

OCTOBER 2018

# MEMBERS FIRST

**GMB**

LONDON  
REGION

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# Frank Osei, Camden electrician gets job reinstated at Amey after 16-week GMB campaign

**GMB have welcomed the news that member Frank Osei has had his job reinstated by Amey, after being dismissed on 6 March 2018 for raising concerns over working practices.**

Frank had worked in Camden for 10 years as an electrician, with no previous complaints with his work. He was then fired by Amey after they claimed his “insubordinate” behaviour, after raising concerns about changes to working practices, had led to a breakdown of trust and confidence and the working relationship was no longer tenable.

GMB campaigned for 16-weeks for Frank’s reinstatement.

Dennis McNulty, GMB Branch Secretary said, “We are very happy with the decision that has been made, but feel Amey should have dealt with the situation a lot sooner. It was unvalidated, unwarranted and it sends the wrong message out to individuals that want to file a grievance that they could be dismissed.

“Amey as an employer bent their policy and procedures to support dismissals rather than a fair process, thankfully however justice has prevailed and common sense came through.

“We are pleased with the result, and it supports what the GMB Union always aim to do. We fight tooth and nail to get the right results, and make sure companies like Amey don’t get away with it.”

Frank Osei, a GMB member said, “I am delighted with the decision to reinstate me back to Camden.

“Through the efforts and persistence of our GMB Branch Secretary Dennis McNulty and many other GMB officials, Amey finally came to the right decision after many months of deliberations.

***“The value of the GMB during this difficult time in the workplace has been immeasurable and this result was only achieved with their help and support locally and nationally.”***

“I am grateful to have had the GMB on my side during this period.

“I would like to thank all of the GMB members and officials who joined us in Camden on our displays of solidarity and I’d also like to thank my colleagues for their support.”



## GMB sign recognition agreement with Fitzpatrick Home Care

**Fitzpatrick Home Care have taken the positive steps of moving their staff from zero hour contracts to fixed hour contracts.**

GMB, the trade union for care workers, is delighted to announce that they have signed a recognition agreement with local family business Fitzpatrick Home Care based in Earls Colne, Essex.

The recognition agreement was signed after the owner of Fitzpatrick Home Care, Rob Fitzpatrick, contacted GMB to enquire about the benefits of his staff joining GMB and his company recognising a trade union.

Mick Lancaster, GMB London Regional Officer said, "It was refreshing to be contacted by a business owner like Rob Fitzpatrick who wanted his staff to be represented by a trade union and chose GMB, the trade union for care workers, to enter a formal recognition agreement with.

"Fitzpatrick Home Care are taking the positive steps of moving their staff from zero hour contracts to fixed hour contracts, and we look forward to working with Rob, and his staff to ensure this transition goes smoothly.

Rob Fitzpatrick, owner of Fitzpatrick Home Care said, "This was something the organisation has been considering for some time and now has put in place.

"The organisation feels it is important to have trade union representation throughout the workplace which allows staff to access advice and assistance.

"A union is also an opportunity for discussion between employer and its employees to rectify issues and concerns, or to improve the workplace."

Koulla Flaherty, GMB London Regional Officer said, "It was great to be invited to meet with staff of Fitzpatrick Home Care, and discuss the benefits of joining GMB.

"Having experience myself of being a home care provider in previous employment, I know first-hand of the risk and hazards involved in the industry of which many care workers see as part of their day to day work.

***"GMB is committed to ensure that these risk and hazards are identified and our members know what steps they can take to address them with their employer."***

"We are now looking to train one of our members within the workplace to become a GMB Workplace Organiser to represent them going forward."

# GMB welcome result of House of Commons vote as 3<sup>rd</sup> runway at Heathrow is backed by MPs

**GMB, the union for airport staff, have welcomed the result of a vote in the House of Commons which saw MPs vote in support of Heathrow expansion and the building of a 3<sup>rd</sup> runway, by a majority of 296.**

**A 3<sup>rd</sup> runway at Heathrow is set to create 180,000 new jobs in the aviation, aerospace, construction and steel industries; doubling the number of apprenticeships to 10,000; and is expected to bring in £187 billion in economic benefits.**

MPs voted in favour of a 3<sup>rd</sup> runway with a result of 415 votes to 119 on June 25th.

Perry Phillips, GMB Regional Officer for Aviation at Heathrow said, "GMB Union London Region welcomes the news that the House of Commons in Parliament has voted overwhelmingly in favour to back a third runway at Heathrow.

"It is also important to point out that existing Heathrow workers, many of whom work for the supply chain, should also benefit from this decision by being paid a decent and fair wage and better terms and conditions of employment as they deliver a first class service to passengers at Heathrow.

"Now is the time to get on with it and get it built."



***"This vote will see Heathrow Airport deliver more jobs, skills, apprenticeships and prosperity to the local area in West London. Increasing capacity with the expansion at the airport will also be a major boost for the rest of the UK."***

# GMB Union Heathrow Charter

**GMB Union call on Heathrow Holdings Ltd to commit to the GMB charter for Heathrow Airport workers and bring an end to low pay in their supply chain.**

**Employees working at Heathrow Airport but employed by 3<sup>rd</sup> party private contractors have for too long had to endure poverty pay because of the lack of ethical governance in the contracts awarded by Heathrow Holdings Ltd to the various contractors who provide services on their behalf.**

Whilst GMB support the Heathrow 3<sup>rd</sup> runway expansion, it recognises workers at Heathrow who are suffering poverty pay and are now asking "what will the expansion of a 3<sup>rd</sup> runway mean to them"?



GMB want the expansion to lead to stricter governance in the contracts let by Heathrow Holdings Ltd for its services, in order to bring an improvement in workers terms and conditions and an end to low pay.

GMB are at the forefront in campaigning for Heathrow Holdings Ltd to ensure that all contractors pay, as a minimum, the London Living Wage which is currently set at £10.20 per hour (subject to further increases) **and for them to honour its commitment to implement this as an accredited Living Wage employer.**

The continuation of more low pay misery and worsening terms and conditions is having an impact on their physical and mental wellbeing and morale. Heathrow workers and their families are struggling to make ends meet and are saying enough is enough.



