



JB/PG/AH

Ms Danielle Wright
Principal Operations Manager
Surrey – JWS
Waste Collections
Amey depot
Monument Way East
Woking
Surrey
GU21 5LY

29th July 2022

Dear Danielle

Re: Amey pay claim 2022/2023

In response to your letter, dated 27th July 2022, and our telephone conversation of 27th July 2022 at 12.03pm and lasting some seventeen minutes, I would like to confirm the following to you.

Once you started the meeting, I raised concerns that I was becoming inundated with telephone calls from our members that they felt that Amey was attempting to persuade members not to take industrial action and to accept a new pay offer that you had proposed directly to the GMB members and that they felt pressurised by those running the meeting, yet you assured me that there was no deliberate attempt to talk about pay, bar it was asked about and that you had responded to questions when asked. I left this as is because I had no evidence to prove otherwise.

I had agreed that I would suspend action during the meeting if a new deal was brokered and that I would put this to the members. What I was not expecting was a continual barrage of telephone calls from 12.30pm until just past 10.00pm at night from members stating that they felt bullied and pressurised by management not to take action and they further supplied a copy of the flyers you circulated. Clearly, Amey was untruthful and disingenuous during our meeting, as you did intend to discuss pay or you would not have produced the flyers before the meeting. Our members have been called on their work telephones continually yesterday and the day before in an attempt to stop any lawful strike action. It became very clear that you had attempted to undermine our collective bargaining agreement and induce our members, rather than come to me in the first instance.

I am now in a position to confirm that I am in receipt of a video showing senior management attempting to ballot our members by a show of hands; again, this is unlawful. I have also been made aware of Amey pulling in members on an individual basis to gain their acceptance of the offer at the Surrey Heath depot.

The flyers and written statements from members are being supplied to our solicitors with a view to issue proceedings against Amey for the unlawful act of inducement.

The feedback that I have received from the majority of our members is simply to reject the offer and strike! Please take this letter of confirmation of rejection of your latest offer.

GMB, BRITAIN'S GENERAL UNION

Regional Secretary: **Justin Bowden** General Secretary: **Gary Smith**
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I personally will not be corresponding to your legal threats; our members are covered by the Strike Action legislation. I also explained to you the difference between continuous and discontinuous strike action as you and your solicitors appear to have a lack of understanding in this area, as your misinformation to the relevant Councils was also misleading and inaccurate. I understand that 'Get Surrey' reported on this and I had to correct them.

GMB strike action will start on 1st August 2022 and end on 19th August 2022. Should the Strike Committee decide, we may issue dates beyond this but would notify Amey, as legally required to do so.

In the meantime, I will leave my telephone on all weekend and, if you wish to make a revised offer, then please feel free to do so.

I will reiterate the GMB claim for our members:
Loaders and Sweepers a minimum of £13.00 per hour
Non HGV Drivers a minimum of £14.00 per hour
HGV Drivers £15.75 per hour plus Driver Retention bonus
No loss of hours or pay for any member of staff

If you would like a copy of the report from the independent scrutineer, this is chargeable at a cost of £3.00. You would need to contact Baktu Mistry at Baktu.Mistry@gmb.org.uk, who would then supply you with the correct bank and sort code, so that a transfer could take place. Please use reference 'Amey ballot report request'. Once completed and the funds cleared, I would be more than happy to provide it to you.

Yours sincerely



Paul Grafton
Membership Development Officer

Cc: GMB members