



Dear Colleague,

First of all, thank you to everyone who took the time to come along to the depot meetings across the business to hear the company's latest pay offer and also to those who responded to my email with their votes.

The result was:

- Accept 39.70%
- Reject 60.29%

I have both informed and invited Amey to further meet with us, and with the assistance of ACAS, if needs be, to try to seek a further improved offer. If that offer to meet and talk is refused, then we will commence a Civica ballot for strike action.

If that happens, I will ask every one of you as members to do your very best to speak to colleagues and get them to not only join GMB but to do so and vote in any industrial action ballot.

The more in it, the bigger the win.

I'll of course let you have further updates just as soon as the company responds.

Regards

Gary Palmer
GMB Regional Organiser