

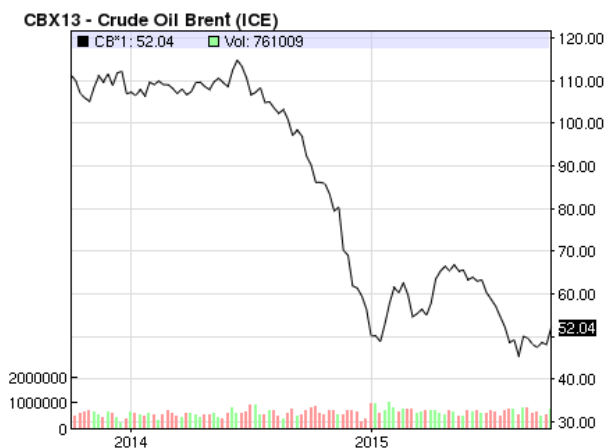
THIS COMMUNICATION IS INTENDED FOR ALL EMPLOYEES FOR THEIR INFORMATION AND IN PARTICULAR THOSE WHO ARE MEMBERS OF THE UNITE AND RMT UNIONS

The ballot papers have now been sent out for Unite and RMT members asking you whether you are prepared to take part in strike action or industrial action short of a strike. COTA anticipates the results of these ballots to be announced on or around 21 October for Unite and 28 October for RMT. Further to our employee correspondence on 10 and 22 September, we will be sending out regular communications to all employees entitled to vote reminding them that your vote counts.

Your union is asking you to use your right to vote in response to our decision to freeze your pay on 1 September 2015. We did not take this decision lightly – we are under significant pressure from our clients to cut our costs and find efficiencies in this tough economic climate.

We have been encouraged by words of support by employees supporting COTA's stance.

The value of 1 barrel of oil has slumped dramatically as can be seen in the attached graph showing the drop in oil over the past 2 years.



Why you should vote?

There is no turnout restriction on the ballot so it is important that you vote 'no' if you want to avoid strike action or industrial action short of a strike. If you are not supportive of the proposed industrial action to not vote may result in an outcome you did not intend.

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

How to take part

Complete your 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.(to be amended to suit the terminology of each COTA company)

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.