



Fighting for UK Jobs, Sites, Terms & Conditions, Pensions, Fair Treatment, Truth, Transparency, Ethical Behaviour, Morals... etc (Again)

It is important you take time to read this lengthy newsletter. The time for all of us to fight for what is right is fast approaching. Our Company has lost its moral compass.

Barnoldswick Update

The Barnoldswick dispute is now becoming a national issue due to the disgraceful actions of the Company. Collectively, across Civil Aerospace and beyond, we cannot let them get away with it. It could be you next. Information about the response from Unite the Union can be found at Appendix 1.

The Company have played games with the information they provided to the Barnoldswick TU representatives, which leads us to conclude they do not want to resolve the dispute.

These games are also attempted at a national level - even when some of the discussions are covered by a non-disclosure agreement (NDA) they cannot be truthful.

On several occasions the NDA group of representatives have demanded the Company provide the details behind their so-called business plans - a reasonable request so the local Barnoldswick TU can question the Company and table an alternative. Sadly, all the information has not been provided to date.

We have now found out why they have been doing this. Today they announced that the SCAM (Structures) work currently being undertaken at Barnoldswick will be exported to ITP in Spain.

Barnoldswick have already suffered a reduction of 235. As a result of the latest announcement Barnoldswick face an additional crippling reduction in excess of 350 (177 for the transfer of Fans, 145 for the offshoring of SCAM work and 28 aligned to central functions) plus an as yet unknown number due to a load reduction.

This disgraceful 'death by a thousand cuts' approach has seen the workforce at Barnoldswick reduce from over 700 to approximately 100 as a result of the Company proposals.

On 24th November the Company issued a memo to the Barnoldswick workforce stating that they were closing the site for safety reasons and that employees not taking strike action would receive 'Company Furlough' at 80% of pay. This is at the same time as offshoring parts that have a dual source abroad (Japan, Spain and Singapore), as well as making further plans for new offload work for those parts that are currently single source in Barnoldswick.

On the 27th November the Company sent out another memo to the Barnoldswick workforce stating "the Company has decided to pay the first two weeks of furlough at 100%" then go on to follow with a 'Company Furlough' payment of 80%. Once this 'Company Furlough' was reported to the National TU Group we made it clear to Andrew Page (Head of Employment Relations and Standardisation) that this arrangement does not exist and is potentially illegal without the agreement of us and the Barnoldswick TU representatives (which has not been provided).

The Company were informed they have two options - full pay, or no pay and take the consequences that will follow.

The National TU Group stated we would hope to find a solution to the dispute with the Company within these two weeks.

The Barnoldswick TU representatives will also use this time to table their alternative proposals (despite having to contend with more bad news announced in the latest communications). Note that it took the Company months to put their plan together using a fleet of extortionately priced consultants.

If no solution is found in that time and the Company decide to pay anything other than full pay without agreement, the TU will instigate legal proceedings on an unlawful deduction of pay.

If the alternative Barnoldswick TU business case to retain all fan blade and SCAM work is rejected by the Company, and the Company also reject the National TU Group proposal of alternative work, our internal processes are concluded and a national Failure to Agree (FTA) will be registered. A meeting will then be held with the Company and external officers of the TU's. Failure to reach a solution at this stage will lead to a national trade dispute.

Ansty & Inchinnan

Representatives from the National TU Group are in discussions with the Company on their proposals for these sites and have updated the relevant site TU reps accordingly. Unfortunately, the Company do not want us to discuss or communicate these proposals, or the threats if they're rejected, as they are embargoed under the NDA.

One thing we can say at this point is that the National TU Group and the Site TU reps have not agreed to support these proposals as there are several unresolved issues over guarantees and protections.

Once final proposals are communicated, members at both sites must have the final say on the outcome of any such proposals via a ballot, as they are best placed to make intelligent decisions on their futures. More importantly, they will also know what guarantees and protections were rejected by the Company.