GMB have created a charter for Heathrow workers with eight main principles that every worker should have in their workplace at the airport;

- **An end to poverty and low pay at Heathrow Airport**
- **All employees to have decent terms and conditions of employment and an end to the "race to the bottom" culture**
- **All employees should be paid no less than the London Living Wage which currently stands at £10.20 per hour**
- **All employees within the contracted services and supply chain to be treated with dignity and respect**
- **All employees within the contracted services and supply chain to have a healthy and safe working environment**
- **An end to zero hour contracts**
- **All current Heathrow workers to benefit from the expansion**
- **An end to the outsourcing and offshoring of jobs to overseas companies, ensuring job protection**

# GMB sign recognition agreement with Parliamentary Labour Party

**GMB, the union for parliamentary staff signed a historic recognition agreement on 26th June 2018, with the Parliamentary Labour Party, to represent the staff of Labour MPs.**

GMB were joined by MP John Cryer, the chair of the Parliamentary Labour Party, to sign the agreement.



Vaughan West, GMB Regional Officer said, "In recent months many staff who work for MPs have come forward, sometimes anonymously, to report incidents of bullying and harassment and sometimes inappropriate sexual advances.

GMB, the union for parliamentary staff, hope this agreement will mark a sea change in the way that MPs and members of the House of Lords behave towards their employees.

***"GMB hope that by signing this agreement MPs and members of the Lords will learn that they must treat their staff with dignity and respect."***

"Others have been employed as interns and have been working on goodwill. Goodwill does not pay the rent or the bills. GMB believes MPs should not be relying on the goodwill of young people desperately looking for a career, they should be paying them a proper salary for the work they do.

"Staff in any workplace, whether it is the Houses of Parliament or an MPs constituency office, deserve the same protection as in any other workplace.

"We would hope that all political parties would follow this lead."

## GMB London Region branches raise £4,100 for 'Kids on the Green' charity to support Grenfell community

GMB London Region and its branches have so far raised £4,100 for the '**Kids on the Green**' charity, to support children and families in the Grenfell community.

'Kids on the Green' is a project designed to provide a calm space for families, teens and children affected by the tragic Grenfell Tower fire. They provide arts and crafts, sports, entertainment and physiological help for kids.

Shaun Graham, GMB Regional Officer said, "GMB London Region and its fantastic branches have so far managed to raise £4,100 for 'Kids on the Green' who were set up in the wake of the tragic events at Grenfell to help and support the local community and it's families.

"Approximately £3,000 was paid to them before Christmas and helped them through the difficult winter months. We have just paid an additional £1,100 which was kindly donated by a number of branches an on behalf of the Regional Committee.



***"We would like to personally thank each and every branch who has so far contributed towards this initiative and appeal."***





# GMB Congress 2018 Brighton

The 101st GMB Congress in Brighton was attended by 500 elected lay members and 300 visitors and guests.

GMB London Region submitted a record 155 motions to Congress this year. This is the highest number of motions any region has ever submitted to Congress. Well done to everyone for playing such an active and important part in the democracy and governance of our great union.

Our 63 strong delegation was diverse and inclusive with a gender balance of 34 male and 29 female (46%). This was the best gender balanced Regional delegation at Congress 2018 and the Region is extremely proud of the fantastic work you have all undertaken to make sure our Region is fully representative of its membership.

Our delegation also included 20 first time delegates, another extremely positive improvement on previous years.

### Tribute to "Our Mary"

Before the opening of Congress on Monday, a tribute video was played and Lisa Folwell (Mary's granddaughter) addressed Congress with a moving and emotional speech and on behalf of Mary's family, accepted a posthumous CEC Gold Badge for Mary. In addition, a CEC Rule amendment was carried to formally rename the Euston Office as "Mary Turner House" and enshrine this in the GMB Rule Book.

All day on Monday, London Region delegates and visitors proudly wore Regional customised "Our Mary" white t-shirts as a mark of respect and to honour our Mary Turner.

### Mary Turner Book Fund

The Regional Committee has agreed to commission a book written by John Callow who worked with both Mary and the Region over a number of years and who has outstanding skills in this particular area.

The Mary Turner project has the full support of Mary's family who will be participating along with many of Mary's GMB friends in providing John Callow with material for the book.



To view the Congress Mary Turner tribute video click on the image above.

To ensure this whole project is done in a way that both honours Mary and shows how much members and branches loved Mary, it will be a key factor to involve as many members, stewards and branches in raising the funds for the project as possible.

Branch donations are very welcome, all sorts of fund raising ideas are being planned within the Region and with the help of the Battersea and Wandsworth Trades Council.

Donations can be sent to the regional office, contact: [chris.bargery@gmb.org.uk](mailto:chris.bargery@gmb.org.uk)  
See advert in this magazine for further details

# Award Winners 2018



Hertfordshire resident Grant Bennett received the GMB Mary MacArthur Health and Safety Representative of the Year Award for his work defending the Trade Union and Labour Relations Act (TULRA) during an employment tribunal against the London Borough of Camden, at GMB Congress, Monday 4 June, in Brighton.

Grant's outstanding leadership in health and safety within the workplace has predominantly pushed back the boundaries that were being diminished by the authority.

Grant took his employer to an employment tribunal, after they failed to grant him time off as a safety representative to attend a TUC training course. The tribunal resulted in a successful victory, as he was awarded £2,500 in compensation plus the Employment Tribunal fees incurred.

**"He also wasn't afraid to sacrifice his employment for his beliefs and convictions on health and safety issues within the workplace"**

Grant worked in the transport section of the London Borough of Camden. His employment ended in late October 2017 after 16 years of continuous service.



Pimlico resident Mark Platt received the GMB Commercial Services Section "Dave Lyons" Award, which acknowledges the Commercial Services Section Outstanding Activist, Sunday 3 June, at GMB Congress in Brighton.

Mark, who represents the GMB@RCN (Royal College of Nursing), organised drop-in sessions for reps on a rotational basis and developed a database of reps so members could communicate easily with them. He also developed a fact file to inform members about the benefits of being a GMB member.

Mark has played a vital role in organising other reps, organising members, recruiting members and raising the profile of the GMB@RCN.





# Do you receive regular overtime pay as part of your salary during school closure periods?

Many GMB members have contacted us regarding overtime anomalies and what they are paid during school closure periods.

To assist us in building a comprehensive understanding, please would you look at the following questions below, as you **may** be owed a payment from your employer.

