



COTA continue discussions with unions

10 November 2015

We would like to update you on our ongoing negotiations with Unite and RMT.

We held meaningful discussions with representatives of both unions on Monday 2 November in Aberdeen.

We discussed a solution which we believe will address the concerns of union members at the same time as protecting the long term stability of our businesses. The union representatives have put the revised offer to their negotiation committee and we have been notified that they have accepted this revised offer. The unions now intend to put this revised offer to their members through a consultative ballot and recommend that members vote to accept it. It is our understanding that if the solution presented is acceptable to the unions and its members that this will avoid any industrial action occurring.

Unite and RMT have yet to announce when this consultative ballot will open. As always, we urge union members to make your voices heard by taking part in the ballot, once the unions have made the ballot notices available to their members.

We will provide further information on this proposal in due course and keep you updated as our talks progress.

Thank you again for your support throughout these negotiations. We appreciate that this is a difficult time for everyone in the midst of uncertainty about our industry's future. Your continued commitment to delivering excellent service to our clients and customers during this time is greatly appreciated.

We hope that we will soon have a resolution that will be of benefit to all.

Getting in touch

If you have any questions or would like to discuss the ongoing situation in more details please contact your chef / manager, operations manager or HR team.

Alternatively, you can email COTA at feedback@cota.org.uk. Copies of any communications to employees will be placed on the COTA website -www.cota.org.uk.

Commented [WU1]: Input from Trinity

Commented [PD2]: Wording here may need to be amended dependent on specifically what the unions state their position is on a consultative ballot

Commented [AN3]: To be used if the unions respond confirming they plan to recommend acceptance