



**central arbitration
committee**

Fleetbank House
2-6 Salisbury Square
LONDON EC4Y 8JX

**BALLOT ON TRADE UNION DE - RECOGNITION
IMPORTANT INFORMATION FOR WORKERS IN THE BARGAINING UNIT**

This ballot is being held to decide whether the BPA Union is to be de-recognised by your employer, Boots Management Services Ltd, for collective bargaining. The ballot is being organised by **Kanto Elect**, which has been appointed by the Central Arbitration Committee (CAC) as part of a statutory process under the legislation covering trade union de-recognition.

You are entitled to vote if you are a worker in the following group: “All pharmacists registered with the General Pharmaceutical Council and the Pharmaceutical Society of Northern Ireland (excluding those of Area Management status or equivalent and more senior to them) and pre-registration Graduates, who are employed by Boots Management Services Ltd”.

You can vote whether or not you are a union member. You may receive correspondence from the BPA union and the PDA union (the PDA union represents the workers who applied to the CAC for de-recognition) through the post. This material is sent out on the unions’ behalf by the balloting agent - the unions do not have the names and addresses of non-members. The workers applying for de-recognition do not have the names and addresses of any of the workers in the bargaining unit.

Ballot papers will be posted to your home address on 10 May 2018 and must be received by Kanto Elect by no later than noon on 23 May 2018.

If you consider that you are eligible to vote and have not received a ballot paper by 14 May 2018, or if you do not think that you are eligible to vote but receive a ballot paper, please in the first instance e-mail enquiries@cac.gov.uk with your full name, full current address and GPHC, PSNI or Pre reg number and a contact telephone number. If you have recently changed your address and you have not informed your employer you should do so as soon as possible to ensure you receive your ballot paper on time.

The ballot papers are numbered to ensure fair conduct of the ballot and the ballot is completely secret. Only Kanto Elect has a record of the numbers (any duplicate ballot paper that is issued will have a different number). The CAC, the employer, the unions and the workers applying for de-recognition, will not know how you have voted.

If you require further information on the background to this ballot you can read the full text of the CAC’s Panel’s decisions on the CAC’s website (www.cac.gov.uk). The statutory rules under which this ballot is taking place are set out in Schedule A1 to the Trade Union and Labour Relations (Consolidation) Act 1992 and in the Code of Practice on Access and unfair practices during Recognition and De-recognition Ballots.