

Last update: 15 Aug 2023

DELIVERIES HEALTH & SAFETY

Joint Union Statement On 2023 Pay Ballot Outcome

Posted on: 15 August 2023

Dear GMB and Unite members,

The results of the joint union ballot are now in.

The results are as follows:

Members voting to reject: 95.5%

Members voting in favour of being balloted formally for strike action: 92.5%

Clearly this is an overwhelming rejection of the company pay offer and a clear mandate to move forward with a formal ballot for strike action.

Unite and GMB representatives will now be meeting to discuss the timetable for a formal industrial action ballot.

Please be advised that due to annual leave arrangements we will be providing further updates at the beginning of September.

Thanks to all union members for your continued support and your resolve to move forward and win a pay deal that is fair for all.

In solidarity,



Nadine Houghton - GMB National Officer

Adrian Jones - Unite National Officer

And your joint negotiating committee reps

GMB RESPONSE - BIDFOOD PAY BALLOT - JUST THE FACTS.



Posted on: 28 July 2023

Dear Colleagues

Please see below a link to the latest GMB Bidfood video - Bidfood Pay Ballot - Just the Facts - for your information.

<https://youtu.be/DbtXEKBPXj8>

In solidarity,

NADINE HOUGHTON

NATIONAL OFFICER

BIDFOOD 2023 PAY OFFER AND GMB BALLOT



Posted on: 13 July 2023

Dear GMB member,

We are advising you to vote NO to the Bidfood 2023 pay offer and YES for a formal ballot for strike action.

It is very disappointing to be coming to GMB members with a pay offer that we are strongly recommending members reject.



Unfortunately, the company just doesn't want to listen. They didn't listen when we said our members are facing the worse cost-of-living crisis in a generation and now is the time to do the right thing. They didn't listen when we said the company can afford to make an appropriate pay award after making substantial profits after tax and they didn't listen when we told them our members are fed up and ready to take action to win a pay rise.

So, we are recommending you reject the 2023 pay offer. Our reasons for recommending rejection are laid out on the opposite side of this bulletin.

We are also recommending that you vote YES for a formal ballot for strike action. Voting yes in this ballot does not mean that we will immediately move ahead with strike action, but it gives us the mandate to organise a formal ballot for industrial action.

We are also sharing with you financial research carried out by the GMB during the preparation of our pay claim. This information shows that 86 per cent of the amount that Bidfood made in after-tax profit over five years was paid out in dividends (to shareholders) over the same period (£122.7 million out of £142.1 million). Some of this money could have easily been reinvested to ensure you received a decent pay award.

The GMB ballot will now run from the 24th July to the 11th August. Please come and vote NO to the pay offer and YES for a formal ballot for strike action.

Your GMB negotiating team.

BIDFOOD PAY OFFER 2023 – Q&A

1. Why is GMB recommending rejection of the 2023 Bidfood pay offer?

Bidfood is an incredibly profitable company. It is not facing any financial difficulties and there is no good reason not to award a decent pay rise this year. GMB members working for Bidfood are experiencing the worse financial crisis in a generation. Now is the time for Bidfood to do the right thing by its workers. You have been the driving force in the company achieving this level of profitability and you deserve to benefit fairly from this.

2. The key issues we have with the offer are as follows:

- GMB wants to see a minimum rate of pay of £12 per hour in the warehouse.
- We cannot recommend an offer that sees drivers over time calculated on a monthly basis.



- We cannot recommend an offer that introduces 'compulsory flexibility' to the warehouse - allowing managers to ask you to leave an hour early but then forcing you to make it up on another shift when they see fit.

3. What happens next?

The GMB will be balloting our members from the 24th July to the 11th August, this will be a workplace ballot where you cast your vote at the ballot box in the workplace.

In addition to recommending our members reject the offer by voting NO, we are asking you whether you want to be balloted formally for strike action.

If the majority of our members vote YES to a formal ballot for strike action we will move forward with a legal, formal ballot. This means that a ballot paper will be sent to your home address, and you will have to return this ballot paper yourself, in the post. We must ensure we have your up-to-date home address to do this.

But - we very much hope it doesn't come to this point; we want to secure an offer that we are able to recommend.

Please speak to your GMB representative if you have any questions and look out for your chance to vote in the GMB ballot.

In solidarity,

Nadine Houghton, GMB National Officer.

JOINT UNION BULLETIN - BIDFOOD PAY TALKS 2023 UPDATE

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Posted on: 3 July 2023

Dear GMB and Unite members,

A joint union pay claim was submitted to Bidfood in April. Following this we have had three meetings with Bidfood to discuss pay. Whilst meetings have been productive, we are disappointed that more has not been achieved.



