

To: All Amicus Members at bmi

17 January 2007

Dear Colleague

**Industrial Update**  
**Variation of Contract /Commission Issue**

As you are aware we have been attending a hearing at the Employment Tribunal in Reading on your behalf in relation to the unilateral reduction of bar commission by your employer from 12% to 6%.

Industrial Relations at bmi have been difficult over a long period. However we felt it was vital, in order to protect your terms and conditions within your contract, that we pursue this issue through the Tribunal.

Amicus believes that this unilateral variation to your contract was in breach of your employment contract and amounted to unlawful deductions from your salary contrary to the provisions of the Employment Rights Act 1996.

The Tribunal Chairman listened to submissions from both sides over two days and will now consider the evidence provided by our Barrister and that of the QC from bmi, before coming to his decision. A decision should be sent out to the parties within the next four weeks.

The overall effect of this approach will demonstrate to bmi that faced with the right legal arguments – Amicus will support its members.

Thanks again for your continued support and also to those of you who attended the tribunal with your supporting witness statements.

Yours sincerely

**Dave Kelly**  
*Regional Officer*