



31<sup>st</sup> January 2011

**TO: ALL REMPLOY ENTERPRISE BUSINESSES AND CCTV TRADE UNION MEMBERS ONLY**

Dear Member

We are conducting a consultative ballot to decide if the Remploy workers wish to move to an industrial action ballot. The ballot starts on the 2<sup>nd</sup> February 2011 and concludes at 3:30pm on the 7<sup>th</sup> February 2011.

The Company and Government are trying to impose a voluntary redundancy scheme which involves payment package which is worse than 3 years ago. The trade unions are also entitled to a 90 day consultation period. So far the company has met the trade unions for approx 3 hours and there has been no consultation. The trade unions have not had a chance to put forward alternatives nor have they had a chance to negotiate an improved offer or mitigate the job losses.

The Consortium of Trade Unions is recommending that you vote in favour of moving to an industrial action ballot if negotiations breakdown or if consultation does not improve the offer.

**The Company is trying to split the workers and we advise all our members  
NOT TO VOLUNTEER**

**Bring in the form that the Company has sent out and hand it to your Shop Steward**

Pay

The 2010 pay agreement has not been reached and the Company is trying to avoid paying an increase. The trade unions have objected strongly to the way that you have been treated and the fact that over 280 senior managers have already received bonuses of up to £10,000 with the average being £4,500.

**"IT IS RUMOURED THAT THE 288 SENIOR MANAGERS WILL RECEIVE ANOTHER £1.4M IN BONUS PAYMENTS IN FEBRUARY 2011"**

To make our members' lives even worse the Company is planning alterations to the pension scheme which we understand could put the whole scheme at risk. We ask the Pension Trustees to stand firm and say no.

Therefore there are 3 good reasons why you should vote 'YES' in this ballot. I attach a ballot paper for your use.



**PHIL DAVIES**  
**Secretary – Remploy Consortium**



**KEVIN HEPWORTH**  
**Chair – Remploy Consortium**