



4<sup>th</sup> October 2011

**TO: ALL REMPLOY MEMBERS IN HOURLY AND STAFF GRADES**

Dear Members

Once again the Company has made a derisory offer to the majority of its employees at the same time as paying bonuses to the select number of staff.

The main points of the Company's offer are attached but to summarise employees earning £21,250 or under will receive an increase of £250 per year. This amounts to a miserly £4.80 per week less tax and insurance. In addition the hourly paid will receive 75p per week or slightly over 2p per hour bonus consolidation. This will only be paid to hourly paid workers who are factory based or were factory based at the time of the bonus agreement in 2000.

Once again those employees within the bargaining group who receive more than £21,250 will not receive a single penny increase. To add to this, insult, last week the Company paid out bonuses from £1,000 to a maximum of £10,000 to 180 senior managers. We also understand that the majority of these 180 managers received an increase of £150 per week.

The Consortium believes that this offer is a disgrace and recommends that you vote against the offer. The Consortium is also recommending if you reject this offer that we will move to an industrial action ballot. Our intention would be to run this ballot in line with the public sector ballots.

We therefore need to make sure that the factory and office ballots are concluded by no later than **12noon on Monday 17<sup>th</sup> October 2011**.

In the meantime we ask shop stewards and representatives to collate and check membership information, names, addresses and workplaces. This will enable a speedy industrial ballot to take place.

A handwritten signature in black ink that reads 'P. Davies'.

**PHIL DAVIES**  
**National Secretary – Manufacturing Section**