



Cleaners and Allied Independent Workers Union  
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## **For immediate release**

### **Cleaners to strike at Addleshaw Goddard — Incentive FM Group refuses to pay London Living Wage — Two-year dispute remains unresolved**

London, UK — 30<sup>th</sup> July 2019

Cleaners at one of Britain's leading business law companies are to strike over pay and conditions.

Night-shift cleaners employed by Incentive FM at Addleshaw Goddard are planning a one-day strike on August 9th. The strike follows a two-year campaign by the cleaners for the London Living Wage, which would bring their pay into line with the day shift cleaners and other ancillary workers at Addleshaw Goddard. The industrial action will be accompanied by a public protest outside Addleshaw Goddard's offices in Milton Gate in Chiswell Street.

The workers are also asking for holiday and sick pay entitlements to be equalised. At present, some workers enjoy more favourable terms than others.

Throughout the campaign, which began in July 2017, Incentive FM Group has consistently refused to entertain the possibility of paying the night shift cleaners the London Living Wage. The company, one of the UK's leading Facilities Management providers with an annual turnover of over £100 million, has emphasised its support in principle for the London Living Wage. In correspondence with CAIWU, the Cleaners and Allied Independent Workers Union, which represents the striking employees, the company has claimed to promote the payment of Living Wage Foundation rates across its contracts where it is able to do so, by implication placing responsibility for the conditions of its workers on its client.

Addleshaw Goddard is one of the UK's leading business law firms. A report on its web site ( <https://www.addleshawgoddard.com/en/news/2019/addleshaw-goddard-beats-5-year-plan-one-year-early/> ) dated July 24<sup>th</sup> 2019 boasts of record profitability and double-digit revenue growth, claiming that the company has achieved its 5-year financial plan a whole year ahead of schedule.

CAIWU organizer Danbert Vanzetti comments that with both Incentive and Addleshaw Goddard reporting such strong recent financial performance, it seems inconceivable that neither can apparently afford to fund a sustainable living wage for seven night-shift cleaners. 'It's a typical outsourcing scenario,' says Vanzetti. 'Each one is blaming the other. Incentive says it would gladly pay its workers properly if only its client would come up with

the money. Meanwhile, Addleshaw Goddard claims only that it works with its service partners regarding budgets. The implication being that it is up to the service provider to determine the rate of pay its workers receive.'

The London Living Wage rate, currently £10.55 per hour, is determined annually by the Living Wage Foundation ( <http://livingwage.org.uk> ). It is based on the real cost of living, and represents the minimum pay rate required to live a sustainable life in the capital. Its payment has been shown to result in significant benefits for the companies that pay it as well as the workers in receipt of it. These include reduced staff turnover, reduced absenteeism and improved productivity.

### **Addleshaw Goddard Night Shift Cleaners Protest and Strike:**

Friday August 9<sup>th</sup> 2019, 8am - 12 noon

Addleshaw Goddard, Milton Gate, 60 Chiswell St, London EC1Y 4AG

**END**

### **Notes to editor:**

For more information, please contact Alberto Durango, CAIWU national organiser, on 075 900 98084 or Bruce Coker, CAIWU organizer, at [bruce@caiwu.org.uk](mailto:bruce@caiwu.org.uk)

<http://www.caiwu.org.uk/>

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