**1. How many times as a member of support staff have you been asked to work overtime during term time?**

Never, Rarely, Sometimes, Regularly?

**2. Are you paid those additional overtime hours as part of your salary when the school is closed?**

Yes

No

If the answer is no, GMB believe that you may be entitled to be paid the same rate of pay during the school closure period if you are regularly undertaking additional hours on a paid overtime basis during term-time.

GMB recently mailed out a GMB schools magazine produced specifically for all our school based members.

The responses received from the returned questionnaires, regarding the calculation of regular overtime being included in

support staff pay during school closure periods, along with requests for GMB to arrange visits to schools to discuss further issues contained within the newsletter, has been overwhelming.

If for any reason you did not receive a copy through the post you can find your own electronic copy here: [www.gmblondon.org.uk/assets/attachments/gmb-schools-acadamies-mini-mag.pdf](http://www.gmblondon.org.uk/assets/attachments/gmb-schools-acadamies-mini-mag.pdf)

In the event that you have not had the opportunity to return the hard copies of the questionnaires, you can complete our online survey by clicking on the following link: [www.surveymonkey.co.uk/r/lo-schools-survey](http://www.surveymonkey.co.uk/r/lo-schools-survey)

All responses received are treated with the strictest confidence. Your response will help GMB assess if you receive the appropriate pay during periods of school closure.

If your colleagues are not members of GMB Union but want to be part of the GMB overtime pay campaign, they can complete a GMB membership form on the back of this magazine or alternatively they can join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join).

## GMB London Schools Team

If you require a visit to your school regarding any of these issues by a GMB Regional Officer of the schools team please contact:

Colin Greer, GMB Luton Office

☎ 01582 404 842

✉ [colin.greer@gmb.org.uk](mailto:colin.greer@gmb.org.uk)

Daren Parmenter, GMB Chelmsford Office

☎ 01245 345 165

✉ [daren.parmenter@gmb.org.uk](mailto:daren.parmenter@gmb.org.uk)

# GMB and SH Pratt & Co Ltd sign recognition agreement on 7<sup>th</sup> March 2018

**GMB, the union for staff in the manufacturing sector have signed a recognition agreement with SH Pratt & Co (Bananas) Ltd, which means that GMB has been granted full recognition for representation, consultation and collective bargaining for its staff.**

Pratt Bananas have been a successful Luton employer for five decades, importing ripening high-quality bananas and supplying to the UK supermarkets.

Hilda Tavolara, GMB Regional Organiser said, "I am very pleased at what I believe to be a great achievement, to pull this back from a position of proposed derecognition.

"We have been in meaningful consultation with the members in connection to proposed terms and conditions changes. Talks continue with management and positive results are hoped for.



***"GMB Union believe that the working relationship with SH Pratt & Co Ltd will continue to grow, which will allow the union to negotiate pay and better conditions, promote fairness at work and highlight health and safety issues for our members."***



## Life saving equipment now installed all over Essex

**Recycling centres all around Essex are now benefiting from the installation of more than 20 defibrillators.**

Recycling Centres for Household Waste operated by Veolia on behalf of **Essex County Council** now have 21 emergency defibrillators installed on site.

The launch happened at the South Woodham Ferrers recycling centre on Monday, July 16. The cost for this has been shared equally by Veolia, Essex County Council and the GMB Union, which represents a number of the staff operating these sites.

Regional Director for Veolia Keith McGurk said: "Our sites in Essex are visited by around 2.5m people each year so whilst we hope that the defibrillators will never have to be used, if they are, this vital equipment and training could literally save a life."

Cabinet Member for Environment and Waste Councillor Simon Walsh said: "This is a fantastic initiative. I am delighted ECC has been able to work alongside Veolia and GMB to support the installation of these potentially life-saving machines at each of our recycling centres across the county."

*This article, by Pape Gueye, was published in The Maldon Standard, 18 July 2018*

# Mary Turner Award for young women



## Inspirational Women

The first ever presentation ceremony for the Mary Turner Award for Young Women was held in Dagenham on the 11th July.

The award was commissioned by the GMB Trade Union to commemorate the life of former National President Mary Turner CBE, and to celebrate the next generation of inspirational women.

## Nominees

The competition was organised by Jon Cruddas MP for Rainham and Dagenham. Guest speakers at the event included newly elected GMB President Barbara Plant, Mary Turner's daughter Denise, President of GMB London Region Penny Robinson, Councillor Sade Bright, and was hosted by Councillor Margaret Mullane.

Secondary schools in the Dagenham and Rainham area were asked to nominate outstanding young women from their school to be shortlisted for this award. The nomination was based on commitment to their endeavours, contribution to their community and the school, conscientiousness, and for encapsulating the spirit of the area. Penny Robinson said: "The nominees from each



school were fantastic, and I hope that this award will give these young women even more confidence to go out and achieve great things just like Mary did."

The overall winner of the competition was Dolly Okeowo from the Warren School.

Mary Turner was one of the most dynamic women members of the trade union movement. She always stood up for what she believed in.

Mr Cruddas said: "In this monumental year for women, the GMB wanted us to create a lasting memory of Mary that would encourage and inspire the next generation of young women. I think this award has done that. The nominees were exceptional and had all achieved great things in their schools, community and personal lives. I have no doubt that they will go on to be the local leaders of the future!"

Cllr Andrew Achilleos said: "This is trade unionism at its best, working to inspire the next generation. Making sure that young women about to move into the workplace develop the ethics and values to continue the fight for equality in society, and the workplaces of tomorrow. A fantastic event and a testament to all Mary Turner stood for."



*This article was published in The Enquirer, 12 July 2018*

# WOW factor at the 2018 Women's Conference!



Have you ever been to a gathering and left feeling – WOW, that was so good, so empowering, so uplifting? Then you must have been at the 2018 London Region Women's Conference!

What started with a few women talking, ended up with a whole room of women conversing, laughing, discussing – participating.

There were over 80 delegates and the majority were first time delegates. One participant nicely summed up the conference and its positive effect – 'can we do this every weekend please?' From organisers to participants, every woman left with a 'can do' attitude. Some willing to take on rep duties, some wanting training, some taking our campaigns into the workplace.

