



Dear Colleague,

I can confirm the outcome of the ballot has been given to Veolia - 100% rejection.

Clearly, the managers will now attempt to sway you all into giving in. Stand together and don't let yourselves be pressurised.

The managers have stated we got the issue of overtime incorrect; we did not and it is in black and white. To make matters worse, the managers have now realised they misunderstood what the offer meant; perhaps they should have taken that back to HR and the Senior Management.

What they do not seem to also realise is it's also about the poor terms and conditions and the appalling rates of pay as Veolia are, without doubt, the worst paying contractor in London that I am able to find; they simply don't care. Scott Edgehill has also been asked to apologise to you all for his comments in our recent meeting that relate to him not caring if staff leave.

I will make an application to our committee to escalate the dispute to a full industrial action postal ballot as I'm required to do. I will update you as I move forward. This process takes a few weeks but you will be updated on a regular basis.

Any non-members wanting to join can do so online at www.gmb.org.uk/join

Yours fraternally,

Paul Grafton