



To: Tom Young, COSLA SJC Secretary
From: SJC Trade Union Joint Secretaries
Date: 28th March 2018
Subject: COSLA Pay Offer

Dear Tom,

Thank you for your letter of 26th March 2018 outlining the Employer's side pay offer for local government workers covered by the Scottish Joint Council.

We write to confirm the trade union side's position on this as outlined in our meeting today.

The trade unions are disappointed that COSLA have chosen to frame this offer in the way that they have.

We believe that describing this as a first and final offer undermines the principle of, and our shared commitment to, collective bargaining as outlined in Part 1 of the Red Book, section 3, which states:

"The SJC has a strong commitment to joint negotiation and consultation at all levels and to this end encourages employees to join and remain in recognised unions. Co-operation between employers, employees and unions will help ensure the successful delivery of services."

The SJC is a negotiating body and we expect to be able to enter into negotiations on behalf of our members.

We also understand that on the 27th March 2018 COSLA wrote to the Cabinet Secretary for Finance and the Constitution making representations on the pay offers made to all four of the local authority bargaining groups.

In that letter you state *"should the Scottish Government be minded to influence a higher pay settlement for teachers than the one now made by COSLA, then this should be extended to all our bargaining groups and fully funded by the Scottish Government."*

We have long argued that the policy of parity across the bargaining groups should be maintained and we are pleased that you agree with us on this matter.

However your letter leaves open the prospect that more money may be made available from the Scottish Government to improve the offer made to our members. Whilst that is the case,

and we will be making our own representations in this regard, we maintain that discussions between us must continue.

To that end we note your current position and look forward to meeting again once the outcome of those representations to the Scottish Government is known.

Kind Regards,

Johanna Baxter
SJC Joint Secretary
UNISON

Drew Duffy
SJC Joint Secretary
GMB

Willie McGonigle
SJC Joint Secretary
UNITE