



Dear Colleagues,

Re: Ballot Outcome

I can confirm that this morning's ballot was a massive reject. I could not agree with you any more; the offer was nothing but a slap in the face for the worst paying contractor I have within the waste industry. Veolia is aware of this.

Next Steps

I will inform management of the outcome and send them a notice of dispute. This process takes a few weeks but I will keep you all updated as we move forward.

If there is a further offer, you will be balloted in the normal way.

Yours fraternally,

Paul Grafton
Membership Development Officer
GMB Southern Region