



**THIS COMMUNICATION IS INTENDED FOR ALL EMPLOYEES, BUT
ESPECIALLY FOR MEMBERS OF THE UNITE AND RMT UNIONS –
Unite ballot closes 21 October
Unite members this is your last chance to vote**

W/c 14 October 2015

We are writing to encourage you to **have your say on our industry's future** by voting in the ongoing industrial ballot being held by Unite and RMT. In the ballot the unions are asking members to state they would be prepared to take part in strike action or industrial action short of a strike in response to COTA's decision to freeze your pay on 1 September 2015. If you do not support the union's proposed industrial action, **it is very important you cast that vote in the ballot process.**

The Unite ballot process concludes on **21 October** and the RMT ballot process concludes on **27 October**.

Why the pay freeze is important

COTA have not taken the decision lightly to freeze pay rates. In the last two years the North Sea oil and gas industry has seen a dramatic slump in the global oil price and coupled with high costs to operate in the North Sea, we are all working to ensure the North Sea remains viable for the future for all – including operators, service providers and very importantly, employees.

If strike action or industrial action short of a strike goes ahead this will add to the current instability across the North Sea oil and gas industry.

This view is shared by the independent body that supports our industry, Oil & Gas UK, which states that:

- Costs have got too high
- Our problems are made worse by the oil price crash
- We are now one of the most expensive basins in the world

The Chief Executive of Oil & Gas UK, Deirdre Michie, has said that 'this is probably the toughest time our industry has faced. We must all work together if we are to deliver a safe and competitive future for the North Sea which supports hundreds of thousands of UK jobs. There can be no winners with industrial action.'

Although COTA has made a difficult decision to freeze pay, COTA did not propose a pay cut.

Why you should vote?

COTA is receiving communications from employees advising that they do not want to take strike action or industrial action short of a strike. If you are a union member and are not supportive of the union's proposed industrial action, **it is very important you cast that vote in the ballot process.**

How to take part

If you have received a ballot paper from your union, we encourage you to complete the ballot paper and return by post as instructed.

Talk to us

We are completely open about our business and the important reasons for implementing a pay freeze. If you would like to explore this in more detail please contact your chef / manager, operations manager or HR team.

Alternatively, if you would like to send any queries please use the COTA email address: feedback@cota.org.uk. Copies of any communications to employees will be placed on the COTA website - www.cota.org.uk