



Dear Colleague,

You are all aware that the last pay ballot saw the offer declined unanimously by those in attendance. With this in mind and no new offer coming forward, I have sent the managers a dispute notice and copied you all into it.

### **Next steps**

I will be serving a seven day notice to Biffa for an intent to formally ballot our members for strike action. The ballot will open on Friday 2<sup>nd</sup> September 2022 and close on Friday 23<sup>rd</sup> September 2022. The ballot will be sent by an independent adjudicator called Civica to your home address. If you fail to return the ballot paper, it counts against you.

### **What you need to do**

It is vital that every member of staff joins GMB immediately; you cannot run a strike within the waste industry unless you have in the region of 98% of staff as members and who are prepared to strike.

Please ask all of your colleagues to join, either by seeing Allan in the Workshops or they can join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

Yours fraternally,

Paul Grafton