

26<sup>th</sup> May 2014

To: All UNITE and RMT Offshore Caterers (**COTA Grades A to E**)

Dear Brothers and Sisters,

**COTA WAGE NEGOTIATIONS 2014/16**

Prior to this year's negotiations commencing our joint Shop Stewards brought forward members aspirations for this year's review including an above inflation increase on the basic rates of pay.

COTA on the 1<sup>st</sup> May 2014 presented us with written confirmation of their final offer which is a two year deal and is made up as follows:

**In the first year of the deal 2014-15**

Increase the Base Salary by	<b>3.0%</b>
Introduce a payment of £40 to be made in the event of an employee being delayed on the unit by 6 hours or more beyond flight departure time. This payment to be made on no more than one occasion per offshore cycle.	0.37%
Increase all bands of the Travel Allowance by £5.	0.18%
<b>Total for year one.</b>	<b>3.55%</b>

**In the second year of the deal 2015-16**

Increase the Base Salary by RPI in June 2015 plus 0.8%	<b>RPI + 0.8%</b>
Increase the offshore delay payment introduced in 2014 from £40 per delay to £75	0.32%
Introduce a minimum payment for those who undertake training for emergency duties out with their normal working hours - 3 hours at overtime rate.	0.12%
Amend Clause 27 of the Agreement so that the Shetland Payment would now be made in the event of all delays enroute between the unit and the point of departure.	0.05%
<b>Total value of year two</b>	<b>RPI + 1.29%</b>

Shop Stewards and many members wished us to address the growing salary gap between the COTA grades. The negotiating committee submitted as part of the claim a request that the same monetary value be used as an increase on all grades, however COTA rejected this offer at the first meeting.

Throughout the negotiations 2<sup>nd</sup> and 22<sup>nd</sup> April 2014 our negotiating committee have tried to secure an offer that would be acceptable to our members and for this reason the **Negotiating Committee have recommend you ACCEPT the offer.**

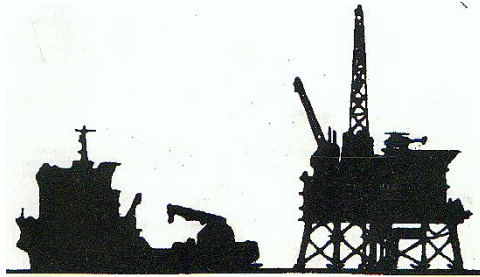
We strongly recommend that every single member participates in this year's wage ballot taking place from the 16<sup>th</sup> to 20<sup>th</sup> of June; lines will be open all day between 9.00am to 5.00pm Monday to Thursday and 9.00am to 3.00pm on Friday. To register your vote: Phone one of the following mobile numbers: **07949890164, 07949890175 or 07949890290.**

By participating not only do you decide whether the offer is accepted or rejected it also allows both Unions to confirm your contact and employment details are fully up to date. Should this offer be rejected these details are vital if subsequently there is a ballot for industrial action in pursuit of an improved offer.

Fraternally

Mr John Taylor  
Regional Industrial Organiser  
Unite the Union

Mr Jake Molloy  
Regional Organiser  
RMT



**The 2014/16 COTA phone ballot will be run  
from:**

**Monday 16th to Friday 20th June 2014**

Lines will be open all day between  
9.00am to 5.00pm Monday to Thursday  
and 9.00am to 3.00pm on Friday

**To register your vote  
Phone one of the following mobile numbers:**

**07949890164**

**07949890175**

**07949890290**

Please encourage all union members on your  
unit to cast their vote.