



7th October 2022

Dear Colleagues,

Biffa Bourne Mill Depot Update

By means of an update, I can confirm after calling almost all of you the general feeling was that you are prepared to undertake strike action and for a period of 3 weeks as a minimum - this is a great show of solidarity!

The outcome of the industrial action ballot was conveyed to Biffa. I will give them a further 10 days to respond or make a serious counteroffer, failing this I will serve a 14-day notice with the intention to call for strike action.

You will be notified in due course of any further offer or the intended strike dates.

If workers are again called into the office and made an offer, please ensure Alan and myself are made aware as any offers should come to me directly. Failing to do so is known as an inducement and is illegal. You should not agree or disagree with any offers put forward, but simply inform management they need to consult with GMB.

I will update you as we move forward.

Yours fraternally

Paul