



Dear Colleague

As you will be aware, I have conveyed the outcome of the last ballot that relates to the appalling pay offer which Serco put forward and yet we have heard nothing back from them despite them having plenty of time to do so. **The strike ballot outcome was a whopping 98.1% in favour of strike action.**

Today, I served a 14-day notice as I'm required to do where we will be calling on GMB members to take industrial action. We do not do this lightly but, again, Serco has had every chance to put a sensible offer forward; they continue to ignore the significant costs of living and expect you to continue to live on such a poor wage. Just as a reminder, the nearest in-house waste is Reigate & Banstead Council and they don't even receive London Weighting and yet they pay more than £4.00 an hour for the same job; this slippery slope to the bottom cannot continue!

**The dates of action will be for three weeks initially; these are from Monday 17<sup>th</sup> October 2022 through to Friday 4<sup>th</sup> November 2022. No overtime or work should be undertaken during this period.**

**Below is a short summary of what you need to do!**

1. Ensure that all non-members are contacted and spoken to, to ensure that they join GMB. The stronger we are, the greater impact on the employer and the more likely we are to win. Don't let your colleagues undermine you by working! Legally, non-GMB staff cannot strike, as they have no protection. Your GMB Reps do have spare joining forms.
2. A hardship fund has been set up. To claim this, if you need it, will mean you must sign in and out each day with the GMB Officer present or the fund cannot be accessed.
3. You will not be able to enter work premises, even to use the toilet.
4. I suggest that you wear normal, warm clothes.
5. The GMB Officer present will arrange picket lines on the day. There are a maximum of six people permitted on a picket line. There are two entrances to the depot; there will be one picket line on each entrance/exit.
6. Expect Serco to play games, for example: removal of overtime for the future, round changes, you name it I have seen it all. If any comments are made to you, please keep a log of time, date and place and who said what. It is illegal for the employer to victimise an employee because of their trade union membership or activities.
7. I will be in control of the media releases; under no circumstances should any of you pass comment in the media, this includes the likes of Facebook.

**I will see you all on Monday 17<sup>th</sup> October 2022, unless I hear from Serco with a revised offer, in which case I will contact you again, to update you. In the meantime, you should work on the basis that you will all be on strike from Monday 17<sup>th</sup> October 2022.**

Yours fraternally

Paul Grafton

GMB, BRITAIN'S GENERAL UNION

Regional Secretary: **Justin Bowden** General Secretary: **Gary Smith**  
COOPER HOUSE, 205 HOOK ROAD, CHESSINGTON, SURREY KT9 1EA  
TEL: 020 8397 8881 FAX: 020 8397 1588  
Email: [info@gmb.org.uk](mailto:info@gmb.org.uk) Website: [gmb-southern.org.uk](http://gmb-southern.org.uk)

**UNIONLINE**  
YOUR TRADE UNION LAW FIRM  
**0300 333 0303**  
[www.unionline.co.uk](http://www.unionline.co.uk)