



JB/GP/AH

5th September 2023

Dear Colleague

Re: Amey pay ballot 2023/2024

Thank you to all of you as members who took the time to attend any of the three workplace visits that I've carried out at each depot and to those of you who took the time to vote on your pay offer.

We have since met with ACAS with Amey management again, to try to seek an improvement in the offer you as members have rejected in the recent vote.

The ballot result was:

Accept 39.70%

Reject 60.29%

Unfortunately, Amey chose not to take advantage of this meeting, mainly as it appears that a disgruntled member has shared GMB ballot information with them, which has sought to undermine yours and his own pay claim, all of which meant that Amey has declined to increase the offer in any way across any of the job roles at all.

This means that we are left with no choice but to act now, on the above result, as an instruction to commence a Civica strike ballot.

For your information, we will be balloting each depot separately, in light of the varied returns in the consultative ballot, which ultimately means that some depots may vote not to take action whilst another may choose to; not ideal but, again, necessary in light of the breach of trust, from someone sharing your ballot information with the Company.

I cannot inform you of the actual ballot date, as of yet, until I have firstly and formally informed the Company, as is required under the current legislation, but it is likely that, should your vote support doing so, you could be on strike during early November time.

For now, as a matter of urgency, please check with your Representatives or local GMB Office that we have the right information for you, i.e. email address, mobile number and postal address on record, and that you have opted into receiving communication from us. The ballot papers will be sent directly to your home address, in a very bright orange envelope. Please note that, if you have received this letter by post, we do not hold an email address and or/mobile number for you, on your membership record, or you have opted out of receiving communication from us in this way, so please contact us to provide us with these details/opt in.

As I will have to presume that this letter will also find its way to management, let me continue to be a clear, as I have always sought to be with you. We need numbers not only within the membership to make sure they vote but we will need new joiners to boost numbers, as a strike is only effective if we can disrupt the service and rubbish the Company's name from doing so.

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How you vote is entirely your choice and it is confidential, meaning that how you vote is not shared individually with either side, but I must stress how important it is that you at least take the time to vote, as it is the only indication we, as your Union, has to understand your instructions democratically. In other words, if you do not bother to vote, then do not moan if you then get a result you do not like.

The ballot will be open for a period of three weeks as many members and Amey staff take annual leave, meaning with a three week lead time we should catch just before or after any holidays, hopefully, so we can count you vote. The anti-trade union laws are very clear that union members, when voting for industrial action, must meet legal thresholds for the vote to be valid.

So it is over to you now as members. Please vote in numbers and persuade others to now join the cause so that we can make a decent go of any strike action or you accept this year's deal and try to build a stronger and better informed membership, in time for next year's pay talks.

Kind regards

Gary Palmer

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