



Fighting for UK Jobs (Again)
11th November 2020



1 **Barnoldswick Update**

You will know that our colleagues in Barnoldswick have commenced targeted industrial action, commencing on Friday 6th November.

As a result of the Company's actions and utter contempt for the Barnoldswick workforce, they were sadly left with no other option than to take industrial action. Another damning indictment of the so-called management responsible for this is that rather than engage with the TU to try to resolve the dispute they have chosen to resort to threatening legal letters.

In response to our letter dated 19th October, which outlined our support for Barnoldswick, Warren East said they had agreed to bring forward local consultation, but that it was 'a complex business case'. Unfortunately, despite repeated requests, the Company have failed to submit this to us for appropriate scrutiny and it is clear they have absolutely no intention of doing so.

They did provide a summarised version of their review findings with the few details they want to present to the TU, in a shallow attempt at pretending they are entering meaningful consultation.

This summary refers to the strategic outsourcing of work from Barnoldswick to Singapore and not any reductions in load.

Warren's response also stated, "*The confidential strategic site review group has also discussed some potential further elements of the site review which could impact Barnoldswick further*". Due to the nature of the Non-Disclosure Agreement (NDA) we are unable to comment further.

The National TU Group are fully supportive of this action and will continue to offer any support needed.

2 **Furlough Phase 4 / Working from Home**

We eventually agreed the details of Furlough Phase 4 (covering November and December) which will mean 80% of normal pay (inclusive of shift pay) is received. It won't surprise you to know that getting to this point was not easy, with a combination of the government doing several (late) U-turns and a Company that thinks it can do what it wants.

Their derisory initial proposal was unacceptable so was rejected by the National TU Group and we stated that a ballot of the membership would be required. The Company contemplated enforcement, which would have potentially been illegal without either our agreement or a supportive ballot of the membership. It is infuriating that we must deal with this arrogant behaviour on a consistent basis.

As part of these negotiations we have also addressed the discrimination that shift workers being sent home to self-isolate lost their shift pay. They will now receive their shift pay for the duration of the self-isolation. This applies to all shift workers across Civil, GBS and Defence.

We have yet to get the Company to discuss several issues related to working from home, namely:

- Mental Wellbeing
- Workplace Risk Assessments
- Musculoskeletal Concerns
- Appropriate Display Screen Equipment

Please remember that the current government guidance is to work from home wherever possible. If it isn't, businesses are required by law to ensure that the workplace is safe.

3 Pensions

Hopefully you have seen the first Pensions CNC Newsletter circulated early this week. It is clear the Company are ignoring the reasonable requests from the CNC and it should be no surprise that a Failure to Agree has been tabled.

We must now get ready and be prepared to fight every single unfair attack on jobs, site closures and permanent changes to Terms and Conditions, including pensions.

4 Company Communications, 5th November

The Company announced further restructuring in Civil Aerospace with redundancies of ~950 in management and staff roles, the majority of which form part of the 8,000 reduction communicated earlier in the year.

Additionally, a further drop in load of ~420 works roles has been forecast, we are yet to receive a full breakdown of this number by site, however we know that ~150 of these roles come from Engine Overhaul Services, Derby and London Heathrow.

Finally, the announcement also included statements about pay and benefits.

Redundancies

We will be in discussions with the Company over the coming weeks as to how we can deal with further redundancies facing staff and works colleagues, including the maximising of the furlough scheme/reduced hour working (which you all know the Company have failed to do to date to protect jobs). We will communicate further when we have more detail.

The VS closure date of 19th November is again another arrogant decision by the Company without consulting the National TU Group. We have always maintained VS should never have been closed from the first round of redundancies and we have already demanded that this timeframe needs to be extended to allow people to make an informed decision.

We need to make you aware that these job losses are not related to the three pillars announced in the strategic review:

- Consolidation of Footprint (Site closures)
- Make/Buy (Outsourcing to Supply Chain)
- Joint Ventures with 3rd parties (TUPE & Outsourcing of facilities)

Unfortunately, it would appear there is a lot more pain and uncertainty to come.

We understand the current load issues and its relation to employee numbers, but we are now in a situation that the executive is executing their long-term strategic plans. History and experience tell us that on numerous occasions they have got it badly wrong to the financial detriment to the Company and UK jobs.