***"The interaction from the conference floor was magical. You had to be there to feel it!"***

From housing to pensions, from sexual violence to period poverty, GMB Sisters delivered workshops, information sessions and discussions relevant to all of us. We were reminded that women throughout the region have the knowledge and strength to support our sisters in need.

This is what unionism is all about. Groups coming together to find ways of making our lives better, not just in the workplace, but in society generally. Sue Hackett, Regional Equality Officer has been the lynchpin for many happenings in GMB Sisters, without her this would never have got off the ground – now we are soaring. Thanks, Sue! Anyone for our next Women's Conference? Be prepared to be WOWED.

*Written by Lesley Stansfield, GMB Sisters*



Watch our short video of the Women's Conference 2018 by clicking on the image or visiting the home page of GMB London Region website [www.gmblondon.org.uk](http://www.gmblondon.org.uk).

Look out for your invitation to next year's conference later in the year. All self-defining women members are encouraged to apply, you don't need any previous experience, just being a member makes you eligible!

The Women's Conference 2018 had a truly unprecedented number of attendees! Thank you to all our wonderful members who attended this event, you are the reason GMB grows from strength to strength.



To find out more about our Equalities campaigns and self-organised groups you can visit [www.gmblondon.org.uk/member-groups/equality](http://www.gmblondon.org.uk/member-groups/equality) or if you have any questions contact Sue Hackett at [sue.hackett@gmb.org.uk](mailto:sue.hackett@gmb.org.uk)

# TURKEY AND THE MEDIA

Article Written by Steve Sweeney, Morning Star Journalist. September 2018

**Turkish journalists are some of the bravest people I know and risk their freedom, liberty and often their lives to expose the truth.**

Turkey has jailed more journalists than any other country with a third of the worlds total. Most of them have been jailed for writing articles critical of the country's authoritarian President Recep Tayyip Erdogan who has shut down all opposition voices as he tightens his grip on power.

Since a failed coup attempt in 2016, more than 150,000 public sector workers have been sacked, thousands of academics purged from their jobs for signing a peace petition and opposition MPs from the pro-Kurdish Peoples Democratic Party (HDP) are in jail facing lengthy prison sentences.

Trade unionists are under attack with more than 500 workers on an airport construction site arrested in night time raids by Turkish security forces earlier this month after taking strike action over poor working conditions.

The IGA site has seen at least 37 workplace deaths since work began in 2015 however trade unionists and workers on the project say the real figure is likely to be much higher with allegations that the government are paying hush money to the families of victims in a cover up.

Workers described appalling conditions with poor accommodation riddled with bed bugs and fleas, a lack of safety equipment and many workers being unpaid for 6 months. They say working there is like a prison camp, watched over by police and the notorious Turkish gendarmes.

However, it is difficult to report the news in Turkey. Many media organisations have been shut down and others fear arrest and closure. Press freedom was dealt a hammer blow earlier this month when the last remaining liberal newspaper - Cumhuriyet - was taken over by the government.

Turkey has been described as an open prison, with it moving to a dangerous period of a one-man dictatorship following a rigged constitutional election which gives Erdogan the ability to appoint the judiciary, government ministers and more chillingly the power to shut down parliament and rule by decree.

Not all of Erdogan's victims however are inside Turkey. Many are forced to flee and seek asylum.

One of those is the amazing **Ekmek ve Gul** journalist and scientist Sarya Tunç who has been forced into political exile by Turkey's authoritarian regime. Sarya recently spoke at the GMB Sisters London Region AGM and received a warm welcome.



Sarya worked for an opposition media organisation, reporting issues regarding women in Turkey. It is a vital political resource in a country where women are persecuted and harrassed at every level of society. Like many other media outlets it faces the constant threat of closure and the journalists face arrest for simply reporting the news.

She arrived in the country on Christmas Day last year as a student. She was learning English to enable her to complete a PhD in Genetics. However her home in Turkey was raided while she was away and hers and her families passports cancelled. She comes from a political family and they are being punished for the crime of opposing tyranny.

Being an asylum seeker in Britain is nothing like the Daily Mail would have you believe. Sarya receives no support from the government at all. Not a single penny. In order to put food on the table she relies on the kindness and goodwill of others.

We are appealing for support from the trade union movement to help Sarya live a life in dignity. A dignity stripped from her first by the Turkish state and now by the British government who of course support Erdogan politically and militarily, which allows him to persecute people like Sarya.

We are happy to come and speak at any branch meetings, regional and national meetings to raise the profile of what is happening in Turkey. We also have a solidarity appeal fund for donations to help Sarya.

If you would like to donate towards our solidarity appeal fund please contact **GMB London Region** on **020 8202 8272** or send your cheque **FAO Regional Secretary**, made payable to **GMB London Region**. Address details: **GMB, John Cope House, 152 Brent Street, London, NW4 2DP**

# LABOUR LEADER SIGNS UP TO GMB PLEDGES FOR THE WATER INDUSTRY



On June 5th, Labour leader Jeremy Corbyn joined GMB General Secretary Tim Roache at our Congress in Brighton to sign up to the following commitments for the water industry's workforce to be implemented when elected:

-  **No worker will be worse off** including those in workplace share schemes
-  **Safeguarding or improving pensions** to provide dignity and security in retirement
-  **Greater investment** in the industry's infrastructure and equipment
-  **Increased staffing levels and insourcing** of contracted workers
-  **Improved health and safety** with worker involvement in establishing new safety standards
-  **Valuing collective bargaining and trade union involvement** in decisions affecting workers before and during public ownership

**GMB has been at the forefront of efforts to redesign England's water industry so that it works better for our members and the wider public.**

Across the country the privatisation of our water industry has led to a deterioration of working conditions, reduced staffing, attacks on pensions, greater outsourcing and a serious neglect of workforce health and safety.

We are the odd one out in England – in the vast majority of countries around the world water and sewerage services are owned by the public. We all know there hasn't been the level of investment in our infrastructure that is required. It is little wonder that a staggering 3 billion litres of treated water is wasted each day.

Bills for customers have increased by 40% above inflation since privatisation in 1989 meanwhile those at the top have profited with billions being paid out to shareholders. GMB analysis shows that the CEOs of the privatised water companies were paid a staggering £58Million in the last five years.

