

To: Joanne Ball & Louise Saunders (APCOA HR)

Cc: Craig Prickett, Regional Organiser – GMB

Subject: Formal Grievance

I am submitting this formal grievance under the APCOA grievance procedure.

I wish to raise concerns about the treatment of staff who are GMB members or have taken part in lawful trade union activity.

Some employees appear to have been treated differently or unfairly because of their participation in union-led industrial action. This could amount to victimisation under *Sections 146 and 152 of the Trade Union and Labour Relations Act 1992*.

I request that the company urgently review its approach and confirm that no member of staff will be subject to detriment or differential treatment because of trade union membership or activity.

Please acknowledge receipt of this grievance and confirm my case reference number.

Yours sincerely,