



Dear Colleague,

### **Pay 2020**

Our Head Office has been pursuing Biffa over your pay talks, which were due to start prior to 1st April this year. I will keep you posted on these items, as the unnecessary delays are somewhat poor, to say the least. I would like to reassure you all that I will not let this rest until the pay issue is resolved.

### **Reps**

As I'm sure you all know, sadly, your Rep has left Biffa. Whilst I cannot go into the details of him leaving, it is vital that you elect two new Representatives immediately. Failing to do so means that you become completely unorganised and divided; we cannot allow this to happen. If you or your colleagues wish to call me to discuss becoming a Rep, please contact me on 07714239092.

Yours fraternally,

Paul Grafton  
Membership Development Officer  
GMB Southern Region