

Ballot Paper



TRADE DISPUTE WITH CALEDONIAN PRODUCE; BAKKAVOR GROUP –
BRIDGENESS & CARRIDEN - CARRIDEN INDUSTRIAL ESTATE,
BRIDGENESS ROAD, BO'NESS EH51 9SL

VOTING INSTRUCTIONS

Vote by marking a cross 'X' in the box next to your chosen answer for each question.

PLEASE ANSWER BOTH QUESTIONS

ARE YOU PREPARED TO TAKE PART IN INDUSTRIAL ACTION CONSISTING OF A STRIKE?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
ARE YOU PREPARED TO TAKE PART IN INDUSTRIAL ACTION SHORT OF A STRIKE?	YES <input type="checkbox"/>	NO <input type="checkbox"/>

In the event of a vote in favour of industrial action, the following people are authorised to call upon GMB members to take part in industrial action: Central Executive Council, General Secretary, Regional Committees, Regional Secretaries, National Secretaries, National Officers, Senior Organisers, and Regional Organisers.

The law requires your union to ensure that your vote is accurately and fairly counted and that you are able to vote without interference from the union or any of its members, officials or employees and, so far as is reasonably practicable, in secret.

If you take part in a strike or other industrial action, you may be in breach of your contract of employment. However, if you are dismissed for taking part in strike or other industrial action which is called officially and is otherwise lawful, the dismissal will be unfair if it takes place fewer than twelve weeks after you started taking part in the action, and depending on the circumstances may be unfair if it takes place later.

RETURN INSTRUCTIONS

Please return your completed ballot paper in the pre-paid envelope provided. It should be received by the Independent Scrutineer, Electoral Reform Services Limited, 33 Clarendon Road, London, N8 0NW, no later than **12 NOON** on **MONDAY 18 FEBRUARY 2019**.

Your vote is completely secret

Please do not remove the number from the corner of your ballot paper as this will invalidate your vote.



Summary of the matters in issue in the trade dispute:

The industrial action ballot relates to the GMB member's rejection of employers 2018 pay award

The period within which industrial action is expected to take place:

The action is expected to take place within the period commencing 14 days after the close of the ballot and will terminate no later than six months after the ballot has closed.

The industrial action short of strike will take the form of:

- Work to rule
- Withdrawal of good will
- Overtime ban