

SAY YES TO SECURITY AT WORK

Recruit a friend to the GMB. As a GMB member you and your colleagues are much more **secure** at work as part of an **effective** union of 700,000 members. Whether you work full-time or part-time—whatever job you do.



BRITAIN'S GENERAL UNION

PROTECTING YOU
AT WORK



DELIVERY IN THE WORKPLACE MATTERS

Newsletter No 15 November 2006

WHAT DO I PAY? HOW DO I JOIN?

GMB keeps membership costs as low as possible. If you work full-time, you pay only £2.30 a week (£9.97 a month). Part-time employees working up to 20 hours a week and those under 18 years pay £1.23 a week (£5.33 a month). The union offers a range of benefits based on what you pay.

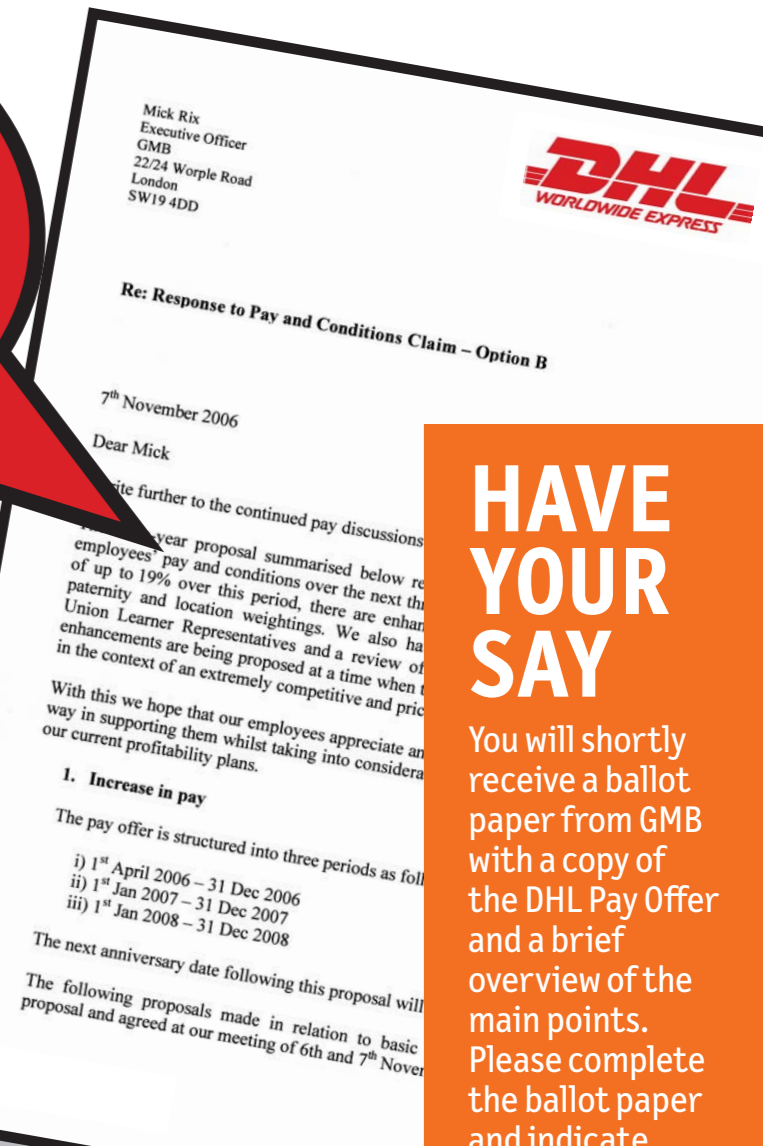
Just fill in parts 1, 2 and 3 below and hand the form to your local GMB representative or post it to Mick Rix, GMB, FREEPOST (WC2268), London SW19 4YY (you do not need a stamp).

If you have any questions call Mick Rix on

07971 268 343

or email mick.rix@gmb.org.uk or visit our website www.gmb.org.uk

**GMB SAY
VOTE YES!**



**HAVE
YOUR
SAY**

You will shortly receive a ballot paper from GMB with a copy of the DHL Pay Offer and a brief overview of the main points. Please complete the ballot paper and indicate whether you are in agreement or not with the proposals from management negotiated by your national negotiating team.

