



George Dean
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Ocado Zoom

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29 September 2021

Dear George Dean,

Thank you very much for your letter of 18 September. We remain concerned that the drivers at Acton are not being treated fairly and that the dispute between yourselves and the IWGB members at Acton appears to be escalating. We would ask for an urgent response to the points below, and further, urge you to meet with the trade union at the earliest possible point.

We are aware that Ocado intends to end the use of third party drivers on the 4th October. While we welcome this decision, we are concerned to learn that flaws in the process of transferring workers could result in job losses and pay cuts. We are hoping you can provide ourselves, and more importantly your drivers, reassurance that this is not the case. In particular we would like assurance that: TUPE regulations are being followed; that all workers will be transferred on the same terms and conditions; and that no workers will suffer any detriment.

With the 4th October deadline looming, it is very concerning to learn that no motorbike riders have yet been offered inductions and opportunities to continue working as couriers for Ocado. Motorbikes are integral to all inner London courier companies and are an efficient and less polluting way of transporting small orders to customers. Can you please let us know on what terms you will be transferring your hardworking motorbike fleet in-house?

We have also been told that Ocado are currently not intending to provide any vans with automatic gearboxes. This would mean that many of your existing workforce, who hold automatic licences, would be at risk of losing their employment. Can you provide an assurance that vehicles will be provided at Acton that can be driven by automatic licence holders?



Finally, your proposed commitment to bring all workers in house is still incredibly confusing due to your continued use of third party agencies such as Job and Talent. We have been told of warehouse workers at the Ocado Zoom depot still on agency contracts after a year of service and being paid well below the London Living Wage. Can you please let us know exactly when the delivery workers will be offered contracts to work directly with Ocado; and when the warehouse workers and any other workers on the site will be offered Ocado contracts too?

Given the closeness of the 4 October, we would appreciate another quick response. As we did when we wrote previously, we would strongly urge Ocado Zoom to recognise and engage with the IWGB, as the chosen union of much of the Acton workforce. We want Ocado Zoom to be a local success story for the borough of Ealing, which is based on being a good employer and treating its vital workforce well, providing good jobs for local people. We believe that dialogue with your workers' nominated trade union is an essential to achieving that.

Yours sincerely,

Handwritten signature of Peter Mason in black ink.

Cllr Peter Mason
Leader

Handwritten signature of Bassam Mahfouz in black ink.

Cllr Bassam Mahfouz
Cabinet Member for Decent Living Incomes