

Important Notice for All CCTV Operators/Employees

Question 1: What is now happening in CCTV?

Answer: The Company is trying to reduce the terms and conditions of CCTV Employees.

Question 2: How are the Terms and Conditions being reduced?

Answer: The Company has announced its intention to alter and reduce the terms and conditions for all future employees.

Question 3: Which terms and conditions is management trying to change?

Answer: Less sick pay, no overtime payments, the introduction of a 48 hour week and no overtime for working bank holidays.

Question 4: Will this affect existing employees of CCTV?

Answer: Of course it will. Why would the CCTV business keep the existing workforce when they can employ new, cheaper labour? The Company has already started to sack existing CCTV employees.

Question 5: Why is some of the National Accord conditions not paid to existing CCTV Employees?

Answer: The Trade Unions have raised the fact that only a small number of CCTV employees receive the correct shift pay and the correct travel allowance. The trade Unions now intend to raise these issues again and if necessary take legal action against the company.

Question 6: How can we help the Trade Unions to secure a better deal for CCTV employees and stop a two tier workforce being introduced?

Answer: Do not listen to the Company. Stay in the union. Get other CCTV colleagues to join the Union. Give your contact details to the union.

Question 7: Some managers have told the staff it would be better to join Unison. Would it be better?

Answer: It would not be better. Unison does not want to deal with Remploy. Unison will never be recognised by the company for pay negotiations. Unison is not the appropriate union to join.

Remember a two tier workforce will lead to arguments between workers, unfairness and will eventually lead everyone to the bottom.



Remember also that GMB and Unite have over half a million Local Authority trade union members. It will only be by working together inside GMB and Unite that will stop the Company from cutting your pay and conditions.

Join now and let the professionalism of the GMB protect you at work!!!

You can join GMB immediately on: www.gmb.org.uk



Please hand to your GMB representative or post to Phil Davies National Secretary at the Freepost address shown

WHERE DO I SEND MY COMPLETED FORM?
 Just fill in parts 1, 2 and 3 or 4 below and post it to:
 Freepost WC 2268
 GMB
 22-24 Worples Road
 Wimbledon
 London SW19 4YY

Manufacturing Section

R UNION USE ONLY Section Branch No Membership No Date of joining

PLEASE USE BLOCK CAPITALS WHEN COMPLETING FORM

1 TELL US ABOUT YOU

Surname	First Name	Title Mrs/Miss/Ms/Mr	Date of Birth	
Home Address	Home Tel	I agree to abide by GMB Rules Signature		
Postcode	Mobile			
	Date			
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members			Email	
Bangladeshi	Black African	Black Caribbean	Black British	Chinese
Indian	Irish	Pakistani	White	Other

2 TELL US ABOUT YOUR JOB

Employer Remploy Ltd	Your job CCTV Operator
Employers Address Postcode	How many hours a week do you work?
	Pay No
	Work Tel
	Pay Date

3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

<p>Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended</p> <p>I authorise my employer to deduct from my pay each week/month the sum of</p> <p>£ <input type="text"/></p> <p>or other amounts as may be fixed by the GMB from time to time</p>	<ul style="list-style-type: none"> Please start the deductions immediately and pay the amounts to the GMB I note that this agreement may be cancelled by one month's notice in writing I give permission to my employer to notify the GMB of any future change of address <p>Signed: <input type="text"/></p> <p>Date: <input type="text"/></p>	<p>Cash</p> <p><input type="text"/></p>
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4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT

Name and full postal address of your Bank or Building Society branch	Originator's Identification Number 9 7 4 3 3 0
To the Manager of Address Bank/Building Society Postcode	For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below

Name(s) of account holder(s)	Instructions to your Bank or Building Society Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society
Bank/Building Society Account Number	Signature(s)
	Date
Bank/Building Society Sort Code	Reference number (office use only)

Bank or Building Societies may not accept Direct Debit instructions for some types of accounts