

Letter for members to submit to their manager if they are unfairly asked to sign a letter agreeing for parking fines to be deducted from wages:

PLEASE DOWNLOAD, COMPLETE, PRINT, SIGN AND SEND TO YOUR MANAGER.

[Driver's Name & contact details]

[Date]

To: [Manager's Name]

Subject: Refusal to Authorise Wage Deductions for Parking Fines

Dear [Manager's Name],

I am writing to formally confirm that I will not be signing the form authorising deductions from my wages for parking fines incurred during the course of my duties as a driver for Bidfood.

I respectfully assert that such deductions are not permissible under the **Employment Rights Act 1996**, which protects employees from unauthorised deductions from wages. Deductions must either be required by law, expressly allowed by the employment contract, or agreed in writing beforehand by the employee. I understand that signing the form would amount to such an agreement, which I do not wish to give.

It is my position that parking fines incurred while carrying out duties for Bidfood should not be treated as my personal liability but as an operational cost of the business. Furthermore, the threat of disciplinary action for refusing to sign the form may constitute unfair treatment or even bullying, which would breach the implied duty of trust and confidence I have the right to expect whilst in your employment.

I request that any further discussions on this matter be conducted through my trade union representative.

Yours sincerely,

[Driver Name]