

# Loomis Cash Noticeboard

Last update: 28 Jul 2023

## Latest Update

### **PENSION PROPOSALS – FINAL PROPOSAL**

**Posted on: 28 July 2023**

Dear members,

Thank you again to everyone who has given their feedback to GMB Reps and Officers regarding the Company's proposed pension changes.

The Joint Trade Unions have been engaged in a series of online and face-to-face meetings with the Company where we have been working to challenge the proposals. Following these exchanges the Company has made adjustments to its proposals but not withdrawn them as we had argued.

The Joint Trade Unions are disappointed that the Company have maintained their cuts, especially after the feedback Reps gave on behalf of members. The final proposals have cuts to contribution rates that are less severe, but we know that it is still a cut.

Our proposal, that where the Company hits profit targets they will make additional payments, is not perfect, and we know many members are not convinced that the Company will meet these targets, but any additional future money will be welcome.

We understand that many members believe that this process is like taking with one hand, only to give back in pay talks later this year.

Turning to which, we will shortly begin consulting members on pay for 2023, and we have already warned the Company that these changes will likely influence the attitude of members towards pay in 2023.



Once again thank you for providing your feedback to your Reps, and we share the disappointment at where we have landed, however we want to begin to build for pay talks and taking your aspirations up with Company later this year.

Yours in union

**GMB NNC Reps Eamon O'Hearn, National Officer**

## **LOOMIS UPDATES – TERMS & CONDITIONS AND PAY**



**Posted on: 6 December 2022**

Dear Colleague,

I wanted to update you on recent developments within the company.

### **TERMS AND CONDITIONS BALLOT**

The result of the terms and conditions ballot were as follows:

Votes in favour 20%

Votes against 80%

As a result of this, the company have been informed that the changes have not been accepted. Feedback suggests that this is largely because members were of the view that the imposition of Sunday and Bank Holiday working was not worth the positive changes to overtime. This has been communicated to the company who are considering their position. Once we have more information about any response to this, we will let you know.

### **2023 PAY CLAIM**

Following the pay surveys, GMB have submitted the following claim on behalf of our members working for the company.

- An above RPI inflation increase on all basic rates and salaries.
- An increase in call out payments which have not moved for ten years.



- An increase in the overtime rate to time and a half.
- Sunday working to be paid at time and a half.
- Double time payments for Bank Holidays.

We are due to meet the company on 10<sup>th</sup> January to discuss this claim. We will keep you updated with regards to developments in negotiations.

**Andy Prendergast**

**National Secretary**

## **Noticeboard Bulletin - 30-07-2022**



**Posted on: 30 July 2022**

Loomis have now written to the GMB to open a formal consultation to change your terms and conditions. The proposals are deeply concerning to the GMB and now you must have your say.

The GMB will soon be visiting your branch to discuss the proposals with you in more detail. We will share the date of the visit in advance, so you know when we are coming.

The full proposals are set out in the attached document. To summarise, they include:

1. Removal day one sick pay. Loomis want to implement 3 'waiting days' (unpaid) before sick pay is paid.
2. Cut to sick pay whereby only 4 weeks maximum can be paid in any one year. Currently staff with long service receive a maximum of 13 weeks after 10 years service.
3. Removal of 'Raid Pay'.
4. Sunday to be a normal working day. (Loomis claim this is current practise but the GMB does not support this view.)
5. Removal of guaranteed minimum of 8 hour days removed and replaced with a



guarantee of a 40 hour week.

6. Rosters to be published with a minimum one weeks notice instead of the current 4.

7. Full time working week over 3,4,5 days - not the current 4 or 5.

As you can see, some of the current proposals are clearly unacceptable to your union, but we cannot challenge this without your support. Anyone that is not in the GMB must join now to protect your sick pay and what work / life balance you currently have left.

Once the GMB has consulted fully with staff, we will enter further negotiations with Loomis, after those negotiations you will get a workplace ballot on the final proposals. As key workers who have worked through the pandemic - your reward cannot be a job that gives you less and offers you a poorer work / life balance.

**NADINE HOUGHTON**

**NATIONAL OFFICER**

## **Noticeboard Bulletin - 19-07-2021**



**Posted on: 19 July 2021**

Dear GMB member,

Loomis are offering £1,000 to new starters - where's yours?! Many of you will now know that Loomis are offering a £1,000 to new starters due to labour shortages hitting the market. But Loomis must not forget about the staff it has now. You have had your working conditions hit by the pandemic but now is the time to build back, Loomis can only do that with a committed and loyal workforce. That is why they must reward you - it's existing staff that have stuck by the company throughout the pandemic. We will be raising this with management.

Last week I said I would update you on some of the proposals from Loomis on terms and conditions changes. I am doing this so there is full transparency between the GMB NNC and our members. Like I said in my last bulletin, the GMB will not agree anything without a mandate from our members and we will not recommend any changes until a full consultation of the reps and members. If anything is not in our members' interests, we will not be agreeing to it.



1. Roster to be published with 4 weeks' notice - this is not something the GMB would currently support as it is detrimental to members work / life balance.
2. Removal of requirement to find volunteers to work Sundays and Bank Holidays-the GMB proposed that volunteers would be more incentivised if enhancements were offered.
3. Working week to move from 4 or 5 days to 3, 4 or 5 - the GMB will seek views on this.
4. Removal of guarantee of 8-hour day to be paid and replaced with a guaranteed 40 hours pay for rostered week - the GMB will seek views on this.

The company have now indicated they would like to make formal proposals to the NNC, following this, the GMB will begin a full and thorough consultation process.

Please also be advised that your GMB convenor will be visiting sites now that restrictions have been lifted. He will be available at the following sites on the following dates:

Colchester - July 13th

Maidstone - July 15th

Dunstable - July 21

Exeter - 26th July

Newport - 27th July

Your convenor can be contact by emailing [andree.bowen@gmb.org.uk](mailto:andree.bowen@gmb.org.uk) or calling 07934 000 846 or 07785 609 754.

Many thanks.

**NADINE HOUGHTON**

**NATIONAL OFFICER**

**Noticeboard Bulletin - 05-07-2022**



Posted on: 5 July 2022



Dear GMB member,

I am writing to let you know that Loomis have approached the GMB to begin a consultation with us on potential changes to your terms and conditions.

Once we have a draft proposal to share with you, we will begin a full and thorough consultation with our membership. It is only after this consultation, and any further negotiations with the company, that we will even consider our position on the changes.

I want to be clear with you that the GMB will not agree to any changes to your terms and conditions without a full ballot of the GMB membership and we will not recommend any changes that we do not believe to be in our members' best interests.

If you would like to be more involved in this process, either as a member or as an official workplace representative, please WhatsApp or text your name and branch to 07714239227.

I will write to you next week to outline some of the changes the company have put to us.

Your Loomis convenor will begin workplace visits in the coming weeks. If you would like a visit to your branch organised please email Andree at [andree.bowen@gmbactivist.org.uk](mailto:andree.bowen@gmbactivist.org.uk).

Many thanks.

**NADINE HOUGHTON**

**NATIONAL OFFICER**

