



Dear Colleagues,

Catch up working due to Bank Holidays

It has come to my attention that many of you have been working a Saturday to catch up with the work missed due to Bank Holidays taken during the year. I understand this has happened for years.

If you work a bank holiday you are entitled to a day off as a result. Now, as you all took the day off you would not normally have a problem here. The problem has occurred because you now worked the Saturday as a result of taking time off on the Monday, so all you have done is swapped the Saturday for the Monday and because of this you lose a rest period. Bank Holidays are all about rest periods.

I understand that staff have been offered an extra payment to work the Saturdays. This is no different to offering you a much higher rate of pay if you worked the BH. Even if this is the case, you would still be owed an extra day off regardless. Many of you will have worked the 8 catch up days over the last 6 years, which means if you did you are owed 48 days leave or up to 48 days' pay. Your reps have a collective grievance to sign and return to me.

2021 Pay Ballot

As you know, the pay offer was declined by a clear majority by GMB members. This has been conveyed to the Council. Unison members accepted the offer, even though the GMB considers it a poor offer. I will submit a dispute notice to the council and move towards a full industrial action ballot. I will of course keep you updated as we move forward. **Please do not sign or agree to any paperwork unless it's come from me or your reps.**

Do ask any non members to join, sign and support you all on these important issues. They can do so at www.gmb.org.uk/join

Yours fraternally,

Paul Grafton
Membership Development Officer