



GMB Meeting with Veolia

GMB met on Friday with Veolia senior HR managers, the GMB Team included Kevin Brandstatter, National Officer, Bill Modlock and Michael Hinchcliffe, GMB National Convenors.

There was a full and frank exchange of views, and GMB gave feedback from members about the proposed changes in the sickness policy.

GMB has been accused of winding members and non-members up, simply to attract new members, and of disturbing the "good industrial relations" between GMB and Veolia. However, as we pointed out to the employer, these concerns had been raised by members at local level prior to GMB Regions consulting the members.

We should be very clear where we are in respect of the policies in question. To clarify the GMB position on the drugs and alcohol policy, GMB had an agreement with Veolia management at national level, that on random tests only, there would be no dismissal for a first offence. We thought this reasonable.

To clarify the GMB position on the sickness policy, GMB has not agreed to any changes in the triggers, which would lead to investigation and potential action. It is our view that changing the trigger points will bring more members into procedures that could lead to their dismissal.

GMB PUBLIC SERVICES SECTION

GMB...

... is a campaigning trade union. Our job is to get the best deal for members at work. We're committed to building a stronger & safer organisation in every GMB workplace.

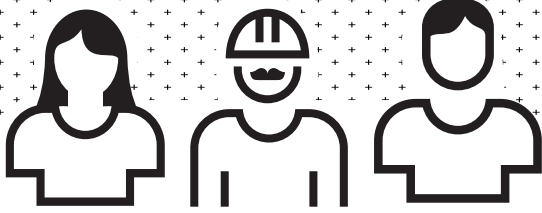
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“LET’S STICK TOGETHER AND RETAIN OUR HARD FOUGHT TERMS AND CONDITIONS”

Ironically, as the meeting was being held, GMB’s other National Convenor, Johnny Dyer, had been told that a number of GMB members at one depot, were not being investigated for absence after reaching six days. Under the previous policy this would have been sixteen days.

At the end of a useful meeting GMB proposed to Veolia management the following:

That Veolia withdraw the sickness policy, in its current format of lowered trigger points by Friday 12 October and revert to the 2016 policy, until we have further negotiations.

On the drugs policy, we have asked that an agreement be reached that random testing would only lead to a dismissal in exceptional circumstances, and that these be clearly understood.

We are meeting Veolia on Friday 12 October at their offices at 10am, where they will let us have their proposals. Shortly after the outcome of that meeting will be discussed with GMB regions, and an agreement reached on the next steps.

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