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circulation to: Ops & CS, Project & Support members bands 5-8 and  
equivalent, Controller Grade members, NR branches, EC, SOGs

## Network Rail: Ops & CS and Controller Grades Pay Dispute: Balloting Starts Next Week

Your union yesterday gave Network Rail the legally required notice to be able to ballot you for industrial action. Ballot papers will be despatched on 11 March. It's now firmly over to you to show your strength of feeling over the derisory 0.8% pay offer and VOTE YES for industrial action!

As you know Network Rail have refused to consider any of the other elements of our pay claim for bands 5-8 and equivalent staff, including such major issues as:

- An end to being forced to work over 35 hours in a week. Some of our members are still contractually working over 35 hours, while others have to work overtime with no payment. Your reps believe this is unacceptable.
- Removal of performance related pay for role clarity bands 5-8. Everyone working for Network Rail knows a colleague who has been treated shabbily by this system. How can they continue to defend it?
- Expansion of childcare facilities and flexible working.
- Agreement on compensation lieu days for Christmas and New Year holidays falling on weekends for those grades it affects, including arrangements to back date for 2009.

You voted 4 to 1 to reject the offer in our recent referendum. Now we need to show Network Rail we are serious. All the indications are that your fellow members in maintenance are about to deliver a stinging rejection of the company's re-organisation plans. You need to show Network Rail they need to treat their staff with respect, listen to their views and come to a decent agreement on pay!

The Network Rail propaganda machine will soon crank into action, spending money that could be going into your pay packets!

If you have colleagues who aren't getting email updates then get them to contact the helpdesk so we have their up to date contact details. Remember, they will say anything to persuade you to back down - keep coming to the TSSA website to find the truth.

Make Network Rail give you the respect you deserve!

VOTE YES for industrial action!