Both initial offers from the company have been rejected by your NJC committee, they have fallen dramatically short of our members' expectations.

Given our commitment to attempting to achieve a negotiated settlement, we are meeting again on Wednesday 5th July; we are expecting Bidfood to make a full and final offer during this meeting.

Our expectation is that this offer will be sufficiently improved so we can recommend our members accept it. However, if the offer does not improve enough and it does not meet the mandate you have set us we will be recommending that you reject it.

If we find ourselves without an offer to bring to you, we have no choice but to begin the process of asking members what course of action they want to take next, clearly this could include anything up to strike action.

Any decision to move forward with an industrial action ballot is one that can only be taken by our members, and we would ask you first how you wanted to proceed.

Our aim is to agree a deal to bring to our members. We can only do this if your employer is going to engage meaningfully with our members' very reasonable pay claim.

In solidarity,

YOUR JOINT TRADE UNION NEGOTIATING COMMITTEE

GMB PAY CLAIM 2023



Posted on: 24 April 2023

Dear GMB members,

I'm pleased to confirm that, following a survey of GMB members, your GMB reps have met to agree this year's pay claim. The claim has now been submitted to the company and dates have been agreed for pay talks.

The GMB pay claim is as follows:

1. A substantial pay increase above RPI



2. Sick pay from day one
3. Bank / Public holidays paid at an enhanced rate
4. Annual bonus / Profit share
5. Reduction in the working week
6. Annual leave entitlement to increase in line with length of service

We will keep you updated on progress during the talks and of course, any offer will be subject to a full ballot of the membership.

We will also be writing to you soon to update you on our campaigning work around improving driver delivery drops.

In solidarity,

Nadine Houghton (GMB national officer) and your GMB national negotiating team

GMB BULLETIN FOR TRANSPORT MEMBERS



Posted on: 27 March 2023

Dear GMB member,

I am writing to update you on the discussions your GMB representatives are having with management regarding Delivery Point Risk Assessments.

You have told us about safety concerns concerning a small number of the delivery points you deliver to. We have taken this incredibly seriously and have escalated the issue swiftly to senior Bidfood management. We first raised formal concerns at our December NJC meeting, raising directly with Bidfood's Health and Safety Director.

Despite what GMB perceived as an initial reluctance to work together on this important issue, we are pleased to say we are now seeing positive steps being taken to identify how we can collectively begin the process of adequately risk assessing delivery drops that present immediate concern.



The precise process for this has yet to be fully agreed and a working group is being established to determine the next steps.

We will be organising a meeting for our transport stewards to fully discuss the issue and to ensure they are fully briefed and able to provide our members with the support they need. We will work tirelessly to ensure you are working safely and are adequately supported by your employer to do this.

We will keep you updated as we continue discussions.

Thank you for your continued support.

Nadine Houghton, GMB National Officer and your GMB National Negotiating Team.

Noticeboard Bulletin - 24-10-2022



Posted on: 24 October 2022

Dear GMB driver members,

It has been brought to GMB's attention today that drivers are being asked to drop deliveries to sites that have potentially not been adequately risk assessed. This is particularly an issue at sites with stairs.

As a matter of safety and as an immediate precautionary measure we urge Bidfood to halt all and any deliveries where drivers are expected to use a spiral staircase.

I wanted to provide you, our members, with the following advice regarding this situation;

1. If you arrive at a delivery where there are stairs or where you believe there is a particular risk to health and safety, GMB recommends that you ask to see a risk assessment.
2. If one cannot be provided, you are usually advised by your employer to carry out a dynamic risk assessment.
3. If, after carrying out the dynamic risk assessment, you believe that the work you are being asked to complete is unsafe and detrimental to your health and safety then you must advise Bidfood that this is the case. GMB recommends you do this in writing, providing photographic evidence where possible (although not essential)



4. If the work cannot be completed safely then GMB believes you may be within your rights to refuse to complete the work, in line with section 44 of the Employment Act 1966.

We have requested an urgent meeting with Bidfood to discuss this issue.

Thank you for your ongoing support. Please work safely and raise any concerns immediately with your line managers.

Many thanks,

Nadine Houghton,

GMB National Officer

Noticeboard Bulletin - 16-06-2022



Posted on: 16 June 2022

Dear Colleagues

Thank you for your continued patience as your joint trade unions negotiate the harmonisation of pay and conditions.

We are now able to confirm the joint result of the ballot.

The result represents the total number of all union members.

