



Dear Colleagues,

It is now Tuesday 15 February, and the ballots papers were sent out to your homes by Civica on Friday 11 February.

If you have not received your ballot paper yet, please contact me or my office on 01273 827460 and either speak to one of my colleagues or leave a message on the answer phone and we will ensure that we contact Civica on your behalf and request that another ballot paper be sent to you as a matter of urgency.

It is important that you take part in the ballot as we need to ensure that we have reached the threshold for taking any industrial action and a large turnout in the ballot will also give the company something more to worry about as we go into the reconvened pay talks.

Your GMB Representatives will be meeting with management at 9am on Wednesday 16 February, where we hope that Biffa Management will table a vastly improved pay offer in line with what you, our members have put forward in the pay claim.

We will update on the outcome of that meeting as soon as it is practically possible to do.

Please return your completed ballot papers to Civica as soon as you can.

***Have Your Say On Your Pay - No Vote, No Say***

Yours in Unity,

Frank Macklin

Regional Organiser