



JB/PG/AH

Dear Colleague

I'm sure that you are all aware that David McLaughlin has decided to stand down as your Representative. David has been a Rep for a number of years now and has supported many of you at disciplinaries, medical reviews and grievances, as well as trying to get the best for all of you when meeting the Councillors and senior management within the Council, especially when it came to your pay!

David has done some excellent work in these areas for many years; GMB and, I'm sure you, have all appreciated his efforts for and on behalf of all of you.

David has made me aware that he has asked for two replacement Reps to come forward and, to date, nobody has. This is disappointing as it's in your own best interests to ensure that you have trained representatives in your workplace. Your pay is going to be an ongoing battle for the foreseeable future; the first hurdle will be this Christmas working.

The outsourced waste workers GMB has within Southern Region are now catching up with your levels of pay and will soon surpass it, as the Council continues to underfund your wages. If we do not have what we call "an organised workplace with trained representatives" this will continue. If you take a look at each waste depot I have, the members stand as one and each depot has their own elected representatives; some depots saw up to a 20% pay rise last year; you all need to be working the same way!

I would urge you all to consider standing as a rep; we should have two. Training is undertaken during your paid work time and you receive release to do this. You are not expected to undertake any time out of work so it will not impact on your home life.

If you would like to know more, please call me on 07714 239 092.

Yours fraternally

A handwritten signature in black ink that reads 'Paul Grafton'.

Paul Grafton
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