The results are:

51% to reject pay harmonisation

49% to accept pay harmonisation

We have now communicated this result to the employer and look forward to reconvening talks at the earliest opportunity in the hope of getting an acceptable deal to bring back to the members.

We will keep you updated on these talks.



Thank you,

Nadine Houghton GMB

Noticeboard Bulletin - 13-06-2022



Posted on: 13 June 2022

Dear Colleagues,

The GMB is now balloting on an offer from Bidfood over harmonisation of terms and conditions and the company pay offer for 2022.

By now, you should have all seen the detail of the offer which has been provided individually to all staff.

The offer affects different members in different ways and therefore we are not attaching a formal recommendation to accept or reject, it is down to you to decide whether this is a good deal or not. However, this is the best that can be achieved through negotiation.

We know the offer can be confusing so your GMB reps will be available to answer questions.

The ballot will run from the 18th May to the 1st June in your workplace.

It is only GMB members that are eligible to vote so if you want your say, make sure you join the GMB **JOIN**.

Kind regards

Simon Goodwin and the GMB Negotiating Team

Noticeboard Bulletin - 10-12-2021



Posted on: 10 December 2021

Dear Colleagues,

Thank you to all GMB members that voted in the recent GMB pay ballot. Your voice is important.



The results of the GMB 2021 enhanced pay offer ballot are as follows:

TO ACCEPT: 81%

TO REJECT: 19%

The company has been advised of the results and the pay uplift should reach this month's pay.

Roger Jenkins

GMB National Officer

Noticeboard Bulletin - 12-11-2021



Posted on: 12 November 2021

Following the agreement and implementation of the 2021 pay offer we have seen a number of companies offering further incentives and bonuses putting further pressures on recruitment and retention within parts of Bidfood.

The company approached the joint Trade Unions with a proposal to increase pay and allowances at a small number of sites contrary to the National Agreement.

For GMB members, the Pay Harmonisation and Simplification was the key part of the 2021 pay agreement and any further increases need to be applied across the business to avoid widening the differentials between sites and undermining the Pay Harmonisation talks. We now have a commitment from both sides to prioritise the harmonisation discussions with a goal of agreeing final proposals by the end of January 2022.

Following further negotiations between the company and the joint Trade Unions the following is now being proposed which is fully supported by your GMB negotiators.

To apply a further additional increase to all CBU employees. As follows:

- **£250 on basic pay for all members of the CBU - backdated 1st July 2021. This is equivalent to 1% for warehouse employees and 0.7% for transport employees. Due to**



early payroll cut off in December this will be paid in January 2022.

- Commitment to prioritise and commence Pay Simplification discussions; first meeting agreed as 2nd December 2021 with further meetings to take place.
- Intention to move to Operational Routing within Paragon across the network

We are now running a consultative workplace ballot on the above pay offer. GMB reps will be conducting the ballot which closes **Friday, 19 November 2021**.

Roger Jenkins

GMB National Officer

Noticeboard Bulletin - 27-08-2022



Posted on: 27 August 2022

August Newsbrief No 4/2021

Dear Colleagues,

May we thank all union members for your participation in the GMB pay ballot. Your voice is important.

The results of the GMB 2021 pay ballot are as follows:

TO ACCEPT: 63%

TO REJECT: 37%

I have today informed the company of GMB pay ballot results and requested the pay uplift be implemented as per our discussions.

Roger Jenkins

National Officer, GMB Union



Posted on: 20 April 2021

Dear Colleagues,

GMB prides itself on listening to our members. GMB is a lay member led union and our members in the workplace are the backbone and collective strength of our union. It is only right that we ask members what they would like to see in any pay and conditions claim before we make our demands to the company on your behalf. **Senior company managers** have made it very clear that Pay & Conditions National Agreements only apply to Trade Union members that are party to the national agreement. **Therefore, we will only submit a Pay and Conditions claim to the company that will now apply to Trade Union members only.** GMB Union is the largest trade union in Bidfood, GMB members have a Voice in a GMB pay claim, and only GMB members get to vote on any pay offer negotiated with the company. **Any new member joining GMB can also take part in the survey and subsequent ballot.**

IMPORTANT: Please fully complete the survey form below, (we need your up-to-date email and mobile number so we can contact you with information about negotiations and other matters connected with your work). Fully Complete the survey please - it takes two minutes. When completed please hand back/or email a photograph or scanned copy to your Local site GMB Steward/or your GMB Regional Organiser at their Local GMB Office. The form must be returned no later than 30th April 2021, if you want your updated details and views to be counted.

PLEASE PRINT YOUR DETAILS:

Name:

Job Title:

Department: Mobile:

Email: Depot:

- 1.
- 2.