GMB supports bringing the water industry back into public ownership and we are clear that this is an opportunity for our members to improve conditions as well as to expand the directly employed workforce. That is why our reps and officers have been working closely with the Labour Party so that people working in the industry can help shape its future.

The fact that Labour will ensure that workers in the water industry will be compensated for any loss of the value of their shares will bring peace of mind to many GMB members. These commitments would not have been possible without your union's engagement and efforts.

**WE WILL CONTINUE TO CAMPAIGN FOR AN IMPROVED WATER INDUSTRY UNDER PUBLIC OWNERSHIP AS PART OF OUR UNION'S NEW 'TAKE BACK THE TAP' CAMPAIGN.**

# Why it's important to be a GMB member in Asda

**Changes within Asda – we're here to protect you.**

**In the past year and a half, we have seen the loss of approximately 25,000 Asda colleagues' positions. This is a significant figure that still doesn't account for the tens of thousands of colleagues who have also had their hours dramatically reduced.**

The current situation for our members in Asda Newmarket and Asda Enfield HSC is that many who have worked in Asda for 5, 10, sometimes 30 odd years are now facing the prospect of losing their jobs.

**So where do GMB Union come into all this?** What have we done? And what can we do for our members?

It all starts with the colleagues deciding to join the union. The more union members we have within an Asda site, the more bargaining power we have within the business, and the better position we are in to challenge the proposal, to mitigate against the redundancy, or even to improve the redundancy package itself.

### **Representation of our members.**

After that, there's the representation provided. Representation has many benefits, and it's not about having someone sitting in the corner shouting at the manager, it's about ensuring our member gets the best outcome, sometimes that will be through challenging the manager to provide something better, but sometimes it can be to help the member understand what's on the table, to open their mind to other possibilities. Another pair of eyes, someone who's experienced in what you're going through, who's got the knowledge to make this process better for you.

Beyond that, there's the communications and collective consultation that occur between

GMB and the company nationally. These are attended by national representatives, individuals highly experienced and fully trained to be consulted and negotiate with the company directly, it's where we provided feedback during this year on the consultation on our colleagues and members in Security within Asda, which included a proposal to outsource security to a third party company, and consultation upon that proposal led to Asda withdrawing it in its entirety at that time.

We can effect change for the better, we can challenge the company to provide a better deal for our members, and we can keep the business working in the best interest of colleagues, but we can only do that together.

Further changes are likely to be in the pipeline in Asda, these could be store closures, the introduction of automation, the merger (or takeover) with Sainsbury's or more cutbacks.

It's time to take control within Asda and enact changes to secure our members positions and to improve the ever-declining benefits received within this profitable retailer.

We all need to promote GMB's growth within Asda by speaking to fellow colleagues and sharing the support we can provide.

GMB London Region operate a dedicated support centre free of charge for all Asda members. This support centre is operational 24/7 and can assist with a simple question all the way through to representation within a formal meeting.

**Please visit the support centre online at [www.gmb-asda.com/support](http://www.gmb-asda.com/support)**

# BAKKAVOR MEALS



## **GMB members discuss staff transfer problems in Bakkavor Meals in street meeting outside factory in Park Royal.**

In August 2018, a GMB Union meeting was held outside the Elveden place at Bakkavor Meals factory after management refused to allow the union officer onsite because he did not ask permission to hold a meeting inside in the canteen.

Bakkavor Meals make ready cooked meals for high street shops and employ 300 mainly Indian workers who are employed on 24 hour shifts in Elveden.

Workplace anger boiled over when Elveden supervisors moved a group of staff from their normal workplace. Three women asked why they were being chosen out of the other workers and were told that Bakkavor Meals can move staff. The women simply asked "but why choose us"?

The GMB asked the same question and were not given a satisfactory answer. The GMB reps with support of their local union officer Michael Dooley felt that allowing supervisors to randomly choose staff to be moved without a reason could allow accusations of bullying and unfair treatment.

Following a meeting with management, managers refused to allow the three women to go back to their old workplace while a simple, fair selection criterion could be agreed between unions and management for transfer selections.

It was made clear that no one objected to staff being transferred for business needs, but the transfer selection should be objective and agreed, however they would not budge.

The GMB felt that workers should not be afraid of questioning why they were being moved unfairly.

A meeting was quickly arranged in the canteen during break time but management objected, so rather than be put off by this GMB organised the meeting to be held in the street in front of the public and other food company employees.

Senior Management finally decided to organise a meeting with GMB Union. The meeting concluded that the three women would be reinstated back to their old positions and a fair selection criteria was agreed.

GMB did not back down after the canteen meeting was stopped and by rearranging it to be taken outside on the streets got the management's attention.

The tactics are old but they are still effective, rather than accept that the canteen meeting could not take place, the GMB showed the spirit of the union, we took to the street and shouted loud and proud, the GMB are here to stay and will never run away.

If you would like to find out more about this story please contact:  
**Michael Dooley, Regional Officer**  
✉ [michael.dooley@gmb.org.uk](mailto:michael.dooley@gmb.org.uk)



# BURSTON STRIKE RALLY 2018

On September 2nd this year GMB once again attended the Burston Strike School Rally. Held in the little village of Burston (near Diss), it is famous for being the longest strike in history.

The strike was started by school children in Burston when their teachers Tom and Annie Higdon were dismissed from their posts on April 1st 1914. On that day the children marched around the village carrying large cards aloft, with the slogans "We Want Our Teachers Back" and "Justice We Want".

What followed was a boycott of the local authority school that was to last the next 25 years. With the strike reaching its second birthday, a national fundraising campaign was launched that went on to raise enough funds for the building of a new school. Today the Burston School Strike still stands as a monument to working class education and the struggle against rural tyranny!



GMB Kings Lynn No1 Branch's trip to the 2018 Burston Strike School Rally started on 1st September.

By 11.45 am the GMB trailer had arrived in Burston and the gazebo was up and ready for Sunday

morning's rally. Many of the other trade unions had already arrived and there was soon a "village" of tents and stalls, at what was to be the best attended Burston march ever.

On the day of the rally, the weather was in full sunshine and a carnival atmosphere had developed thanks to the live music coming from the speech platform, and the



growing crowd, which is believed to have been as much as three thousand people at one time or another.

