



12/10/20

Craft Workers 'Red Book' Pay Deal 2020-21

GMB Members vote to put their communities' interests first and accept the pay offer

In July we wrote to you with reference to GMB members whose pay is determined by the Craft JNC National Agreement ('Red Book'). In that communication, we advised you that GMB members had responded to the GMB consultation ballot, following the offer made by the National Employers*, and had rejected the offer.

UNITE members had also concluded their ballot and similarly voted to reject the offer. The trade union side then wrote to the employer advising them of this and seeking urgent further talks with the national employers. The employer was not prepared to enter into further discussions and advised that this was their final offer.

Full details of the offer can be found at: <https://www.gmb.org.uk/craftworkers>

Following this GMB regions conducted further ballots within workplaces that had rejected the offer, to decide our next steps. Members told us that the rejection was driven strongly by the employer's refusal to engage in negotiations on the substantive elements of our claim - namely reviewing the craft pay rates and improvements to working time.

Our consultations showed, however, that though wholly justifiable, members felt that a move to consider further steps in order to advance the 2020 claim would impact on the communities our members have so diligently served. Given the current difficult climate members have decided they are not, therefore, minded to pursue the 2020 claim further and on that basis accept the offer.

We have cautioned the employer that our members' decision to place their communities' interests first should not be viewed as anything other than that, and continue to demand that our members are properly valued for the work they do.

Pay rates will now be adjusted accordingly, and backdated to April 2020.

*This bulletin relates only to Craft Workers on 'Red Book' terms and conditions. It does not include craft worker members who are covered by Local Government & Schools NJC ('Green Book') arrangements, academies which do not follow NJC and have separate bargaining arrangements, or members covered by Chief Officers' terms and conditions

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