



- Sent via e-mail -

To: Gail MacGregor, COSLA Resources Spokesperson
Simon Cameron, COSLA SJC Secretary
Alison Evison, COSLA President
COSLA Leaders

19th August 2021

UNISON members prepare for action

I write following receipt of your revised 2021 pay offer for the SJC workforce, tabled at the SJC Steering Group meeting held yesterday.

Our Local Government Committee met today to discuss the revised offer. Our Committee noted that the only difference the revised offer contains is to add an additional £50 to the flat rate payment for those earning less than £25k per annum, taking the proposed increase for this group from £800 to £850 (this amounts to an increase of just 97p a week and is some way off the minimum rate of pay of £10.50 per hr outlined in our claim). The rest of the offer remains unchanged.

This is not a significant improvement in your original offer, which was overwhelmingly rejected by our members in a consultative ballot. In that same consultative ballot an overwhelming majority of our members also indicated their willingness to take some form of action, up to and including strike action, in pursuit of our full claim.

We have been clear in our discussions throughout that unless we receive a significant improvement to the original offer we will proceed with arrangements to hold a formal industrial action ballot.

It is regrettable that no such significant improvement has been forthcoming and that I have to inform you that a number of your constituent authorities will receive notification of our intention to ballot on Monday of next week.

It is now more than 6 months since the Joint Trade Unions submitted our pay claim on behalf of the 200k local government workers covered by the Scottish Joint Council negotiating machinery and 18 months into a global pandemic which has seen them working flat out on the frontline with no reward. Our members are now at breaking point and are worth more than what is on offer.

We implore you to come back to the negotiating table with proposals that will take consideration of, and reward, their significant contribution.

Yours sincerely,

Johanna Baxter
UNISON Scotland, Head of Local Government

c.c.: Kate Forbes MSP, Cabinet Secretary for Finance
Shona Robison MSP, Cabinet Secretary for Social Justice, Housing & Local Govt
Shirley-Anne Somerville MSP, Cabinet Secretary for Education & Skills