



To: 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

From: SJC Trade Union Joint Secretaries

Date: 25th October 2021

Subject: SJC Pay 2021

SJC Pay 2021

You will be aware, from the correspondence we sent to COSLA and copied to you, of the fact we have recently conducted and concluded formal statutory industrial action ballots of members employed in school cleaning, school catering, school janitorial, waste, recycling and fleet maintenance services, over the SJC pay offer.

You will be aware that whilst individual employer turnouts varied across the country that between us we have 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.

Today, given there has been no movement at all from the employer, we have had to serve notices of action to each local authority employer where we have legal mandates to take industrial action.

Whilst we have written to COSLA urging them to get back round the negotiating table we also appeal to you to intervene to help bring about an improved offer. It is not credible for the Scottish Government to wash their hands of local government workers by arguing the technicalities of the bargaining machinery. We understand that you are due to meet COSLA representatives this week to discuss local government finance – we would request that this issue forms part of this discussion and that we are represented at it.

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.

Our members are at breaking point and are worth more than what is on offer – it is regrettable they should have to withdraw their labour for their worth to be recognised.

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