

GMB

PROFESSIONAL
DRIVERS' BRANCH

ADDISON LEE DRIVER NEWS

GMB TAKE THE FIGHT TO ADDISON LEE



Drivers Rights:

Within hours of a protest against changes to terms and conditions for Addison Lee drivers, GMB members working as private hire drivers were terminated by the company.

Drivers have shown loyalty to the company but that loyalty has been rewarded with worse pay and conditions.

Addison Lee and Carlyle Group are only focused on their bottom line with no concern for how rate reductions of up to 50% will affect private hire drivers.

Addison Lee's claim that drivers are better off with new terms and conditions is not true and concern for drivers' wellbeing has gone out the window as managers look to maximise profits.

This may be good for management bonuses but it's not so good for drivers.

£11.5 MILLION INSURANCE SCANDAL

Drivers pay the price.

Despite an estimated income of £11,500,000 from drivers' insurance payments, Addison Lee refuses to cover basic costs like replacing wind-screens or repairing damage to vehicles.

Drivers are being forced to pay well in excess of what drivers with conventional policies pay and yet are left out of pocket for charges of up to £150 to have onboard cameras realigned.

Extracts from Leigh Days Letter on our members behalf.

The complete letter can be found at www.gmbdrivers.org

NW1 3ER

Our Ref: CDB/LIW/00126946/1

Date: 15 August 2016

Dear Sirs

Re: Legal Claims against Addison Lee

Our clients: [REDACTED], [REDACTED] and [REDACTED]

We have been instructed by the abovenamed and the GMB union in connection to their circumstances of work with Addison Lee and the termination of their contracts as drivers.

Our clients

[REDACTED] started working as a driver for Addison Lee in June 2013. [REDACTED] started working for Addison Lee in June 2014. [REDACTED] started working as a driver for Addison Lee in March 2015, having worked from February 2010 up until this point in the Addison Lee call centre. All three of our clients were informed on 24 May 2016 that their contracts with Addison Lee were to be terminated with immediate effect.

Our clients' potential legal claims

Our view is that you have treated our clients unlawfully, as outlined below. Our clients intend to pursue the following claims in the Employment Tribunal:

1. **Automatic unfair dismissal or unfair dismissal;**
2. **Detriment on grounds related to trade union activity;**
3. **Detriment on the grounds of making a protected disclosure;**
4. **Failure to pay holiday pay; and**
5. **Failure to pay the national minimum wage.**

Background

During the latter half of 2015, a number of Addison Lee drivers, including our clients, became increasingly dissatisfied with their working conditions at Addison Lee. The group became known as the United Addison Lee Drivers ("UALD"). There are approximately 900 drivers that belong to the group. At a meeting on 21 March 2016, our clients, along with four other drivers, were elected as representatives for the group. Our clients are members of the GMB union. Our clients are protected from detriment on the grounds of activity as part of the GMB and UALD by the Trade Union and Labour Relations (Consolidation) Act 1992 ("TULR(C)A 1992")

5. Failure to pay the national minimum wage

We have lodged our clients' claims with ACAS and would be grateful if you could acknowledge receipt of this letter and reply substantively to the issues raised within the next 28 days. We would also be happy to meet with you along with GMB and UALD representatives to discuss the content of this letter and potential resolution.

Yours faithfully

|
Leigh Day

Steps Towards Improved Conditions

GMB demands that Addison Lee and Carlyle group make significant improvements drivers' to pay and conditions. Addison Lee must sign up to a working arrangement where drivers' concerns are considered instead of just

being an afterthought.

Improving drivers' terms and conditions is a key component of what we stand for and we will continue to engage with our members to make sure we are fighting for what's most important to them.

We are a member driven branch and your input at our regular meetings may make all the difference.

Please look overleaf for a membership form to become part of the story.

Our Branch's work

GMB Professional Drivers branch represents professional drivers of all disciplines from Taxi & Private hire to delivery and vehicle valets as well as ancillary staff of Private Hire Car services.