Please return your completed form to your GMB steward/ regional organiser before 30th April 2021.

20 April 2021



Dear Colleagues,

Throughout the pandemic your GMB Union Full time Officials and your Local GMB Union Stewards have worked hard to ensure that the strictest safety measures are in place to help combat the spread of the Covid virus in your workplaces. GMB negotiated payments for members who had to self-isolate, or shield. Due to the downturn in business caused by Covid emergency restrictions, GMB were successful in negotiating furlough protections and a ground-breaking Temporary National Agreement to save jobs. Unfortunately, because of the pandemic and the effects it had on the business it was right that a pay freeze for 2020 was part of the Temporary National Agreement to help save jobs.

The pay anniversary is due in July 2021, and it is now time to seek the views of GMB members regards what you want to see as a member in a GMB pay and conditions claim with the company. We believe that GMB membership gives you an important voice in your workplace and your terms and conditions. It also makes the union relevant in your workplace and with the company.

Importantly for GMB members to note, *it has been pointed out by senior management that the trade union national agreement that covers pay and conditions only applies to Trade Union members.* Therefore, we will this year only be seeking to negotiate a pay rise and uplift on conditions to be applied to GMB Union members.

GMB Union is the lead union at Oban, Inverness, Larbet, Edinburgh, Penrith, Liverpool, Manchester, Bradford, Wakefield, Nottingham, Bicester, Stowmarket, Chepstow, Swansea, Harlow, Hoddesdon, Paddock Wood, Woking, Slough, Basingstoke, Reading and we have a number of members at other sites too.

The Pay & Conditions survey will commence at all depots starting 21st April and will close on the 30th April 2021 which will be conducted by GMB stewards/ GMB Regional Organisers where possible. Please hand back your completed Pay & Conditions Survey Form back to your GMB steward/ GMB Regional Officer.

PLEASE NOTE: If you have not received a Pay Survey Form by the 26h April you must contact your local GMB steward/ GMB Regional Organiser or the Chair of the GMB NJC Stewards Simon Goodwin by sending an email to simon.goodwin@gmbactivist.org.uk and we will ensure you get a survey form.

As a GMB Member you can make your Voice count!! New Members can take part too!!

Have your Say on your Pay!

For and on behalf of your GMB Union and NJC Stewards

Mick Rix National Officer, GMB



22 February 2021

Dear Colleagues,

Throughout the pandemic your GMB Union reps have worked hard and encouraged collaboration with senior management to ensure that the strictest measures are in place to help combat the spread of the virus in the workplace.

We wish to raise with GMB members some concerns that you need to be aware of. The company have agreed to take part in government tests on testing by the use of Lateral Flow Tests (LFT's) which uses Lateral Flow Devices (LFD's). These were the tests that the government originally wanted to introduce into schools and colleges. Recently the Department for Education ordered that daily tests using these devices be stopped in schools and colleges. There are arguments amongst official scientists regards the use of the tests, for and against.

The renowned *British Medical Journal* published strong reservations after the Liverpool LFT pilot took place. It showed that 60% of people who had the virus got a "**false negative result**" from the Innova device, and a third of those who had high viral levels **were wrongly told they were infection-free**. Preliminary data used from a study of University of Birmingham students **found only 3.2% of those infected** with the virus were correctly given a positive result.

Angela Raffle, consultant in public health at the University of Bristol Medical School, says the further rollout of LFTs is very worrying. She points out that the manufacturers only recommend the Innova device for use by qualified medical practitioners on people with symptoms. 'For the government to claim that tests **are accurate, reliable and "hugely successful" is dangerously misleading.**'

The tests that the company are introducing are **Voluntary**, they are **NOT Compulsory**. Bidfood have decided to take part in the government trial and are using "non-medical" qualified person. Evidence published shows there is a likely increase in "False Negatives" if the test is conducted by a "non-medical" trained person.

Again, there is also evidence to suggest that people who are asymptomatic who have used these tests have been found to have the virus, which previously would have remained undetected. So, there are arguments in favour and against. Whatever you decide, please do not be lulled into a false sense of security if you have been tested and your test says you are "Covid Negative". **These tests are not a silver bullet.** You must still observe the Covid Procedures agreed with the company, and the published guidance and instructions from UK Government and the devolved governments.

The best and most proven methods in the fight to contain Covid and to help protect you, your workmates and your family and friends, is Wear A Mask, Maintain Social Distance, Wash Your Hands.



**For and on behalf of your GMB Union and NJC Stewards
Mick Rix National Officer, GMB**

