

Lisa Brackner  
HR Director  
Bridgeway Consulting Limited

Via email only



25 November 2021

Dear Lisa,

I am writing on behalf of TSSA members who TUPE transferred from Amey Services Ltd. to Bridgeway Consulting Ltd. to formally lodge a Collective Grievance. Clause 12 of the Amey Consulting Collective Bargaining Agreement, which transferred with staff under the TUPE regulations, sets out the "Dispute Resolution (Collective Procedure)" which must be followed. As Stage one of the procedure has been exhausted without resolution, we are currently at stage 2, requiring your written response within 14 days of receipt of this correspondence. I have reproduced the relevant section of the agreement for reference:

**Stage 2**

If the issue still remains unresolved following Stage 1 the matter may be referred by the Union representative in writing to the relevant Human Resources HR Business Partner and Trade Union Full Time Officer specifying the nature of the issue. The Company will review the issue and provide its response to the Union representative within a maximum 14 day period unless otherwise agreed by both parties.

**Stage 3**

Unresolved issues will be raised at the next scheduled Amey Consulting Rail Divisional council or if the issue is of an urgent nature a meeting should be scheduled with appropriate representatives from the Trade union and HR.

**Stage 4**

Where both parties agree, unresolved issues will be raised with ACAS which will act as a mediator in an attempt to find a mutually acceptable solution to the issues which remain outstanding. Although for the avoidance of doubt the disputes procedure set out above has a number of stages both parties agree to resolve differences as quickly as possible.

At the time of writing, fifteen TSSA members who transferred to Bridgeway under TUPE and the Collective Bargaining Agreement have confirmed that they support the text below and therefore are subject to the collective grievance:

"TSSA Members employed by Bridgeway Consulting who TUPE transferred from Amey wish to lodge a collective grievance under the Collective Dispute Resolution Procedure for the following reasons:

We do not accept that Bridgeway refuse to acknowledge TSSA as the recognised union for the Band A to C population who transferred under TUPE from Amey. Recognition transferred under

TUPE. Bridgeway must acknowledge TSSA as the recognised union and agree to engage with TSSA representatives on collective matters with immediate effect

As the recognised trade union for collective bargaining purposes, any proposed changes to our terms and conditions of employment must be negotiated or consulted, as appropriate, on a collective basis with our elected representatives before our terms and can be varied. This includes the Bridgeway attempt to force individual employees to sign a variation to terms and conditions that seeks to give authority to Bridgeway to make deductions from wages in the event of accidental loss or damage to company equipment. We require Bridgeway to agree that any such individual agreements and variations to terms and conditions which have not been collectively consulted and agreed are void and that no consent is given for Bridgeway to deduct from members' wages in the event of accidental loss or damage to company property."

If the above matters are not addressed and resolved through the Collective Dispute Resolution Procedure with the involvement of TSSA representatives, we will be forced to enter into a dispute with Bridgeway."

Please do not hesitate to contact me if you wish to discuss the relevant process.

Yours sincerely



Matt Barrow

Organiser