



09 November 2022

EBA UPDATE

Dear members,

As you would be aware there were 2 meetings held on site this week to discuss the latest pay offer from Serco and to see if this was acceptable to the membership.

It was unanimous at both meetings that the latest pay offer was rejected by the membership.

There followed discussion about the on-going industrial action. At both meetings it was unanimously agreed to continue with the current industrial actions and to start a series of stop work actions.

The stop work actions will be for a period of 4 hours and take place on a Friday at the end of shift commencing on Friday 18 November 2022.

For clarity:

Shift commences at 05:30 the action will commence at 13:30

Shift commences at 06:00 the action will commence at 14:00

Shift commences at 07:00 the action will commence at 15:00

Shift commences at 17:30 on the action will commence at 01:30 on Saturday

This action is **PROTECTED INDUSTRIAL ACTION** and as such it is expected that all members take part in the action.

Whatever shift you are on, you should stop work at the time identified above.

To be clear it is unlawful for anybody to try to pressure you or try and prevent you from stopping work

Any instance of this should be reported to the Union office immediately

It is important at these times that members stick together and support one another.

We have had some feedback that some members have been made to feel uncomfortable or intimidated for taking part in the industrial actions.

Any instance of attempted intimidation by either management or a colleague should be reported to senior management and the Union office in the form of a formal complaint.

Action of this type would be considered adverse action for the purposes of the Fair Work Act 2009 and attract significant fines for the perpetrators and the company if proven.

We will continue to be in discussions with Serco management during this time with the aim of reaching an acceptable agreement for members.

If any member has questions, please do not hesitate to contact your industrial officers at the WAPOU office.

In unity