Hucknall

Representatives from the National TU Group are in discussions with the Company on their decisions regarding Hucknall and have updated the site TU reps accordingly. Unfortunately, the Company do not want us to discuss or communicate details as they are embargoed under the NDA.

As you may know, a TUPE transfer provides no protection of future terms and conditions. All it does is collate your current T&Cs, contractual and collective agreements that are in place at the date of the transfer. It will not provide any protection if ITP subsequently want to make changes – it will be up to the local TU representatives to fight accordingly at that time.

You should also be aware that TUPE has extremely limited protections concerning pensions. ITP have no obligation to mirror the current Rolls-Royce arrangements. The only thing they are legally obliged to provide is access to **a pension** (even if this is just the statutory minimum NEST scheme).

One thing we can say at this point is that the National TU Group and the Site TU reps have not agreed to support this decision as there are several unresolved issues over guarantees and protections. These are:

- What guarantees of security of supply is RR setting with ITP?
- What guarantees of security of employment on the Hucknall site is being set with ITP?
- What productivity/efficiency measures are being set by RR with the transfer to ITP?
- What pension protections and provision will be provided by RR/ITP?
- What guarantees and protections are being provided for individual DB pension scheme members by RR?

Members at Hucknall must have the final say via a ballot, as they are best placed to make intelligent decisions on their futures. More importantly, they will also know what guarantees and protections were rejected by the Company.

EOS Derby & Heathrow

As the Services leadership team communicated on 5th November (without talking to those affected in the first instance) ~150 direct reductions have been identified. This is approximately 30% of the direct workforce. As part of the announcements the Company also intend to close the Heathrow facility.

To date, the only point which has been agreed between the Services Leadership Team and Senior TU representatives is to maximise use of the government furlough scheme to the end of March 2021, to ensure adequate time is provided for detailed consultations and mitigation discussions into the new year.

For your information, and so you are aware of the strong feelings, the relevant EOS TU newsletter is attached at Appendix 2.

5th November Announcements

Hopefully you will have noticed the Company extended the Voluntary Severance (VS) application window for Staff and Works to the 17th December. Note that yet again this was not done out of kindness by the Company (despite what their communications imply). We had to demand it.

As a reminder, a HR1 is a formal notice from the Company to the government of potential future reductions in the workforce. A Section 188 (S188) notice formally triggers the start of the statutory 45-day minimum consultation period before any redundancies can take place.

The Company issued the relevant Staff TU representatives with S188's on the 5th November without any prior discussion. However, impact briefs began prematurely without our knowledge.

Whilst the S188 is a statutory legal document the Company still can't get it 'right first time'. The Company has since reissued the S188's but it's anyone's guess if they are correct.

The current reduction totals on the S188's are 94.5 in Civil Aerospace Staff and 12 in the Innovation Hub.

For Works colleagues we have now received some clarification of the locations of the ~420 direct reductions but cannot communicate further due to the obligations of the NDA. This will be communicated as soon possible.

We can confirm that the Company have eventually agreed to our request to postpone the issuing of any S188 notices for Works colleagues until the end of January 2021. There are a number of issues regarding the release of VS applicants, even where a HR1 and/or S188 has been served.

Apprentices

Some apprentices were scheduled for finishing their apprenticeship in 2020, but have no permanent role available, where possible have been placed in temporary positions until March 2021 due to number of VS leavers earlier this year. Unfortunately for the rest of the 2020 completers they will be receiving **termination letters** from as early as the 7th December.

It is therefore important that VS applications are processed as quickly as possible to at least provide some temporary positions (if not permanent positions). A point which has been registered with the Company by your Trade Union.

Furlough Phase 4

We have agreed that payment at 80% will be extended until 31st January 2021. We will then meet with the Company early in the new year to understand further governmental furlough guidelines for extension until the end of March 2021.

Pay & Benefits

As previously reported, we have yet to agree collective agreements on COVID temporary changes and Package Principle MoU documents. After reaching agreement with the Company we will be double checking everything with the Union's legal team.

