

Paul Capener
Commercial Director
Xeiad
Unit 1, Clarendon Court
Manners Avenue
Ilkeston
Derbyshire
DE7 8EF



10 May 2022

Dear Paul,

I am writing on behalf of TSSA members and Reps following our 29 March meeting to progress our claim for improvements to pay and conditions from the 1 March 2022 pay anniversary date.

Following our discussion on our members' claim and the various elements of an offer being considered by the business, we agreed that Xeiad would make a written offer for our reps and members to consider. Our representatives would then need to consider the offer in relation to our members' claim before deciding whether they could recommend the offer to members to formally accept. The reps and I have had since received verbal assurance that a written offer was being prepared.

To date, we have not received an offer in writing from Xeiad and have been unable to report any progress to our members since we met. Members and reps are reasonably becoming anxious that the company could be seeking to deliberately delay negotiations which are already considerably overdue during a worsening cost of living crisis.

I request that you provide me with an offer in writing by no later than noon on Monday 16 May. If this is not forthcoming, our members will have no choice but to enter into dispute with Xeiad and to consider their next steps including the prospect of an industrial response.

I hope that you are able to make an offer which gives full consideration to all aspects of our members' claim and confirmation of Xeiad's commitment to making real progress towards our aspiration to widen the collective bargaining arrangements which transferred from Amey to include other Xeiad employees as appropriate so that they can benefit from a positive working relationship between our organisations.

Yours Sincerely,

A handwritten signature in black ink that reads 'Matt Barrow'. The signature is written in a cursive style with a long, sweeping underline.

Matt Barrow
Organiser