We cannot just accept their plans and continue to be dictated to. We cannot just accept death by a thousand cuts, never knowing who is next, slicing people's legs from under them.

Pay & Benefits

Annoyingly, the original Company communication stated, "What these **decisions** mean for you". Then, under the guise of 'technical issues' it was reissued later in the day to say, "What these **proposals** mean for you". This had nothing to do with technical issues and was a result of us pointing out their arrogance and confirming our suspicion that they pre-determine every single aspect of what they should meaningfully consult on.

As a reminder, we have a number of collective agreements currently on the table - but none have yet been finalised or signed and they remain in draft form.

The ones pertinent to the Company announcement are;

- Temporary Collective Agreement (covers temporary T&Cs changes implemented in relation to furlough phases, shift changes and pay deferment). This will expire on 1st March 2021

- Package Principles Agreement (covers pay freeze for 2021, productivity & efficiency, core workforce, new starter rates etc). Any permanent changes beyond 1st March 2021 will need to be balloted by the membership.

We need to set the record straight on the announcements related to pay and benefits:

Promotion & Boarding's (All Businesses)

The Company now say this is until 31st March 2021. Whilst in principle it does form part of the Temporary Collective Agreement, we maintain it is only until 1st March 2021. The additional comments by the Company relating to "a temporary framework/policy from Quarter Two 2021" has **not** been discussed or agreed with us. Any such change would require a ballot of the affected membership.

Unpaid Leave (Civil Aerospace & Central Functions)

The statement around Civil Aerospace taking 10 days and Central Functions taking 5 days has not been discussed or agreed with us. We maintain that this has already been applied inconsistently and will argue that fairness of application is essential as different areas may be on furlough or reduced hours working. Any such change would require a ballot of the affected membership.

Lieu Days (Civil Aerospace & Central Functions)

They have stated that these will not be reinstated in 2021. This has not been discussed or agreed with us. Under the proposed Temporary Collective Agreement, the agreement to the removal of lieu days ends in December 2020. Any change would require a ballot of the affected membership.

No Pay Award in 2021 (Civil Aerospace & Central Functions)

This forms part of the Package Principles Agreement. Any change that affects pay beyond 1st March 2021 would require a ballot of the affected membership.

Refunding Pay Deferral (All Businesses)

We had been in discussion on this subject as part of Furlough Phase 4. We asked that the 10% deferral was stopped for November and paid back in December, but the Company declined.

It is worth noting that the seniors 10% pay cut now ceases in December, not March 2021. Remember we are all in this together.

These proposals are only the tip of the iceberg, as communicated in our Newsletter 8. All remaining Sites/Jobs/Roles will be assessed against a Company Productivity/Efficiency blueprint. Some of you may remember the disastrous 'Blueprint' initiative used to erode Terms and Conditions a few years ago. Yes, it does still exist. We have not seen the modern version yet but it's there. Be aware!

5 H&S

In our previous newsletter we articulated that as Track & Trace and testing becomes more widespread, we will see an increasing number of employees with positive test results. Sadly, this has proven to be the case.

The Company guidance for managers on how to deal with positive cases within the workplace is not being applied consistently. There is now a concern over whether this guidance remains fit for purpose. As a matter of urgency, we have asked for this to be reviewed and (if needed) new guidance produced on how breakouts are to be dealt.

We have also noticed within the recent Company communications the 2m/15min rule, which we have always opposed as not being stringent enough, is still being used and we have registered our concerns accordingly.

We continue to remain concerned and respectfully remind everyone that it is imperative to maintain adherence to social distancing and compliance to all safety measures put in place.

**IF YOU HAVE COVID SYMPTOMS DO NOT COME INTO WORK.
IT IS ILLEGAL!**

Finally, remember that the only source of truth is through these newsletters and we thank you for your continued support.

All previous newsletters can be found at the following link:

<https://unitetheunion.org/campaigns/rolls-royce-play-your-part-in-rebuilding-our-economy-dont-slash-jobs/>



Thank you for your continued support.

Steve Hibbert
Tam Mitchell
Ian Bestwick
Mahf Khan

Ian Wilson
Mark Porter
Steve Jones
Stuart Hedley