



Dear Colleague

**Re: Strike process update**

Most of you may well be aware that management has attempted to discuss a 'behind closed door' offer of 2.75%, with an attempt to stop the balloting process. I would remind everyone that Serco has so far now come up with **"two separate full and final offers."** A full and final offer should mean exactly that and not one to trick staff into accepting a lower offer.

Serco were reminded that, now that the last offer was rejected, they have to escalate the matter to a Director at this point, and possibly ACAS, **BEFORE TAKING ANY STRIKE BALLOT.** They confirmed they would in writing but, rather than do this, a Regional Manager stepped in to make Loaders a higher offer in a bid to outvote and undermine the Drivers. Serco were asked to reconsider this offer over the weekend as it would cause problems. This was their second "full and final offer." Serco were clearly happy to cause divide and unrest between the Drivers and Loaders and was warned in writing of this potential; they didn't care. This behaviour by Serco is unacceptable!

We believe and have informed Serco that they are not being reasonable, bearing in mind the rates on inflation are far in excess of their offer, even if 2.75% is going to be their formal offer. This is not a race to the bottom, in relation to terms and conditions of employment and pay. I have updated the pay claim to 7% and an extra day's leave, as inflation (RPI) is now 6%. Serco believes that our members should find savings and suggested only paying staff for the hours they do, which is effectively ending Job n Knock.

I will be meeting Serco tomorrow; the door is still open, as it should be, and will advise you as we move forward. In the meantime, Serco will have five weeks to find a resolve, as the dates below are now in place.

**NEXT STEPS**

- Today, I have served Serco the first 7 day notice of strike action ballot.
- Ballot opens on 1<sup>st</sup> December; ballot papers sent to your home address.
- Ballot closes 16<sup>th</sup> December and the results given to Serco.
- 14 day strike notice served 16<sup>th</sup> December.

If members vote and meet the required level, the first possible day of action would be Tuesday 4<sup>th</sup> January. I will update you as we move forward and send reminder texts.

Reports have come back to me that members have felt they are being intimidated by management. As a reminder, you do not have to disclose or discuss pay or how you vote or if you intend to take action or not. If you have any problems, please call me on 07714239092.

Yours fraternally

Paul Grafton