Many of the branch's friends and colleagues were in attendance including EU MP Alex Mayer, Peter Smith the SW Norfolk CLP Candidate, Jo Rust the West Norfolk CLP Candidate, GMB full-time officers Keith Dixon, Michael Lancaster and Michael Ainsley, as well as newly elected Harrow Councillor Dean Gilligan.

Later in the day the Kings Lynn Branch held a GMB raffle, with prizes including £1,300 worth of GMB promotional goods, such as GMB key rings, pens, hats and t-shirts, which had been generously donated by Paul McCarthy, Regional Secretary of the GMB North West & Irish region. The raffle was a resounding success and managed to raise a princely sum of £204 towards the £500 that was to be award to FACK (Families against Corporate Killing).

Thanks to all members who helped in one way or another, it is you who make this day such a wonderful event. **See you next year!**

# Overtime Holiday Pay Update



## Normal remuneration

It is well established in law that workers are entitled to be paid “normal remuneration” when their holiday pay is being calculated. In *Flowers and others v East of England Ambulance Trust*, the Employment Appeal Tribunal (EAT) held that holiday pay should also include voluntary overtime that was sufficiently regular and settled to be taken into account when calculating “normal remuneration”.

## Basic facts

A number of Trust employees, who worked in a range of roles to do with the ambulance service, had a clause in their contract which stated that their holiday pay would include “regularly paid supplements, including... payments for work outside normal hours.” It then went on to state that their holiday pay would be calculated “on the basis of what the individual would have received had he/she been at work.”

The employees brought claims for unlawful deductions from wages on the basis that their holiday pay should take account of overtime. This fell into two categories, non-guaranteed overtime and voluntary overtime. Non-guaranteed overtime was also referred to as shift overrun payments which were triggered when an employee was in the middle of carrying out a task which they had to complete beyond the end of their shift.

## Tribunal decision

The tribunal held that the non-guaranteed overtime was effectively an essential requirement in that the ambulance workers could not leave their job at the end of a shift if they were, say, in the middle of an emergency. As such, it formed part of their pay.

Voluntary overtime, on the other hand, was by its very nature voluntary and was not therefore part of pay for the purpose of calculating holiday pay.

The employees appealed against this aspect of the judgment and the Trust cross-appealed the decision that the clause in the employees’ contracts allowed non-guaranteed overtime to be taken into account when calculating their holiday pay.

## EAT decision

Relying on the decision in *Dudley Metropolitan Borough Council v Willetts and others*, the EAT held that the tribunal was wrong to hold that the agreement to carry out an unspecified number of hours of voluntary overtime did not give rise to a contractual obligation.

According to the decision in *Dudley* the claimants just had to show “a pattern of voluntary overtime which was sufficiently regular and settled to be taken into account in the calculation of normal remuneration”. It therefore remitted the claims to be assessed on a case by case basis in accordance with the various considerations set out in *Dudley*.

As for the Trust’s cross appeal that neither form of overtime fell within the remit of the contractual clause, the EAT held that the whole point of the clause was to calculate holiday pay on the basis of what the employee would in fact have been paid if they had been at work. As such, there was no basis on which to distinguish between non-guaranteed and voluntary overtime and holiday pay should therefore include both payments. In addition, the clause also provided the basis for calculating holiday pay and the EAT therefore remitted the claims for those calculations to be made by the tribunal for all holiday pay.



# Local Elections

In May we saw all out local elections across London and election by thirds across much of the six counties of Eastern region.

As always the GMB set targets for where we would lend our support and the boroughs we would concentrate on. These were, **Harrow, Barnet** and to a lesser extent **Brent**.

In two of these three we were highly successful and saw Labour councils re-elected with bigger majorities in Harrow and Brent and our very own **Dean Gilligan** was elected for the first time in Harrow and was subsequently elected as the Chief Whip of the new Labour Group. In Brent, after a slight delay (due to the unfortunate death of a Labour candidate at the start of the campaign) **Tom Miller**, GMB activist, was re-elected and again now serves on the council cabinet. This bodes well for our strategy of bringing services back in-house in those boroughs.

However in Barnet we saw reversal of fortunes. Despite a well-run campaign and support from the GMB the council went from a Tory majority of 1 to a new majority of 13. We saw a number of good GMB members lose their seats.

We need to be honest and not hide from the fact that in the last 2/3 weeks of the campaign the anti-Semitism issue played very heavily with the large Jewish population in the borough. It is hoped that with the recent decision the Labour Party NEC (National Executive Committee) to adopt the IHRA (International Holocaust Remembrance Alliance) definition of anti-Semitism in full the party can now move on.

In other parts of London and across Eastern Region local GMB members were out supporting their local campaigns which saw a net increase in the numbers of Labour councillors many of whom were also GMB members, such as **Pushpa Makwana Newham, Ian Barnes** in Enfield and **Sharon Waldron** in Waltham Forest.

Moving into 2019, whilst there are no elections in London, there will be elections in Eastern Region, whether by thirds or in the case of Luton and Bedfordshire all out. The region will shortly be setting priorities and targets for our involvement.

# Harrow Elections

The Local Election in Harrow was a historic result with continuous committed support from GMB London Region.

We had two big TeamGMB days, with officers and members coming to Harrow from all over London. On the day of the election, we concentrated our efforts in the West, again with officers and lay activists running boards, campaign centres and ferrying people around.

The outcome of all the efforts and support pulled through and for the first time in history, all 3 seats voted in Harrow On The Hill were all GMB members, 2 women (1 BAME) and 1 male.



In Roxeth we won all 3 seats and insured the election of the first Afghan to hold public office in UK history, she is also a GMB Young Member.

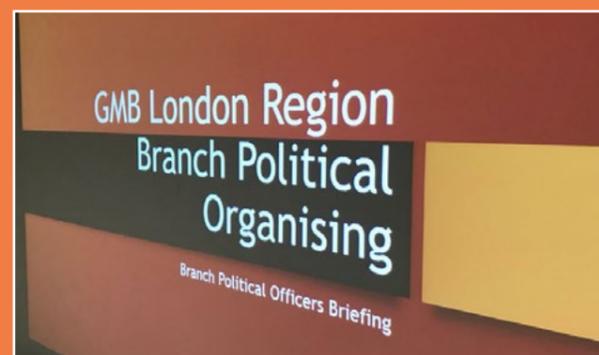
In addition, we also elected the first woman Muslim Mayor, also a GMB member. The end result saw Harrow Labour increase its majority from 1 to 8.

