ways to join UNISON today
and get essential cover wherever you work**



Join online at
joinunison.org



Call us on
0800 171 2193



Ask your UNISON rep
for an application form