

## GMB @ EAT WEMBLEY - Ballot

This is “Crunch Time” for Us and YOU!

**May 2017**

As most of you will be very well aware, GMB union has been hard at work negotiating with EAT, trying to achieve a voluntary recognition agreement, so that you can be represented at the table where all of the major decisions are made about what happens at every level of your workplace;

This will principally affect your Wages, your terms and conditions, your hours of work, and Holidays.

You will also know that when a count was recently conducted on your site, with the aid of ACAS, the independent body which has been helping us with our efforts, - well over half of you on the shop floor are already GMB members.

This was a fantastic result, and demonstrated a high level of commitment and loyalty on YOUR part.

ACAS are holding an onsite Ballot this Thursday 18<sup>th</sup> of May, and to prepare for that, we have been given access to you all, on Tuesday the 16<sup>th</sup>.

Make sure you come and see us either side of your shift, and in your breaks, - There will be four of us from the GMB on site all day on the 16<sup>th</sup>, Richard Owen, Hiten Vaidya, Tahir Bhatti, and Hilda Tavolara. Your Reps, Victor, Viviano and Vijay will also be on hand to answer any questions that anyone may have.

The Ballot will be for ALL members of the workforce in the proposed “BARGAINING UNIT” within the Collective Agreement which we will sign with EAT, provided of course that more than 50 % of you vote yes to Recognition. This means not only members, (well over a 100 now, and growing), but also non-members. We all need to talk to each other about the positive benefits of Union membership, and even if your colleagues are not yet ready to join the GMB family, they can still help us, and themselves, by simply voting “YES” to recognition.

This will cost them nothing, and they have much to gain. Ask yourselves one simple question, - would EAT have changed your contracts, and taken away your guaranteed hours, if they had been obliged to talk to your Union, and consult with you, before they attacked your terms and conditions? Of course not, - and nor would they have backed down and restored your contracted hours, and bonuses, if you had not joined the GMB, and got yourselves organised.

So, be in no doubt, we have already seen positive results from the steps we have taken together, and the company has, to its credit, taken steps to improve the way it treats its Employees. Whatever the company may claim, it is clear that these changes are due to the actions that you have taken as Union members, and if we do NOT win this ballot, the hard-won concessions you have won for yourselves will, one by one, be under threat.

**JOIN ONLINE**  
[www.gmb.org.uk/join](http://www.gmb.org.uk/join)

[www.gmblondon.org.uk](http://www.gmblondon.org.uk)  
f [GMBLondonRegion](#)  
t [@GMBLondonRegion](#)

**UNIONLINE**  
YOUR TRADE UNION LAW FIRM  
0300 333 0303  
[www.unionline.co.uk](http://www.unionline.co.uk)

# GMB LONDON REGION

[www.gmblondon.org.uk](http://www.gmblondon.org.uk)

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LONDON  
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We know that the company has told you that there is no connection between these improvements, and the activities of GMB and its members.

It is obvious to all of us that these are not coincidences, however, please, everyone, hold your nerve;

Talk to your friends, and especially non-members, and reassure them, they have nothing to fear from GMB recognition, we have absolutely no intention of calling strikes, and damaging the business. We all understand that it is only possible for Employees to thrive and to earn a good living, if the company does well.

We are not going to stand in the way of EAT managing the business well, and improving the way the business runs. We shall, however, ensure that the business recognises and rewards its most valuable assets, it's workers!

The Collective Agreement we have negotiated, and which we hope to sign very soon, covers (for negotiating purposes) the following Employees;

All Real Team Members, Team Members, Senior Team Members, Low Care Admin Team Members, and QA Technicians, permanently employed at the Wembley Site. These Workers make up the "Bargaining Unit" of 154 Employees.

All other Employees are free to belong to the GMB, of course, and can call on us for representation in disciplinaries and Individual Grievances, as well as our extensive range of Benefits, including our free legal assistance service, UnionLine.

You have a great opportunity now to protect yourselves from any unfairness or discrimination at work.

All you have to do is vote YES to Union Recognition for YOUR Union, and to encourage all of your colleagues to do the same, on the 18<sup>th</sup> of May.

Anyone in the Bargaining Unit who is not at work will receive a postal Ballot to be returned and results known by the 2<sup>ND</sup> of June.

We look forward to seeing you, and to working to protect you in the future,

Yours in comradeship,

Richard Owen, and Hiten Vaidya,  
**GMB Regional Officers**

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