

29th June 2020

CRAFT WORKER 'RED BOOK' PAY 2020

The National Employers have now made a final offer to employees whose pay is determined by the Craft JNC National Agreement, the 'Red Book'.

This offer applies only to those craft workers whose pay is determined by the above agreement, and does not apply to members whose pay is determined by NJC 'Green Book' arrangements.

Background

GMB expressed dismay at the opening offer of 2% tabled by your employer earlier this year, and rejected it. The employer has since considered the rejection and tabled a revised offer, as detailed below.

Headlines for the offer are as follows:

For all Craft JNC employees (regardless of job title and designation) whose rate of pay differs from the salaries set out in the Craft JNC 2018-20 pay agreement circular (dated 4 July 2018), but is still contractually linked to the annual settlement reached by the Craft JNC, the Employers' final offer is as follows:

With effect from 1 April 2020, an increase of 2.75 per cent on basic salary and allowances.

For those few Craft employees who are paid the specific annual salaries as set out in the Craft JNC 2018-20 pay agreement, the Employers' offer is as follows.

With effect from 1 April 2020:

- **2.75% on Building Labourer grade (equivalent to SCP2 on the NJC spine)**



- **2.75% on Heating & Ventilation Mate grade (equivalent to SCP3 on the NJC spine)**
- **2.75% on Building Operative grade (equivalent to SCP3 on the NJC spine)**
- **2.75% on Plumber grade (equivalent to SCP4 on the NJC spine)**
- **2.75% on Engineer & Electrician grade (equivalent to SCP5 on the NJC spine), and**
- **2.75% on all allowances**

With effect from 1 April 2020, an increase of one day to the minimum annual leave entitlement as set out at Part 2 Para 7.2 in the National Agreement. This increase would apply just to those employees whose leave entitlement at 1 April 2020 is twenty one days (plus extra statutory and public holidays).

This element of the offer would increase the minimum leave entitlement whilst retaining the 'Red Book' current long-service entitlement at 26 days.

Further details including the employer's response to other elements of the pay claim can be found at:

[The Local Government Red Book Craft Workers Noticeboard](#)

GMB are disappointed that the pay offer doesn't reflect the pay claim and have made strong representation to your employers for months that the pay offer falls short of expectations.

Now it's time for you to have your say – in GMB only members have the final say.

So GMB is now asking members to vote on the pay offer of 2.75%. We need you to tell us if you want to **accept** or **reject** the pay offer.

Become a GMB rep

If you haven't got one in your workplace already, find out more at:

gmb.org.uk/become-workplace-representative

Recruit a GMB member

Colleagues not in a union?

Sign them up here:

gmb.org.uk/join