



Report from pay talks Friday 18th September 2009

Company still want to use the words 'Legal and Binding'.

The Company are still pleading poverty and saying that there is no money and are still under the restraints of the Treasurer.

Where the Company were still wanting to put 1% on the table, with a further £1 from the bonuses on to the rate, if you don't get bonuses you will not get the rate.

There are restrictions to this where the company want to bring in flexible mandatory shift working.

In CCTV the Company want to introduce the following:-

- The company want a flat rate for overtime rather then overtime rate
- Pay bank holidays at flat rate
- Only pay over time after 3 days

These payments will only be paid after these agreements have been made. They will be paid on agreement and backdated to May.

The Trade Union Side told the Company that we cannot accept this and won't put it out to ballot.

The Company offered a shorter working week in the last 6 months pre retirement leave.

The Trade Union Side told the Company no, and the pre retirement leave and bonuses were removed because they were not agreed to. Both sides decided been the best route would be to go to ACAS but the Trade Union Side decided to start the Industrial Action process.