We have strong dialogue with TFL and the London Assembly working on improving conditions for drivers in London.

Uber Tribunal

In July, GMB took two test cases to tribunal to determine whether Uber drivers should be entitled to receive holiday pay, a guaranteed minimum wage and an entitlement to breaks.

The judgement in October could have major implications for thousands of drivers across the UK.

To register a new claim or for any legal advice call
UNIONLINE on

0300 333 0303

UnionLine is GMB's own lawfirm and provides a broad range of legal services to union members. We aim to provide the first line of support to union members for any of their legal needs.

We provide comprehensive legal services to members throughout Britain, We also work closely with GMB officers to make sure members get the best support from both UnionLine and their union. As well as personal injury and employment claims our helpline provides advice to members on a broad range of legal issues.

JOIN GMB PROFESSIONAL DRIVERS BRANCH

Sign up below or use our online form <http://www.gmbdrivers.org/join-gmb-now/>

Use your GMB membership and take advantage of the deals that go with being a member including the following and much much more:-

- Excellent car purchase schemes
- Sick pay assistance
- Private hire insurance
- Accountancy services by trade specific accounts
- Free legal assistance for professional drivers arrested
- Accident management services

Professional Driver Accountants

Drivertax – 020 8529 26000

Get GMB preferable rates from accountants that understand the trade and can handle all your tax needs and problems, helping you forget your tax worries.

Professional Driver Insurance

Direct Chauffeur Line – 0845 3304460

Chauffeurs, cabs and couriers including social, domestic and pleasure please contact Direct Chauffeur for the most competitive chauffeur insurance and limousine insurance policies which can provide executive replacement cars and limousines following an accident.

Professional Drivers Branch

Contact us:

Simon Virgo (Convener)

07919 160023

Simon Rush

(Branch President)

07863 256411

Steve Garelick

(Branch Secretary)

07565 456776

GMB THORNE HOUSE

152 Brent Street

Hendon

NW4 2PD



SAY YES TO SECURITY AT WORK

As a GMB member you are much more **secure** at work because you are part of an **effective** union of almost 631,000 members. Whether you work full-time or part-time - whatever job you do - GMB can **help** you.

HOW DO I JOIN?

Just fill in parts **1, 2, and 3** or **4** on the form to the right and hand it to your local GMB representative or put it in an envelope and send it to the address below - you don't need a stamp and you can cut out the label below to use.

If you have any questions call GMB on
020 7391 6700

Freepost RSTL-ULCH-JBETGMB
22 Stephenson Way
LONDON
NW1 2HD

FOR UNION USE ONLY		Section	Branch No	Pro Drivers	Membership No	Date of joining
				G 5 6		

GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname: First name: Title: Mrs/Miss/Ms/Mr Date of birth:
Home address: Home Tel: Email:
Postcode: Mobile: I agree to abide by GMB rules Signature:
Date: We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members
Bangladeshi ☐ Black African ☐ Black Caribbean ☐ Black British ☐ Chinese ☐ Indian ☐ Irish ☐ Pakistani ☐ White ☐ Other:

2 TELL US ABOUT YOUR JOB

Employer: Your job:
Address where you work: Postcode:
How many hours a week do you work? Pay No:
Work Tel: Pay Date:

3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

Section 68, Trade Union and Labour (Consolidated) Act 1992 as amended

- I authorise my employer to deduct from my pay each week/month the sum of £ or other amounts as may be fixed by the GMB from time to time.
- Please start the deductions immediately and pay the amounts to the GMB. Cash ☐
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify the GMB of any future change of address.

Signed: Date:

4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT

Please fill in the form and send to GMB, 22 Stephenson Way, London NW1 2HD

Name and full postal address of your Bank or Building Society branch

To the Manager of Bank/Building Society

Address Postcode

Name(s) of account holder(s)

Bank/Building Society Account Number

Bank/Building Society Sort Code

Reference number (Office use only)

Service User Number

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Instructions to your Bank or Building Society.

Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks or Building Societies may not accept Direct Debit instructions for some types of account