

It's time to **STOP** the **DR** **P**

GET BALLOT READY

Union members voted by a large majority to reject the pay offer and that they were prepared to take sustained action in pursuit of a better offer.

The employers rejected the unions' offer to reopen negotiations for an improved offer. You are going to have to prove your willingness to take action to make TfGM listen.

Now the unions are preparing for statutory industrial action ballots, which are fully postal and subject to complex rules.

If you are a member, you must confirm your details with your reps and keep them updated until the dispute is resolved. If you are not yet a member, join now to get a vote. Unions have to notify employers how many members they have at the start of the ballot process, so joining now increases the pressure on the employers to settle. Only union members get strike pay.



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Staff asked for	Employers offered
A pay increase of £3000 or 10%, whichever is the greater.	A pay increase of £1290 or 2.5%, whichever is the greater.
At least £15 an hour by March 2026.	No commitment.
Living Wage Foundation accreditation.	Achieved.
Increase allowances, such as for those working on-call.	Not in the offer.
Publish gender, ethnicity and disability pay gaps and work with unions to take action to close them.	Not in the offer.
Improve leave and pay for new parents.	Not in the offer.
Reduce the working week to 36 hours.	No.

TfGM told your representatives that they had budgeted for 4%, yet their offer is worth just 3.1%. Some of the other elements of our claim wouldn't be expensive to address, yet the offer included nothing at all.

We know that Metrolink KAM employees got an improved pay offer after rejecting an initial offer of 4.5% and voting to strike. We know that average earnings are up 5% across the economy. We know that junior doctors have secured a much bigger increase after striking, and that many other public sector and transport workers are getting more than we were offered.

The pre-Christmas period, which is critical for retail and hospitality, gives public transport workers more leverage. We've already been told we'll have to go above and beyond to deliver T3. TfGM relies on us doing this time after time, but rewards us with pay cuts in real terms.

What's all this about confirming my details?

In order for industrial action to be lawful, we have to comply with complex legislation. The ballot has to be fully postal, and at various stages during a dispute the union has to provide the employer with break-downs of membership by workplace and job but not identifying individuals.

If the information isn't accurate, the ballot can be open to legal challenge. So you must confirm your postal address, job title and workplace, and keep them up to date until the dispute is resolved. You must also let them know if there is any reason you would not be in work at TfGM during the period when industrial action could take place (e.g. leaving, TUPE out, maternity leave, long term sick).

It's also wise to make sure your union has non-work email and phone contact details for you in case they need to contact you during action - for example if action is suspended at short notice.