



Dear Colleague

As you are all aware, I will be balloting you on a revised pay offer from Serco tomorrow morning.

Today is the official opening of the industrial action ballot so the ballot papers will be sent out regardless to your home address today, so you should receive them in the next two days.

If tomorrow's indicative ballot returns an acceptance of the offer, then I will stop the industrial action ballot.

If tomorrow's offer is declined, then we press ahead with the dispute and industrial action ballot and inform Serco at the same time.

I will inform you of tomorrow's ballot result via text asap.

Please make sure that everyone attends tomorrow's ballot!

Yours fraternally

Paul Grafton

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