



15th July 2022

Dear Colleagues,

Veolia Kingston Ballot Outcome

I can confirm the outcome of the ballot to you.

Process

I undertook a workplace ballot just over two weeks ago, where the vast majority of Drivers and Loaders didn't bother to attend. As a result of this I had to gain permission to send out a postal vote to all of those who did not attend.

The postal vote is a very unusual step and one we do not normally undertake. The outcome of that ballot was extremely poor by means of the returns and would not meet the legal requirements to go forward.

Because of the poor returns I have had no choice but to ask Veolia to impose the offer as I do not have a mandate for action. Whilst every opportunity was afforded to GMB members to engage in the process, this means all of you will be gaining a pay increase below inflation because of those that couldn't be bothered to exercise your rights as GMB Members.

As an example, Amey members have requested to strike because the HGV drivers refused to accept £15.20 PH and the Loaders over £11 PH, significantly more than you were offered. By not partaking in the Ballot and electing Shop Stewards, members in Kingston have effectively shot themselves in the foot again.

Yours fraternally,

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

Paul Grafton