



Dear Colleague,

As you are all aware, Serco offered a **FULL and FINAL** pay offer last month. This was rejected in significant numbers and in favour of strike action. I fed this back to Serco and informed them that I would seek permission from our committee to engage in a full industrial action ballot. They were quite content for me to go down this route.

I received permission to run a ballot and confirmed this to Serco. Their response was that there may be more on the table and requested a further meeting in August. Every year we seem to have the same game played in continual delays from Serco, much the same way as Veolia did, in the hope that you accept a lower pay deal because it is near Christmas.

I'm sure that you will all agree, enough is enough!

Yesterday, I served a seven day notice to Serco that I intend to run a full scale industrial action ballot. This will be posted to your home address from an independent adjudicator. This will be sent on Friday 29th July, so you should receive it by Tuesday 2nd August. The ballot will close some three weeks later, on Friday 19th August, allowing you all time to return your ballot papers, even when taking leave. If you have not received your ballot paper by Tuesday 2nd August, please telephone 020 8397 8881 and ask to speak to my secretary, who will check your details and arrange a duplicate ballot paper to be sent to you. If you fail to return the ballot paper, it counts against us.

Next steps

I have told you all many times that you should have at least three reps on the contract, so two of you need to come forward and stand as a rep. We need a joined-up approach here and all of you sticking together as divided, you lose!

If you know of a non-GMB member, please get them to join. Darrell has plenty of joining forms; we are much stronger the more members we have.

If Serco tables a further offer, I will ballot you in the normal way in the depot. I will not cancel the industrial action ballot unless a pay offer is accepted. This ensures that the maximum amount of pressure is applied on Serco at all times.

Remember to vote 'yes' for industrial action. Michael Massam has assured me that the Branch will be supporting members with a hardship payment for those coming out on strike. You will all receive reminder text messages during the ballot process but please don't reply to them.

Yours fraternally,

Paul Grafton