You may have seen the recent communication from Simon Burr and Simon Carlisle, in which they stated, "Discussions have commenced on the Reward Principles and proposals announced on 5th November".

Unfortunately, this is another example of fake news by the Company as no such discussions are taking place with TU representatives.

To make it clear to members and the Company (we know they love reading these newsletters) – **no discussions on pay and benefits will take place until all appropriate collective agreements are agreed and signed.**

Be assured, everyone who is affected will have a vote on the outcome of those discussions.

Pensions

There are also problems obtaining pension figures for colleagues exploring VS – a fundamental part of the decision to apply to leave.

The Pensions CNC hope to issue an update on the current situation next week.

H&S

We are continuing to have several health and safety issues, not least of which is having to go back over fundamental points we thought we had agreed previously.

We have asked for more details around the use of the Track and Trace app being used in the workplace and we still have outstanding issues around self-isolation and payment of shift pay guidance.

It is interesting to note that managers are also becoming increasingly concerned about these issues.

All these outstanding issues remain on our agenda and are becoming problematic to resolve.

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

Steve Hibbert	Ian Wilson
Gary Andrews	Mark Porter
Ian Bestwick	Steve Jones
Mahf Khan	Stuart Hedley

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/>



Appendix 1 – Unite the Union Barnoldswick Press release.

Unite Press Release

Immediate Release: Wednesday 25 November 2020

Rolls-Royce Barnoldswick Christmas lockout and offshoring decision an act of industrial self-mutilation

Rolls Royce's announcement that it will close its factory in Barnoldswick from this Friday (27 November) until after Christmas, while offshoring work around the globe, has been described as an act of 'industrial self-mutilation' by Unite the union, which represents workers at the plant.

Unite members have been undertaking targeted strike action since 6 November, which was due to end on 24 December, in a campaign to secure the future of the historic factory, the cradle of the jet engine. The campaign has become known as the 'Battle for Barnoldswick'.

In a briefing staff were told that ***"on the basis of health and safety"*** the site would close for an extended Christmas shutdown and workers would not return until after Christmas.

They were also informed that work currently undertaken at Barnoldswick will be immediately transferred to Japan, Singapore and Spain.

Rolls-Royce has further announced that workers who are not part of the current targeted industrial action will be furloughed from Monday 30 November until Friday 18 December and will receive 80 per cent of their pay during this time.

The 'Rolls-Royce furlough' is not part of the government's Job Retention Scheme, nor is it something that has been agreed with Unite. As a consequence, Unite is seeking urgent clarification and is considering a legal challenge to ensure the workers who were not on strike receive 100 per cent of their wages.

Unite regional officer Ross Quinn said: ***"We have consistently called on Rolls Royce to work with us to find the resolution that the members who have given their working lives to Rolls Royce deserve.***

"However, the company has shown absolutely no appetite to resolve the dispute. The decision to lock workers out of Barnoldswick before Christmas and to immediately offshore work at the factory demonstrates that Rolls-Royce has no intention of negotiating or consulting its loyal workers on its plans.

"Workers at Barnoldswick, who take huge pride in their work, began targeted industrial action as a last resort in order to ensure the future of the historic factory.

"By its actions today it appears that Rolls-Royce is simply not prepared to enter into negotiations and to preserve this historic site. Instead it has undertaken this course of action which damages workers, the local community and the historic Rolls-Royce brand.

“We remain committed to finding a resolution and call on the company to meet with Unite immediately before they do irreparable damage to this workforce and community.”

In August Rolls-Royce announced that it intended to offshore the work on its Trent jet engine blades from Barnoldswick to a site in Singapore, with the loss of 350 jobs. Unite has warned this would make the factory, which Rolls-Royce has operated for over 70 years, potentially unviable.

The loss of jobs or the potential closure of the site would have a devastating effect on the town and the community of Barnoldswick where Rolls-Royce remains the principal employer.

Since the announcement, Unite has been campaigning to have the decision to offshore the jet engine blade work reversed or alternatively secure a commitment that similar work would be transferred to the site.

