



JB/PG/AH

Ms Fran Comerford-Cole
Director of Logistics
Cory Environmental Limited
Transfer Station & MRF
Smugglers Way
Wandsworth
London
SW18 1EG

18th May 2022

Dear Fran

Re: Cory Environmental Limited pay claim 2022/2023

Thank you for your letter, dated 10th May 2022.

For clarity, the members rejected the offer in preference of industrial action on the full and final you proposed; there was no counteroffer coming from Cory. As I have said all along, I am happy to meet with you if there is more on the table. Toby did ask the question as to what would settle the dispute and I responded that we believe that the pay offer should be in double figures; to date we have had no reply.

I note that RPI is at 11.1% today. if members had accepted your offer, they would now be suffering a 5% pay cut.

You may well have contingency plans should the outcome of the ballot be one of strike action. I do have to tell you that we do have a list of agency workers working on the site prior to the ballot; any use of agency or other workers coming into the site and covering work now constitutes a criminal offence, not only by Cory but any supplying agency, along with the worker.

In reference to Acas, Barrie and I are happy to meet with Acas with you but I would stress that this would not be binding arbitration.

Yours sincerely

A handwritten signature in black ink that reads 'Paul Grafton'.

Paul Grafton
Membership Development Officer

Cc: GMB members