



Dear Colleague,

Re: Industrial action process

As you are all aware, GMB members voted strongly enough in favour of industrial action to hold strike action if we so wished. The outcome of this has been conveyed to the Council. The normal process is that I would serve a 14 day notice, identifying all the dates GMB called on its members to undertake action.

I have agreed to suspend serving the 14 day notice so that talks with the ACAS conciliation service can take place. The Council has been informed that, if we do not find a resolve to the poor pay offer, GMB will serve the 14 day notice and call on all its members to undertake strike action. This is not binding arbitration, as this process was declined, so ACAS cannot force or impose any sanction upon GMB members.

If action was to take place, you **should not** notify your manager and once action has taken place you should ask for the Pension remittance form so that your pension can be topped up so there is no break in payments or service. Your manager does have to supply this from the LGPS provider.

Your GMB branch has also agreed to double the hardship fund so that anyone requiring this wouldn't be significantly impacted when undertaking strike action.

The provisional dates to meet with ACAS are towards the end of March. We will, of course, keep you updated as we go.

If staff are not members, they can join now and undertake strike action should it be called. They can join at www.gmb.org.uk/join

Yours fraternally,

Paul Grafton
Membership Development Officer
GMB Southern Region