

10th December 2010

To All Unite the Union and RMT Offshore Caterers (COTA Grades A to E)

Dear Brothers and Sisters

COTA WAGE NEGOTIATIONS 2010/11: UPDATE

Following the latest negotiating meeting held on 8th November 2010, we write to confirm that COTA have now presented their final offer for your consideration.

Through these negotiations we have secured an offer which has increased in value while at the same time removing any requirement for those employees not on an enhanced rotation to work any clawback days. Those proposed claw back days were identified by our membership as totally unacceptable and one of the main reasons why the first offer was so overwhelmingly rejected.

The recommendation of the Joint Negotiation Committee is that this offer be **accepted**.

The new offer consists of:

For all graded employees

Wage increase on all rates of pay	2.0 %
Increase in accommodation allowances by £10 from £30 to £40	0.1 %
Increase in <u>dinner</u> meal allowance from £10 to £15	0.1 %
Increase on two furthest travel bands from £80 to £85 & from £105 to £110	<u>0.16%</u>
Total value of this part of the offer	<u>2.36%</u>

For equal time rota employees (Current COTA Agreement Option 1 & 3)

For those on an equal time rotation whether that be under paid leave option 1 (14 days paid leave per year) or option 3 (14 days payment in lieu of leave) of the current COTA agreement, there is a further increase equivalent to 7 days pay. **3.57%**

Giving a total offer for any one on an equal time rotation of. 5.93%

For employees on an enhanced “client gift” rota.

For those members on an enhanced rotation i.e. already receiving more than two weeks paid leave as a “client gift” the new offer would mean that if your enhanced rota was removed, you could choose to work a maximum of 168 days a year (giving you two weeks paid leave from an equal time rotation) and your salary would increase by the equivalent of 7 day’s pay.

For Ad-hoc employees

Your holiday pay will also increase from 8.33% of your annual wage to **12.07%**.

Should this offer be accepted, an updated COTA Agreement moving most employees to a salary will be introduced and new contracts of employment may be issued by your employer.

There will also be a joint working party set up to review medical retirement, redundancy and death in service payments.

Given the complexities surrounding the recent Court of Session ruling on the Working Time Regulations (Offshore Paid Leave) and the continuing litigation, both COTA and the recognised trade unions have agreed that existing Employment Tribunal claims and any settlement thereof, would no longer form part of the 2010/11 COTA wage negotiations.

It is however intended to continue dialogue on this matter, but this should be done separately, so not to further delay the wage offer being put to our members.

We have attached separately an example of what this offer would represent financially, for you. It should be remembered that this new agreement now gives **all** graded staff (including those on drilling units) a **contractual entitlement to at least two weeks paid leave.**

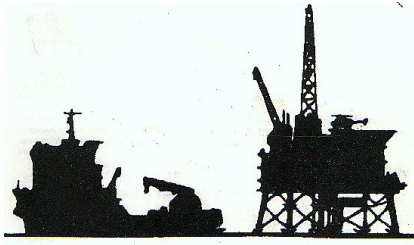
Fraternally



Mr John Taylor
Regional Industrial Organiser
Unite the Union



Mr Jake Molloy
Regional Organiser
RMT



The COTA phone ballot will be run from:

Monday 10th to Friday 14th of January 2011

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 **01224 582688.**

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

What this offer will mean for you.

(Examples are based on COTA Grade A)

1. Current COTA Agreement Option 1

182 Day Rota		
14 Days Annual Leave		
168 Days Worked	Currently earns	£28,828.80
	New Deal will earn	£30,536.73
Pay Increase of		£1,707.93
If by mutual agreement you work 182 days you will earn		£32,798.71

2. Current COTA Agreement Option 3

182 Day Rota		
182 Days worked		
14 Days Holiday Pay	Currently earns	£31,046.40
	New Deal will earn	£32,798.71
Pay Increase of		£1,752.31

If you choose to take the two weeks paid leave then example 1 above would apply

3. Enhanced Rota (eg 2/3 etc)

Paid 182 days		
147 – 161 days worked	Currently earns	£28,828.80
	New Deal will earn	£29,405.74
Pay Increase of		£576.94

4. Ad-hoc

Day Rate	Currently Earns	£158.40
	Current Holiday Pay 8.33%	£ 13.19
	Total	£171.59
Pay Increase per day of	New Deal will earn	£180.68
		£9.09

Additional Benefits

Travel Allowances 26 – 149 miles increases by £5 to £85

Over 150 miles increases by £5 to £110

Meal Allowance Dinner increases by £5 to £15

Accommodation Increases by £10 to £40
