



To All GMB/Unite/Community members and Officers responsible for  
Remploy Trade Union Members

Very Urgent Message

The Trade Unions met with the Company HR Director, Sue Butcher and her team on the 29<sup>th</sup> June 2009 to receive the Company's pay response to your claim for 2009/10.

The Company have offered a 1% increase across the board and rejected the rest of your legitimate claim.

Despite the Trade Unions' best efforts to facilitate an amicable settlement, the Company acted aggressively and unilaterally disregarded the Trade Unions approaches with considerable arrogance.

It is apparent that the new HR Director, Sue Butcher, has no wish to work with the Trade Unions and is out of line with normal practices and procedures in Remploy.

The Company are blaming the recession and have ignored the fact that during modernisation discussions, it was stated that 3% had been put to one side for each of the five years to allow for pay increases. The Company have also ignored guide lines on Public Sector pay which currently allows for a 1.5% increase on basic pay plus between 1-4% on other parts of the pay increases such as consolidation of the bonus, which was agreed in 2000.

The Company had refused to negotiate further and no more meetings are planned.

As you are all aware the Company Directors and the senior managers paid themselves £1.7M in bonuses with anything from £6k to £56k was found for these greedy senior managers and directors.

The Company want to break the procedures. You will be asked to attend meetings with your factory manager. The Consortium of Trade Unions requests that you do not attend these meetings. Instead hold a Union meeting, brief our members, complain to your MP.

The Consortium of Trade Unions recommends rejection of this paltry offer.

The Consortium of Trade Unions will be organising factory ballots to enable you to decide if this offer is acceptable. Remember this is the first move by Remploy Directors to undermine your collective bargaining rights.

This is the next stage in our fight to keep the factory sites open.



Phil Davies  
Secretary to the Remploy  
Consortium of Trade Unions



Kevin Hepworth  
Chair of the Remploy  
Consortium of Trade Unions

30<sup>th</sup> June 2009