

HOLIDAY ENTITLEMENT

Dear Member

At a recent NNC meeting the company reported that they have now identified up to 3000 employees who may be receiving above their contractual holiday entitlement and a further 3000 who may not be receiving their full entitlement. The company were clear that their intentions were to immediately reduce the holiday entitlement for those they deemed to be receiving higher than stipulated in their contracts.

GMB were clear that should the company take this action then we would be in dispute. Given this threat, the company agreed that the status quo would prevail whilst further negotiations take place.

Many of you will be aware that last year G4S made the decision to unilaterally reduce the holiday entitlement of some employees down to 23 days these were predominantly workers on a 4 on 4 off shift pattern. (The actual contractual entitlement for those employees with 5.6 weeks holiday is 19.6 days). This issue was taken in to the disputes procedure and a number of grievances were raised across the company. Where members who had a higher contractual holiday entitlement, this has been returned to them.

An emergency meeting of Senior G4S GMB reps from across the country was called. Given the fact that potentially we have members not receiving their full entitlement it was agreed that new proposals for holiday entitlement would be tabled to the employer. The provisos on this were that, any GMB member who currently has higher levels of holiday entitlement, either through TUPE or legacy terms will be protected, any agreement must be above the minimum legal requirements that G4S currently offer, that any agreement must be fair, transparent and equal and that any final agreement must be endorsed by a full ballot of GMB members.

We will now enter a period of negotiation with the company, GMB will keep its members informed, GMB members and ONLY GMB members will have a final say on any proposals.

Roger Jenkins.
GMB National Officer

JOIN TODAY AND HAVE YOUR SAY

Join now for protection, support and advice.

Hand this form to your local GMB representative, or post it by simply writing 'Freepost GMB' on an envelope. You don't need a stamp or any other address details. Questions? Email us at info@gmb.org.uk or visit our website: www.gmb.org.uk where you can also join instantly.

PLEASE USE BLOCK CAPITALS

SIGN WHERE YOU SEE THE **X**s

TELL US ABOUT YOU. This will help us do the best possible job for you.

Forename <input type="text"/>	Home address <input type="text"/>	Work address <input type="text"/>
Surname <input type="text"/>	Postcode <input type="text"/>	Postcode <input type="text"/>
Title Ms Miss Mrs Mr Mx		
Home phone number <input type="text"/>	Email address <input type="text"/>	Job title <input type="text"/>
Mobile number <input type="text"/>	Employer <input type="text"/>	Hours a week <input type="text"/>

THE IMPORTANT BITS. Please authorise us to take your fees from your wages.

Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended

I authorise my employer to deduct from my pay each week/month the sum of

£ or other amounts as may be fixed by GMB from time to time.

Pay number

- Please start the deductions immediately and pay the amounts to GMB.
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify GMB of any future change of address.

Signature(s)

Date

STAYING IN TOUCH. We want to make it as easy as possible to talk to each other.

GMB contacts members by email, phone and SMS about issues related to membership, membership services and campaigns.

Tick if you DO NOT wish to be contacted by: Email Phone SMS

GMB has a political fund to pay for political campaigning, which you can opt-in to for **1p a week**. In the past, the fund has helped win rights such as the minimum wage and maternity leave. There will be no detriment to you if you do not opt-in.

Do you want to opt-in to the political fund? YES NO

AND JOIN. I agree to abide by GMB rules.

Signed

Date

To read the GMB rulebook please visit www.gmb.org.uk/rules For our privacy policy go to www.gmb.org.uk/your-privacy

You can change your contact preferences at any time by logging into your MyGMB area at www.gmb.org.uk/mygmb

Welcome to the GMB Union family!

FOR GMB
USE ONLY

Section

Branch number

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Mobile number <input type="text"/>	Employer <input type="text"/>	Hours a week <input type="text"/>

THE IMPORTANT BITS. Please authorise the Direct Debit.

Instruction to your Bank or Building Society to pay by Direct Debit



Please fill in the form and send back to 'FREEPOST GMB'

Name & full postal address of Bank/Building Society

To the Manager of Bank/Building Society
Address:

Postcode:

Name(s) of account holder(s)

Account number

Sort code

Service User Number

Reference (FOR GMB USE ONLY)

Instruction 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 & if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks/Building Societies may not accept Direct Debit instructions for some types of account.

PAYMENT DATE. Please select a payment date.

If you are paid monthly 1st* 8th* 16th* 23rd* Last day of the month* OR if you are paid 4 weekly 1st Friday 2nd Friday 3rd Friday 4th Friday
* or next working day

This is not part of the instruction to your bank or building society.

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