



WORKPLACE BALLOT

Wednesday 18 - Saturday 21 July

REJECT

POVERTY PAY!

www.gmbScotland.org



UNIONLINE
SCOTLAND

YOUR TRADE UNION LAW FIRM
0300 333 0303
www.unionline.co.uk



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GMB Scotland in Bakkavor 2018 Pay Offer Consultative Ballot Reject Poverty Pay!



GMB Scotland in Bakkavor: Workplace Ballot Wed 18 to Sat 21 July – Vote Reject!

The priority of GMB Scotland is the defence of your interests.

For months we have attempted negotiations with Bakkavor to secure a pay offer that helps our members tackle the cost of living. That's why we submitted a £1 an hour increase for all hourly paid staff in our claim.

It is deeply regrettable that your employer is refusing to move beyond a derisory below inflation 2.25 per cent increase for hourly paid staff. This is a below inflation offer, which in itself is unacceptable. But the devil is in the detail:

- For staff on Grade SO3 it means an increase worth 64 pence an hour less than the Scottish Living Wage rate of £8.75; and
- For staff on Grade SO4, it means an increase of just 2 pence (0.25%) an hour more than the UK National Minimum Wage for 25 year olds and over of £7.83.

This is poverty pay for many staff in Bakkavor.

When your employer offers the majority of our members a pay rise that amounts to a pitiful 2 pence an hour (or an increase of just 0.25 %), then we can only strongly urge our members to REJECT this.

That's why we are launching a workplace consultative ballot of our membership in Bo'ness. This will take place **from Wednesday 18 July until Saturday 21 July**. Workplace meetings will also take place on **Thursday 19 July**.

You will be asked: Do you accept or reject Bakkavor's pay offer, which will only deliver a 2 pence or 0.25% increase for the lowest paid staff in Bo'ness?

GMB strongly urges you to **reject poverty pay** in the consultative ballot, by marking a cross ('x') in the box marked **REJECT**.

Only by being a member of GMB can you vote in this ballot, so if you want to join our campaign to **reject poverty pay** in Bakkavor then you can join today at www.gmb.org.uk/join

Please ensure all your contact details, particularly mobiles, are up to date to receive our campaign updates.

If you have any questions please do not hesitate to contact your local reps on **07920 388108**. Alternatively, you can email me at david.hume@gmb.org.uk

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 @GMBScotOrg  /GMBScotland

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