You will have heard by now from your local rep that, after days of intensive talks with the Senior Executive Management Team for DHL Express (UK) Ltd, the GMB negotiating team has been offered a serious and vastly improved Pay and Conditions deal. The deal has new improvements for our members' job security, a guarantee of no compulsory redundancy and a new recognition and collective bargaining agreement, as well as many other improvements. **There is no doubt that this huge success is due mainly to the solidarity, unity and collective anger of our members, who were prepared to take part in strike action.**

Thanks to everyone for standing by GMB and the local reps, who fought hard on your behalf to get you the best deal, lifting pay rates to a better than industry average and securing fair and proper treatment for you at work.

We know no one likes to lose money and no one likes to feel threatened over jobs in this uncertain time for the company. The company have made it clear that they have secured the agreement necessary with their mother company to bring in the heavy investment to turn the business around over the next couple of years and will secure thousands of our members' jobs.

At a meeting on 8th November 2006 of local and national stewards with GMB regional officers in attendance, it was agreed to put the new offer to an independent members' consultation ballot, with a joint recommendation to accept the offer.

FOR UNION USE ONLY Section Branch No Membership No Date of joining

GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname First name Title Mrs/Miss/Ms/Mr Date of birth
 Home address Home Tel Email
 Postcode Mobile I agree to abide by GMB rules Signature
 Date We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members
 Bangladeshi Black African Black Caribbean Black British Chinese Indian Irish Pakistani White Other:

2 TELL US ABOUT YOUR JOB

Employer Your job
 Address where you work How many hours a week do you work?
 Postcode Pay No
 Work Tel Pay Date

3 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY DIRECT DEBITS

Please fill in the form and send to **GMB, 22-24 Worple Road, London SW19 4DD** Originator's Identification Number **9 7 4 3 3 0**
 Name and full postal address of your Bank or Building Society branch
 To the Manager of Bank/Building Society
 Address For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.
 Postcode
 Name(s) of account holder(s)
 Bank/Building Society Account Number
 Bank/Building Society Sort Code
 Reference number (Office use only)
 Instructions 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 and, if so, details will be passed electronically to my Bank/Building Society.
 Signature(s)
 Date
 Banks or Building Societies may not accept instructions for some types of account

dhl@gmb.org.uk www.gmbindhl.unionweb.co.uk



General Secretary: Paul Kenny National Officer: Mick Rix
 National Office: 22-24 Worple Road, London SW19 4DD
 020 8947 3131 Fax 020 8944 6552

Join GMB online at www.gmb.org.uk

THE COMPANY OFFER: THE KEY POINTS

The company are proposing pay increases of up to 19% over three years, with enhancements to annual leave, maternity, paternity and location weightings, a review of productivity related pay and progress on Union Learning Reps. DHL will sign a new recognition agreement with GMB and confirm sole union bargaining rights.

1. PAY INCREASE

- April–December 2006–April 2007: Average of 5.4% with back pay from April 2006 in December's pay packets
- Jan 2007–December 2007: Average pay increases of 11.7%/15.6% or 19.5%.
- Pay review for clerical grades in May 2007. New incentive scheme for Couriers May 2007.
- New pay anniversary date: 1st January 2009, negotiations to start autumn 2008.

2. EMPLOYED: SELF EMPLOYED

Business outside BC2 Network ratio of 60:40 employed: self employed target ratio through voluntary redundancy and attrition

3. SECURITY OF EMPLOYMENT

- Negotiations on a new Security of Employment Agreement to be concluded by 31st December 2006, with the emphasis in future of "no compulsory redundancy".
- All couriers will be protected in future on their main work B2B, but also are expected to do some B2C

work. This protects jobs.

- Lifestyle couriers are virtually replacing the former JD Williams operation.
- Self employed franchise couriers and lifestyle couriers will be represented by GMB and advisory status given to GMB.

4. RECOGNITION AGREEMENT

The company reaffirms their sole agreement with GMB for recognition and bargaining rights.

5. BANKING OF HOURS

Proposals for a fair scheme to trade hours between low and high seasons to be implemented by "agreement" April 2007. All reps will be consulted prior to any introduction of banking of hours.

6. LOCATION ALLOWANCES

Annual increases to weighting allowances up to 7.6% over 3 years. Weighting will be increased in line with "all" future percentage pay awards.

7. PRP SCHEME

Review of current PRP scheme and replacement with incentive scheme A "Pilot study" with GMB to be conducted prior to roll-out May 2007.

8. ADDITIONAL ANNUAL LEAVE

- Employees with less than 1 year's

service: 20 days (pro-rata) from April 2008, increasing to 22 days pro-rata from May 2008.

