

Transport Salaried Staffs' Association

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Paul Wheelhouse MSP
Minister to Energy, Connectivity, and the Islands
St Andrews House
Regent Road
Edinburgh
EH1 3DG

19 March 2021

Dear Paul

Caledonian MacBrayne Ferries Dispute- meeting request

I hope you are well. Further to our meeting with TSSA and our sister Unions at the STUC meeting on 07/01/2021, our Union remains in dispute with Calmac over the disappointing and below inflation pay offer of 0.5% for the period 2020-21. As such, we are seeking an urgent meeting with you at your earliest convenience, and prior to Parliament rising for the forthcoming Holyrood elections.

TSSA sought to meaningfully negotiate with the company over pay. Unfortunately, their inexperienced negotiating team demonstrated an inflexible attitude and did not move from their first offer, which amounted to a pay cut for our members, and which showed no recognition of their staffs' dedication and hard work, and that they have gone above and beyond to keep this lifeline service going during unprecedented times. We are also still waiting to negotiate on all other non-pay items include in our pay claim, despite the claim being submitted in September. Many of these items are related to equalities and many are cost neutral. Furthermore, the employer refused to engage in conciliation via ACAS, choosing instead to impose the pay offer. This failure to negotiate in a fair and open manner makes a mockery of the collective bargaining process, shows complete disregard for their staff, and does not bode well for post pandemic future.

By comparison, the Scottish Government's pay award to other public sector workers in 2020-21 was 3% for those earning under £80,000 a year. Additionally, in the last week your administration with the Scottish Green party reached agreement on a 2% for teachers, firefighters, police, and other public sector workers. earning up to £40,000. Those earning above the £40,000 threshold including management grades earning up to £79,000 were awarded 1%. Many CalMac staff are relatively low paid, they rely on their pay at least keeping up with inflation in order to feed and keep a roof over their and their families heads.

You will be aware that throughout this pandemic staff have risked their lives and the health of their families in order to maintain lifeline ferry services, ensuring community access to the NHS, and keeping our island communities supplied with food and other essentials. For CalMac to disregard this and the flexibility in the CHFS contract for pay settlement, refuse conciliation via ACAS and impose what amounts to pay cut on their devoted staff that they like to refer to as the 'CalMac family' is an absolute betrayal, and staff are rightly angry and disappointed. This must be rectified by a further retrospective award for the period 2020-21.

www.tssa.org.uk

members' helpdesk **0800 3282673**
General Secretary **Manuel Cortes**



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TSSA remain in dispute with Calmac and will be campaigning alongside our sister Union's: Unite and RMT, in the run up to the Scottish Parliamentary Elections and after if required. We are in this for the duration, but a meeting as soon as possible to expediate matters would be mutually beneficial.

I am copying in Rozanne Foyer STUC General Secretary, and Dave Moxham STUC Deputy General Secretary as the STUC were present and arranged the January meeting.

Yours sincerely



Manuel Cortes
TSSA General Secretary

TSSA General Secretary
cc Claire Johnston (TSSA Organiser)
Rozanne Foyer (STUC General Secretary)
Dave Moxham (STUC Deputy General Secretary))

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