

Email from the IWGB to Aramark management – 4 February 2014

I wanted to use this opportunity to bring the following issues raised by these members to your attention:

1. Sick pay and holiday entitlements

You will have noted that following the industrial action taken last year by IWGB members employed on what is now the Cofely contract, the company and the University announced that new, improved contracts would be offered to relevant employees. Annual holiday entitlement would rise to 22 days (25 after 3 years of service), and up to 6 months full sick pay would be available, again depending on service.

The IWGB is committed to seeking full equality of terms and conditions between outsourced workers at, and direct employees of, the University of London. However, these improvements are clearly a step in the right direction, and one which the University itself has encouraged.

Could you let me know the timetable by which Aramark will be moving to introduce new contracts on these lines?

2. Zero-hours contracts

Unlike direct employees, and the majority of Cofely employees, many employees at Aramark are on zero-hour contracts, including some who have been with the company for years. The IWGB believes these contracts are not appropriate for an institution such as the University of London, and would like to know what plans Aramark has to phase them out?

3. The London Living Wage

As you know, all outsourced workers at the University of London must be paid the LLW, currently £8.80 per hour. However, we have seen the payslips of Aramark workers which indicate that they are being paid at an hourly rate below this, and I know you have already had some correspondence with my branch secretary, Jason Moyer-Lee on this matter.

Can you confirm that all Aramark staff are receiving the LLW, and that where this is found to not be the case, that immediate payment of monies owed will be made?

As you can see, there are lots of issues affecting our Aramark members at present, and I apologise for having to bring them to your attention en masse - this letter is probably a little overdue.

I would suggest that the best way to resolve these is to arrange a meeting as soon as possible. If you could contact myself or my secretary with your availability that would be much appreciated.