- Employees with one 1 year's service: 25 days
- Employees with more than 20 years' service: 1 additional day
- Employees with more than 25 years' service: 1 additional day
- Review taking place of annual leave in first year.

9. SICK PAY

Discussions to continue on new sick pay scheme; improvements now on offer for sick pay to be paid from first day of absence in cases of industrial accidents and diseases.

10. WORK-LIFE BALANCE

Discussions on other areas of the collective bargaining agreement.

11. MATERNITY LEAVE

Extension of maternity leave:

- Employees with 3 years service: additional 3 weeks pay @ 9/10ths
- Employees with 4 years service: additional 4 weeks pay @ 9/10ths
- Employees with 5 years service: additional 5 weeks pay @ 9/10ths

12. UNION LEARNING REPS

Pilot and roll out for union learning reps to be progressed.

Your strength and solidarity won these agreements. At a meeting on 8th November 2006, your local reps, the national stewards and GMB Regional Organisers recommended you accept. Use your vote.

GMB ORGANISING TO WIN



THE NEGOTIATIONS: A BRIEF OVERVIEW

On 1st November 2006 DHL Chief Executive, Chris "Keep up with" Muntwyler, met Paul Kenny, GMB General Secretary and Mick Rix, GMB. A full and frank discussion took place.

Chris explained that he needed to secure investment of hundreds of millions to turn the business around and that he and his board were committed to doing this. He said the "Big Plan" will put the company back in profitability by the end of 2008.

Chris offered urgent talks to resolve the dispute and save the business.

On 2nd, 3rd 6th and 7th the GMB negotiating team met and secured an agreement in principle with the DHL team.

A stewards' meeting took place on 6th November that rejected the offer and asked GMB to go back to management and renegotiate the 1st year element of the deal.

The team secured an overall rise from April 2006 to April 2007 of about 5.4%, and from April 2006 to December 2007 of between 15.6% and 21.5% in the manual grades and 11.7% on average for the clerical grades.

This will boost earnings potential for the following: Couriers approx £18k to £20k per annum; LGV1 £28k to £30k per annum; and LGV2 £24k to £27k per annum.

CONTACT INFORMATION

Many GMB Regional Organisers and National Stewards will be visiting worksites during the next two weeks. Local stewards are also asked to hold mass meetings to explain the new offer. If you need to speak to a GMB Organiser or a National Steward you can contact the following:

REGIONAL ORGANISERS

Kevin Clark, Birmingham & West Midlands: 0121 550 4888, Kevin.clark@gmb.org.uk

Eddie Parker, Lancashire: 0161 485 8111, eddie.parker@gmb.org.uk

Michael Mulholland, Liverpool Nth Wales & N Ireland: 028 7126 3515, Michael.Mulholland@gmb.org.uk

George Patterson, Liverpool Nth Wales & N Ireland: 017 4425 474, george.patterson@gmb.org.uk

Paul Campbell, London: 01245 345 165, paul.campbell@gmb.org.uk

Richard Taylor, Midlands & East Coast: 01332 866 460, Richard.taylor@gmb.org.uk

Steve Gibbons, Northern: 0191 514 2634, steve.gibbons@gmb.org.uk

Ian King, GMB Scotland: 0141 352 8142, ian.king@gmb.org.uk

Frank Minal, Southern: 020 8870 3781, frank.minal@gmb.org.uk

Bev Gosling, South Western: 0117 955 4470, bev.gosling@gmb.org.uk

Geoff Pitts, Yorkshire: 01924 882 255, geoff.pitts@gmb.org.uk

NATIONAL STEWARDS (NNC)
Kevin Coady, Birmingham & West Midlands: 07866 302 971, kevcoady@yahoo.com

Brian Ramm, Southern & South Western: 07710 618 908, gramm@btinternet.com

Martin Maskell, South: 07808 469 856, maskell_martin@hotmail.com

Brian Lennie, London & East: 07958 652 801, brian.lennie@ntlworld.com

Iain Richardson, Scotland & Northern Ireland: 07813807 966, i.richardson2@ntlworld.com

Steve Follows, North West & North East: 07751 072418, warrington@gmbunionlancs.co.uk

All reps can now receive GMB circulars & newsletters via email. Contact dhl@gmb.org.uk and you will be placed on the mailing list. You can also receive text messages on important updates so ensure you send your mobile number to dhl@gmb.org.uk and you will be placed on the list.

If you change your address don't forget to inform your GMB Rep of your new address and update your membership record then GMB can keep you informed of what is going on in your Union!