



To: Gail MacGregor, COSLA Resources Spokesperson
Simon Cameron, COSLA SJC Secretary
Alison Evison, COSLA President
COSLA Leaders

From: SJC Trade Union Joint Secretaries

Date: 25th October 2021

Subject: SJC Pay 2021

SJC Pay 2021

We wrote to you on the 15th October 2021 to update you on our position following the conclusion of the formal statutory industrial action ballots we conducted of our members employed in school cleaning, school catering, school janitorial, waste, recycling and fleet maintenance services, over the 2021 pay offer.

We made it clear that whilst individual employer turnouts varied across the country that between us we had the potential to disrupt these services in half of local authority areas and that in every area the percentage of those voting who did so in favour of taking strike action was overwhelming, including a number of branches who had 100% of those balloted voting in favour of taking strike action.

We invited you to come back to the negotiating table with an improved pay offer. We note that you have chosen not to do so, and have in fact not convened a meeting of the SJC Steering Group since 18th August 2021.

Our members have sent a very clear message that the offer currently on the table is not acceptable. It is now more than 10 months since the Joint Trade Unions submitted our pay claim on behalf of the 200,000 local government workers covered by the Scottish Joint Council negotiating machinery, and 19 months into a global pandemic which has seen them working flat out on the frontline with no reward.

We are now almost at the point where we would normally be submitting our pay claim for next year, which will obviously reflect the increasing energy and inflationary costs our members are experiencing.

Your lack of movement has led us to the point where today we have had to serve notices of action to each employer where we have legal mandates to take industrial action. Our members are at breaking point and are worth more than what is on offer – it

is regrettable that they should have to withdraw their labour for the employer to recognise their worth.

We urge you again to come back to the negotiating table with a revised and improved offer.

We look forward to hearing from you.

Best wishes,

Johanna Baxter
SJC Joint Secretary
UNISON

Wendy Dunsmore
SJC Joint Secretary
UNITE

Drew Duffy
SJC Joint Secretary
GMB

c.c.: Kate Forbes MSP, Cabinet Sec for Finance
Shona Robison MSP, Cabinet Sec for Social Justice, Housing & Local Govt
Shirley-Anne Somerville MSP, Cabinet Sec for Education & Skills