

February 2024

## **NO COUNTER OFFER FROM COMPAY – GMB SEEK URGENT SHAREHOLDER MEETING AND PROPOSE FAST-TRACK ARBITRATION**

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Dear members,

We hope everyone is safe and well, please see update on today's pay meeting. The Company acknowledged that they had been expecting a rejection since before Christmas, over 6 weeks earlier, so we reasonably expected them to table a counteroffer.

**However to the amazement of your Reps, the Company had nothing further to table.**

Your Reps countered that the additional Scottish Government funding meant that the PECS4 contract no longer had to subsidise the Scottish contract, freeing up the PECS4 profits for members.

Whilst on a personal level \*everyone\* at the meeting acknowledged that the current pay rates are not enough, the official Company response constantly justified the dividend payments because the Shareholders needed to see a return on their investment. David Jones' absence from the talks was noted so your Reps called for an urgent meeting with the Shareholders, who make the funding decisions.

However, the most amazing moment came when the Company deliberately waited until the meeting was concluding to ask if we would ballot members on \*accepting\* the current offer, but with a \*promise\* to continue pay talks, because of the 'distressing situation' members were presently facing.

Your Reps were astounded; we know that many members are struggling and if the Company thought so to, it had 6 weeks to make an improved offer. Instead the Company asked us to re-ballot members on an offer rejected by 98% of members, knowing that if it was now \*accepted\* it would fundamentally undermine our arbitration position, and would take the pressure off them to negotiate any further.

In response to the Company's request to re-ballot, your Reps offered to bypass any further negotiations and to move straight to arbitration, in order to fast-track a resolution .

We are now awaiting a reply to our urgent request to meet Shareholders, and our offer to move straight to arbitration. We will however meet the Head of PECS prior to any arbitration and we will keep members updated on developments as they occur.

As ever, please ensure that anyone not in GMB joins to support the talks: [www.gmb.org.uk/join-gmb](http://www.gmb.org.uk/join-gmb)

**GMB, WORKING EVERY DAY TO MAKE EVERYDAY AT WORK BETTER!**

**GMB GEOAMEY**  
National Committee

**GMB**  
National Officer