In South Harrow we have 8 of the 9 Councillors that are GMB members. This is proof that our Political Strategy and training is working for our members and we intend for it to continue.

# Political Activist Day



Organised by the Late Political Officer, Gary Doolan, the Political Activist day on 21st April 2018 was well attended from across the region and saw us launch our Regional Political Toolkit, elect a Regional Political Organising Committee, which will drive our work forward. Guest speaker Tom Watson MP, Deputy Leader of the Labour Party gave a well-received talk, followed by a constructive discussion, about community organising and the links between the Labour Party and Trade Unions.



Labour Party Parliamentary and Local Councillor Candidate Application

From time to time the GMB London Region opens applications and holds interviews for any GMB members who wish to enter the world of politics either as an MP or a Local Councillor.

We believe that to represent society as an MP or a local councillor then selections should not just be for professionals. There is a strong belief that to represent the needs of a constituency, you should take into consideration the life and working experiences of any candidate wishing to stand for election.

It's with this in mind we are encouraging all members wishing to be added to the GMB London Region Parliamentary and or Local Council List, especially those from working class backgrounds to come forward.

If you want to be considered for an interview and go onto the GMB London Regions selection list, and all the training that goes with it, (should you be successful at interview), then please complete the form on our website via [www.gmblondon.org.uk/application](http://www.gmblondon.org.uk/application)



Want to become a Team GMB Political Activist?

Complete the form on our website via [www.gmblondon.org.uk/departments/political/political-activists-sign-up](http://www.gmblondon.org.uk/departments/political/political-activists-sign-up) and submit to sign up as a Team GMB Activist, and we will keep you informed of our activity in London so you can make a change with us.

This also means you can be kept up to date with political activity happening in the London Region.

## Join the Labour Party

The more GMB members join the Labour Party the more influence we will have in developing policy and getting people elected who share our values, so join today!

[www.join.labour.org.uk](http://www.join.labour.org.uk)

# GMB & GDPR

**By now you will most probably be aware of the new Data Protection laws which came into force on 25 May 2018 also known as GDPR (General Data Processing Regulation).**

Just like any other organisation, GMB takes the security of your personal information seriously, and we have put stringent security measures in place to make sure your information is safe and that we comply with the legislation.

GMB uses information provided by you as a member to carry out our role as your trade union, to advise you, assist with employment disputes and injury claims, to conduct ballots and internal elections and to communicate with you about the work we are doing on your behalf and tell you about our policies and campaigns.

## What has GMB done on GDPR?

- We have carried out a national training programme to ensure our staff and officers are aware and understand GDPR and changes to data protection
- A National Working Group has been set up to look at GMB processes and operations to ensure we are fully compliant with GDPR and upcoming privacy laws

- We have produced a GDPR Reps Guide and workbook to be used when training our activists and key post-holders and we are in the process of developing an E-learning training module
- All Branch Secretaries have been supplied with a dedicated [gmbactivist.org.uk](mailto:gmbactivist.org.uk) email account where we can securely send information
- We have made changes to our membership form to give members a choice in how we communicate with them
- Part of our aims include providing you with membership services and membership benefits which we have negotiated to save you money. To this effect, Congress 2018 made changes to the GMB Rule Book by adding clauses 10 and 11 to Rule 2 - see [www.gmb.org.uk/rulebook](http://www.gmb.org.uk/rulebook)
- We have updated our member Privacy Policy which details how we process and store your data and this can be found on [www.gmb.org.uk/legal/privacy-policy](http://www.gmb.org.uk/legal/privacy-policy)

Finally, you have more control and you will be able to change your contact preferences at any time. This will be done through a dedicated **MyGMB** area which will be launched with the new National website. If you have any questions on GDPR, please contact **John Healy** or **Ida Clemo** at Regional Office on **0208 202 8272**.

## Guardian Taxation

### Are you missing out on an income tax repayment?



Our taxback benefit for GMB members is offered by Guardian Taxation Services who have handled tax claims for tens of thousand of people throughout the UK and have sourced tax refunds totalling millions of pounds.

If you have to clean your own workplace clothes, uniform or protective clothing, you are entitled to tax allowance to cover laundering costs and such allowance can be claimed for the past 4 years.

Every year, millions of ordinary taxpayers overpay on their income tax to HMRC, whether because of errors, mistakes or lack of knowledge.

GMB have joined up with Guardian Taxation Services, a specialist firm that deals with employees' tax matters, to offer you the opportunity of having a FREE, no-obligation tax review to take advantage of their unique and highly successful 'no rebate – no fee' taxback service.

### Contact

Guardian Taxation Services

☎ **078 092 70210**

[www.taxbackservice.co.uk](http://www.taxbackservice.co.uk)

If you're not yet a GMB member join us at

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



## Ethical Threads T-shirts in partnership with London Region and BWTUC

### Do you require T-shirts for an event rally or demonstration? Look no further!



Our ethos is simple; we are committed to ensuring that everyone involved in the production of our garments gets a fair deal.

- ✓ **Our T-shirts are high quality, ethically sourced and sweat shop free.**
- ✓ **We supply T-shirts both plain and printed to your specification requirements at competitive prices.**
- ✓ **Small or large orders are welcome.**
- ✓ **All profits are ploughed back into GMB Union.**

### Help us raise money for the Mary Turner book



This year at congress we printed a very special tribute T-shirt to the former GMB National President Mary Turner.

Currently we have a stock of white T-shirts left in stock in mixed sizes priced at **£10**.

All proceeds will go to the Mary Turner book fund.

If you're interested in purchasing one of these T-shirts please contact:

[Jill.Harris@gmb.org.uk](mailto:Jill.Harris@gmb.org.uk)

Contact the Communications Department at the GMB Regional Office for further information  
**Telephone 0208 202 8272**

# Have you switched to Direct Debit?

GMB members are now choosing to have their membership contributions set up through Direct Debit as a simpler option to maintain their membership rather than having their contributions deducted by their employer through their wages. The Direct Debit method provides confidentiality of membership from your employer, and ensures that your membership stays active.

