

## **PAYCLAIM 2022 – FREQUENTLY ASKED QUESTIONS**

We have received questions from many of you, our members, so we thought the best way to answer those questions would be through a FAQ's. If you still have further questions, please do not hesitate to contact your Rep.

### **Q. Who were the people/Reps that negotiated the pay offer with Evri?**

**A.** The National Negotiating Team where Nathan, Adam, Angela, Tracey, Jayson, Emma, Suzie, Ed, and Steve Garelick, lead Officer GMB. ALL the National Negotiating Team agreed to present the offer to Evri members with a recommendation of a 'Yes' vote.

### **Q. Will I have to pay for the Uniform?**

**A.** NO, Evri will be providing the uniform free of charge. This will also include seasonal uniform and replacement uniform.

### **Q. What happens when the uniform wears out or is damaged?**

**A.** As uniform wears out or is damaged, the company will provide replacements as required, within reason.

### **Q. When will the rate protection begin?**

**A.** The rate protection will only begin when we verify to the company that the offer has been accepted by the GMB Evri membership.

### **Q. When does the rate protection end?**

**A.** Rate protection will continue until the JNNF 2023

### **Q. What does the change in SOS criteria actually mean?**

**A.** The only change is to the 'courier to customer' part of the measurement. Therefore, there is no detriment to the couriers, as this is only related to the parcels you actually scan and excludes mis sorts, or those that do not arrive at the DU etc.

**Q. I have a turnover over £40k per year, will I still receive the rate protection?**

**A.** Even if you have a turnover of over £40k per year, only if you are a GMB SE+/Worker member, then your rates will be protected. We wanted to make sure that ALL our SE+/Worker members' rates are protected irrespective of their turnover.

**Q. Where are the details about 120 parcels and 5 working days?**

**A.** The details on this were so limited that we felt it unreasonable for this to be included in the pay offer this year. Therefore, it is excluded from this pay offer. We don't even have a start date for this process.

**Q. Will I have to vote to get the payment?**

**A.** We have to present details to the company of those who wish to be paid. By voting, you are giving us permission to share your details with the company for payment. We are unable to share details with the company of those members who do not vote.

**Q. GMB asked for a PRG increase – why then, did you negotiate an £800 payment?**

**A.** This year, the company felt they were unable to negotiate on the PRG. Your National Negotiating Team were not prepared to leave the table empty handed. As the Partnership Agreement restricts our negotiations on the PRG we still wanted a monetary benefit for our members.

**Q. What is Time on Task?**

**A.** Time on Task is when we are undertaking work as part of our contract of services. Our contract of services to Evri does not include the work involved from home to DU, and last drop returning to home. The GMB have long held the view that this is Time on Task and should be paid appropriately. If the Pay offer is accepted by members, this work will be entered into the pay model so members will be paid correctly. We just wanted to clarify, if the offer is accepted then this will start at the beginning of P2. The reason for the delay is that the systems need to be changed to take into account the extra time, mileage and work involved. In the interim period, the SE+ commitment will increase to £10 per hour, meaning no courier will earn less than this.

## **Q. Why is this the final offer? Can you renegotiate?**

**A.** This is the final offer from the company. Your National Negotiating Team, did not, and have not accepted the first offer. Instead, they have entered into hours of intense negotiations. You may recall the first offer was £500 one off payment, and no rate protection. Through negotiations, this was increased to £720, and no rate protection. Your National Negotiating Team found this unacceptable as there was no rate protection, which meant that we could even lose last year's pay increase through rate cuts. Further negotiations brought about rate protection, an increase to £800, holiday benefits, and improvements to include time on task. The team also made sure that this year there would be no cost to our members as a result of the company requests. That is why we are recommending a 'YES' vote. **THERE ARE ONLY BENEFITS FOR OUR MEMBERS IN THIS NEGOTIATED OFFER.**

Your GMB National Reps and your GMB Regional Organisers are visiting DU's and conducting zoom meetings with members in their regions. We are pleased to see members and discuss the benefits of the offer. If you have any questions, please contact your National Rep.

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**For, and on behalf of**

**Your GMB National Team**