



Dear Professional Colleague,

I am sure by now you will be aware of the ballot to derecognise the BPA and you will be receiving your ballot paper soon after 10th May 2018. Your vote is entirely confidential and neither Boots, the BPA nor the PDA Union will ever know how you voted.

Derecognition of the BPA simply means removing the agreement set up in 2012 between Boots and the BPA, which was specifically designed to stop you negotiating better working conditions through an independent union, the PDA Union. After derecognition, the BPA can continue its relationship with Boots just as it does now, and as it has done so for the past 40 years prior to the 2012 agreement.

At the PDA Union, it's important to us that you have the latest information to inform your decision and you should have received a PDA Union information pack to your place of work. This ballot is a once-in-a-generation opportunity to change your working life for the better.

The BPA's sweetheart relationship with Boots has allowed the company to slash your benefits and cap your pay rises over the years. For example, the BPA sided with the company over cuts to premium pay; in contrast, the PDA Union supported hundreds of your colleagues in challenging these cuts, which a judge decided were unlawful. The PDA Union secured compensation for the claimants. Market-based pay is another example where the BPA has allowed the company to restrict pay rises and worse still, prevented hundreds of pharmacists from getting an annual pay rise at all.

The BPA is a non-independent union and its executive are trying to convince you that its relationship with the company is in your best interests. An independent government adjudicator said this about the BPA: ***"...there emerges, in my judgement, a clear image of a union that has over the years been drawn into a situation in which it is indeed liable to interference by Boots."*** He went on to comment that the BPA has a **weak financial base** and **the BPA is liable to interference [by Boots], tending towards domination or control.**

Is that the type of organisation you would trust to look after and represent your interests?

If you remain unsure about which way to vote, you can contact me via email - mark.pitt@the-pda.org - and either I or one of my executive team will respond within 24 hours of your enquiry. Regardless of which way you vote, please do vote as the PDA Union will be donating £1 to charity for every vote cast, regardless of who wins the ballot or whether you vote to keep or remove the agreement.

You could help secure up to £7000 for charity just by using your vote.

Please encourage your colleagues to use their vote. Thousands of Boots pharmacists have already pledged their support for derecognising the BPA.

The PDA Union is committed to protecting and enhancing your pay, hours and working conditions, which we can only achieve through a collective bargaining agreement with Boots, once the BPA has been derecognised. We would be delighted and honoured to serve you and your colleagues in this way.

Kind regards

Mark Pitt

Assistant General Secretary, PDA Union

www.pdaurecognition.co.uk



Scan for video message