Switching to Direct Debit is quick and easy. Just follow this link [www.gmb.org.uk/switch-to-direct-debit](http://www.gmb.org.uk/switch-to-direct-debit) and log on to fill out your personal and account details in our secure members area to perform the switch. It's that simple, or you can contact your local branch/office and get a new form sent out to you. If you require further assistance in this switch over, please contact our membership department at [London.membership@gmb.org.uk](mailto:London.membership@gmb.org.uk).

## BEING A MEMBER OF GMB OFFERS SO MUCH MORE...

Just take a look at our fantastic legal services...



**0300 333 0303**

[www.unionline.co.uk](http://www.unionline.co.uk)

HELPLINE FOR FREE LEGAL ADVICE

As a GMB member you have access to a dedicated law firm that works for you. We pay out 100% of any compensation you win and not just to you but your immediate family members also...

*If you or a family member has had an injury or accident that wasn't your fault*

You're covered whatever the injury, however complex the claim and you keep 100% of the damages awarded.

*We provide to members only, expert employment law advice and assistance on a broad range of issues*

Our lawyers have extensive experience of all aspects of employment law that gives you local support, advice and representation.

*Free legal advice helpline covering a wide range of issues*

If it's a neighbour dispute, motoring offence, holiday problem, criminal issue, consumer dispute, immigration, family issue or divorce... you name it, we'll give you free advice.

*Free simple will service*

We offer GMB members a free simple will service and preferential rates on more complex wills.

*Fixed rate conveyancing*

If you're selling or buying a house or flat, we offer preferential rates that you'll be hard pushed to beat on the high street.

*Free Motor Claims Service*

We can save up to £40 per year on your car insurance - just let your insurers know you no longer require legal cover - UnionLine will take that on as part of your GMB membership.

*Power of Attorney*

Preferential rates on all areas of Power of Attorney, lasting or general.



UNIONLINE



@UnionLineNews



[www.facebook.com/UnionLineNews](http://www.facebook.com/UnionLineNews)

# JOIN US!

**GMB Union's** main purpose is to improve the pay and conditions of GMB members in their workplaces.

The best way to do that is to increase the number of GMB members as this strengthens the Union's negotiating, campaigning and organising agendas.

The more GMB members in a workplace, the more influence you will have with your employer in negotiating improvements to employee benefits.

Check our website for details of latest benefits and services we offer to our members at [www.gmblondon.org.uk/benefits](http://www.gmblondon.org.uk/benefits).

If you have yet to join GMB and would like to do so, you can join online at: [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

If you're a member and would like to get more involved in building GMB in your workplace, please contact your local rep or regional organiser or call us on **020 8202 8272**, we'd love to hear from you!

## Follow Us

Keep up to date with all the latest news, events and campaigns

Twitter @GMBLondonRegion

Facebook GMBLondonRegion

## GMB London Press Office

If you have questions and would like to speak to our Press Office team contact:

**0208 457 4143**

Do you have an issue in the workplace? Would you like us to help? If so please fill out and submit the form on our website and a representative of the GMB London Region will contact you within 24 hours. You can find this link here:

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

# WHO TO CONTACT IN GMB LONDON REGION

## GMB Hendon Office

John Cope House,  
152 Brent Street,  
London NW4 2DP

**020 8202 8272**  
 **020 8202 2893**



## GMB Luton Office

2nd Floor  
Jansel House, Hitchin Road,  
Stopsley, Luton LU2 7XH

**01582 404842**  
 **01582 393150**



## GMB Chelmsford Office

53 Duke Street  
Essex  
CM1 1JA

**01245 345165**  
 **01245 345129**



## GMB Romford Office

1st Floor, Folgate House  
St. Edwards Court, London Road,  
Romford RM7 9QD

**020 8518 9200**  
 **020 8518 9209**



## GMB Hayes Office

213 Church Road,  
Hayes  
Middlesex UB3 2LG

**020 8573 6969**  
 **020 8756 0276**



## GMB Norwich Office

9 Norwich Business Park,  
Whiting Road,  
Norwich NR4 6DJ

**01603 626492**  
 **01603 766516**



If you need to get in touch with one of our Senior Organisers in the region, you can contact them on the following below:

**Tony Warr, Commercial Services**

[tony.warr@gmb.org.uk](mailto:tony.warr@gmb.org.uk)

**Keith Williams, Public Services (Local Government and Schools)**

[keith.williams@gmb.org.uk](mailto:keith.williams@gmb.org.uk)

**Gavin Davies, Public Services (NHS, Ambulance Services)**

[gavin.davies@gmb.org.uk](mailto:gavin.davies@gmb.org.uk)

**Shaun Graham, Health & Safety and Manufacturing**

[shaun.graham@gmb.org.uk](mailto:shaun.graham@gmb.org.uk)

# Join now for protection, support and advice.

Hand this form to your local GMB representative, or post it by simply writing 'Freepost GMB LONDON REGION' on an envelope. You don't need a stamp or any other address details. Questions? Email us at [london.membership@gmb.org.uk](mailto:london.membership@gmb.org.uk) or visit our website: [www.gmblondon.org.uk](http://www.gmblondon.org.uk) where you can also join instantly.

**PLEASE USE BLOCK CAPITALS**

SIGN WHERE YOU SEE THE  s

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

Forename		Home address	Work address
Surname		Postcode	Postcode
Title	Date of Birth		
Ms Miss Mrs Mr Mx		Home phone number	Email address
Mobile number		Employer	Job title
			Hours a week

**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 LONDON REGION'

### Name & full postal address of Bank/Building Society

To the Manager of \_\_\_\_\_ Bank/Building Society  
Address: \_\_\_\_\_  
Postcode: \_\_\_\_\_

Service User Number

9	7	4	3	3	0
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Reference (FOR GMB USE ONLY)

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**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.

### Name(s) of account holder(s)

\_\_\_\_\_

Signature(s)

 \_\_\_\_\_

Date

\_\_\_\_

### Account number

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### Sort code

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

**PAYMENT DATE.** Please select a payment date.

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

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

**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](http://www.gmb.org.uk/rules) For our privacy policy go to [www.gmb.org.uk/your-privacy](http://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](http://www.gmb.org.uk/mygmb)

**Welcome to the GMB Union family!**

FOR GMB USE ONLY

Section 

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Branch number 

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Membership number 

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Join date 

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