

Re: Holiday pay

Paul Grafton to **Dollin, Paul**

30/11/2016 16:01

Cc: "Gallagher, Deborah", "Golding, Mairead"

Hi Paul,

Thanks you for the email, I would like to however clarify a few points if I can.

1, I understand from you the AA want to stand by its legal obligations, however you would be aware if our members do not place a grievance and submit the details to ACAS the member would automatically run out of time meaning you would not have to pay staff what is owed to them regardless of the outcome of Lock Vs British Gas.

2, I am disappointed to see the AA taking this stance when they know full well the monies are owed to the majority of staff and I would consider it as common sense this is paid because that's what a reasonable employer would do, I hasten to add even Sports Direct pay the averaged Holiday Pay, now considering they were slammed as being an extremely poor employer it puts the AA actions into perspective and is probably why you have so many upset staff.

As you suggest I will communicate this with our members, happy as always to discuss any time.

Regards

Paul

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From: "Dollin, Paul"
To: "paul.grafton"
Cc: "Gallagher, Deborah", "Golding, Mairead"
Date: 30/11/2016 13:18
Subject: Holiday pay

Hi Paul,

I am aware that the GMB are currently canvassing its members in the AA to sign a collective grievance regarding payment of holiday pay. Please be assured that the Company intends to comply with its legal obligations, however it is not clear at the present time what those obligations are. Whilst there has been an outcome to the Lock V British Gas case there is every chance that BG will appeal the decision to the supreme court. British Gas had until the 3rd November to ask for permission to appeal the case, but it hasn't been confirmed whether they have made the request. Once the legal position is clear we will communicate our intentions.

Could I ask that you communicate the above to your members so that they can understand the Company's position.

Kind regards

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