

**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 inconsistent way company policy has been applied during the recent industrial action.

Only certain employees have been sent home or told they will lose pay, despite all staff carrying out similar duties. This inconsistency suggests unfair or arbitrary decision-making by local management and has caused significant confusion and mistrust among the workforce.

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

**Yours sincerely,**