Rolls-Royce’s actions are especially controversial as it is currently in the process of securing around a billion pounds support from the government, as part of a £5 billion refinancing scheme, to contend with the global slowdown in the aerospace sector due to the Covid-19 pandemic.

Unite national officer for aerospace Rhys McCarthy said: ***“Rolls-Royce actions are totally unacceptable. At a time when they should be entering into negotiations, they have instead locked workers out and moved work abroad.***

“It is vitally important that the government and MPs make it entirely clear to Rolls-Royce that its actions are deplorable and should be reversed immediately.

“Since Rolls-Royce first announced its intentions, Unite has been crystal clear that it was fully prepared to negotiate to secure the future of Barnoldswick and this still remains the case.”

ENDS

EOS Trade Union Newsletter

24th November 2020



It is only right and proper to issue an EOS-specific newsletter following a year of complete deceitfulness from the Services Leadership team towards us, both in Derby & Heathrow.

Back in April we had a total headcount reduction of 49 from EOS Heathrow (50%) and 35 from EOS Derby. Announcements for reductions in other MRO bases including Inchinnan, Ansty, Bristol, Germany and Canada were also made at the same time. We had our suspicions concerning the future of EOS London Heathrow but unsurprisingly no commitment was provided by the Services leadership team at the time!

With a combined total of over 4700 years' service, 167 employees in EOS Derby came forward for Voluntary Severance (VS) and left the Company by September 30th 2020. This meant we could mitigate reductions in other areas of the businesses – over 100 jobs in total.

We raised concerns that all leavers were being replaced and stated that ethically we should not be giving the false hope of people making the decision to move with a second phase of reductions before the year end, but regrettable that is the situation we find ourselves in.

Taking into account the closure of MRO Inchinnan (446 direct jobs) and now 150 directs within EOS (29% of our direct workforce), this is not just a drop in load but a blatantly opportunistic and strategic attack on cutting UK MRO jobs and offshoring work to Joint Ventures and third-party maintenance providers.

For those who witnessed the shambolic way the Services WebEx singled out EOS Derby and EOS Heathrow on 5th November, you will understand and probably share our utter disgust at the way the announcement was delivered.

Many of you heard the announcement second-hand from colleagues or by seeing the 'Killer' slide on your mobile phone, we're sure you all felt better about the situation with the usual Company cliché of "we care about your wellbeing and mental health". We know they really don't care.

EOS have always played a big part of the MRO network, especially when it comes to the health of the Trent 1000 engine fleet during recent times, by developing methods and training 3rd party providers to get the AOG levels of the Boeing 787 Dreamliner down to zero – something the workforce answered admirably with hard work and dedication to the cause.

When the National TU Group forced the Company to shut down sites in March to make workplaces safe, EOS took the time to redesign the shop layout and have since implemented over 600 improvements – to allow us to continue working safely and thus continue to drive down the Boeing 787 AOG's.

Our suspicions were raised again when a review revealed RR Canada was not going to be impacted as first thought and are now not facing closure. We never believed Canada was ever going to be impacted as originally announced, and now we know!

Their actions prove the deception that's been played out. We do not need to tell you how the whole of our workforce must now feel after the announcement on 5th November of a FURTHER 150 job cuts in EOS and the proposal to close the London Heathrow facility. This now leaves us with a workforce they wanted in June, not knowing what their future entails.

We will of course be raising the above and much more in the coming weeks, including maximising the government furlough scheme into 2021 and will endeavour to maximise mitigation of job reductions.

What we have recently been provided with is the EOS 2021 SORB data;

Facility	Derby	LHR
Engine shop visits	100	35

Lastly for now, we would like to thank the membership for your complete professionalism and continued support in this most difficult of years.

Take care of yourself and each other - your TU cares about you even if the Services Leadership team does not.

Aiden Papworth
EOS Derby – Deputy Convenor

Mick Beardsley
EOS London – Deputy Convenor