



To: Simon Cameron, COSLA SJC Joint Secretary

c.c: Cllr Gail MacGregor, COSLA Resources Spokesperson  
All Scottish Council Leaders  
Kate Forbes MSP, Cabinet Secretary for Finance  
Shona Robison MSP, Cabinet Secretary for Local Government

Date: 4<sup>th</sup> May 2022

Dear Simon,

### **SJC Pay 2022**

We write further to our recent correspondence where we each informed you that our members had indicated by an overwhelming majority, in a consultative ballot, their willingness to take industrial action in pursuit of an improved pay offer.

We had hoped that COSLA Leaders would have recognised the strength of feeling expressed by the workers we represent and take a decision at their meeting on Friday 29th April 2022 to make an offer that recognised and rewarded their enormous contribution. Instead, the unions learned that pay wasn't even initially an agenda item.

This is unacceptable, particularly as COSLA Officers have been insistent that this would be discussed at the meeting and negotiations progressed as a matter of urgency. As a result of those assurances we made clear that our negotiators were willing to make themselves available that day or any time prior to it, to help facilitate a speedy resolution to this issue but you did not take up this opportunity.

We understand however that COSLA Leaders have chosen not to improve their offer; that a motion proposing a revised offer be put forward was voted down and that COSLA officers advised Leaders not to make any revised offer until after the elections. Once again this demonstrates a failure of COSLA and its Leaders to deliver for these frontline workers.

We also note that you have not convened a meeting of the negotiating committee since 4<sup>th</sup> March thus reinforcing the lack of respect for the negotiating process. This is at best deeply disappointing, to say the least, and suggests that COSLA would rather challenge their own workforce than the Scottish Government.

We must therefore inform you that we will progress our preparations for a formal industrial action ballot.

Regards,

**Johanna Baxter**  
**SJC Joint Secretary**  
**UNISON**

**Wendy Dunsmore**  
**SJC Joint Secretary**  
**UNITE**

**Keir Greenaway**  
**SJC Joint Secretary**  
**GMB**