

Our Ref: PD/ayw/083

12<sup>th</sup> November 2009

Dear Member

**Remploy Hourly Paid and Staff 2009-10 Pay Negotiations**

The Consortium of Trade Unions met under the auspices of ACAS on the 5<sup>th</sup>/6<sup>th</sup> November 2009. Late, on the second day the trade unions were able to persuade the company to increase the offer.

The bonus consolidation which was a major issue for the hourly paid workers was the subject of a long discussion. We are now able to report that £1.75 of bonus consolidation and 1% on all rates of pay in the bargaining group has been offered by the company.

In addition to this we have introduced a new clause which will mean the company has to give a minimum of 4 weeks notice and a maximum of 12 weeks notice when removing shift work. The company will also be introducing 42 days pre retirement leave in the last year of an employee's employment subject to an arrangement being made with the manager for this leave to be taken.

***The Consortium of Trade Unions has unanimously accepted this new and improved offer and is therefore strongly recommending that you vote in favour of the offer.***

Please complete the attached ballot paper and return to the Ballot Organiser by no later than **midday on Monday 30<sup>th</sup> November 2009**.

Yours sincerely



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