



31 July 2024

Dear Council Leader,

COSLA Pay Negotiations 2024/25

Councils across Scotland have been formally notified of initial dates for strike action in waste, recycling and street cleansing services, scheduled to commence on 14 August and set to continue until 22 August.

Whilst on the face of it, recent talks with the Scottish Government were positive with the Cabinet Secretary showing an understanding that additional funding from the Scottish Government was necessary and committed to working towards that, this development comes far too late to prevent strike notices being served. These notices, however, should provide a clear focus for future discussions.

To avert industrial action, two critical conditions must be met:

1. **A pay offer that matches or exceeds that of local government counterparts in England, Wales, and Northern Ireland.** We await the Scottish Government's announcement of what additional funding is available.
2. **A pay deal that that protects the progress we have made on low pay in recent years and makes substantial progress towards a £15 per hour minimum wage.** A simple percentage increase without a minimum underpinning will not suffice.

We have been clear about our demands from the outset. With just two weeks remaining until the strike, we urge the Scottish Government to swiftly announce additional funding and for Council Leaders to meet without delay to address our pay expectations.

Sincerely,

Keir Greenway
GMB Scotland Senior
Organiser

David O'Connor
Joint Lead Organiser,
UNISON

Graham McNab,
Regional Officer, UNITE