



02 April 2015

Dear Colleague

COTA Statement

We are contacting you in response to the communication to colleagues from Unite and RMT to run a consultative ballot to determine whether or not to ballot for industrial action (documents attached).

As you may know, COTA is the trade body which represents six companies supplying catering and auxiliary services to offshore installations in UKCS.

In addition to supporting the continued development of a stable and productive working relationship with our Trade Union partners, and seeking as far as possible to support the interests of our colleagues, COTA also needs to ensure a collective response amongst employers. With this in mind, and in particular the need to respond to the challenging economic times in which we find ourselves, the decision to withdraw the 2015/16 pay offer as part of the year two deal was not one which was taken lightly.

We respect the decision made by the remuneration committee, RMT and Unite to implement their right to a consultative ballot, but would also hope that colleagues are able to reconcile the mutuality of interest that COTA shares with its Trade Union partners. The decision that has been taken by COTA has been a tough one and ultimately seeks to protect the longer term interest of all colleagues. You may have read and heard in the press, many other companies in the oil and gas sector have had to enforce much more radical remuneration changes.

Our sincere hope is that the decision we have taken will mitigate the need to propose further alternatives.

If you would like further details about COTA or this matter, please email: feedback@cota.org.uk

Yours sincerely

COTA