

TU Newsletters - Anonymous Complaints

This newsletter is different than the previous 14, in that we are making you aware of an issue that is affecting us, your National TU Group of representatives (the signatories to the newsletters).

In September last year we were notified by the Company that around a dozen anonymous 'complaints' had been made concerning the tone of the TU newsletters (nine had been issued at that point in time).

A meeting was held with the Company to try to understand the issue, during which we made it perfectly clear we always reserved our legal right to inform the membership of our position on Company matters.

At a subsequent meeting the Company responded by saying they had 'investigated' the complaints and there wouldn't be any further action. We were informed that "*If they continue to receive further complaints about the tone of the newsletters, the Company will consider its approach again*".

We have always acknowledged our responsibility is to be honest, factual and professional but we make no apologies for saying it as it is. As a member of the Union, you should expect nothing less.

It is worth remembering the intended audience of our newsletters are Union members in non-management grades.

We take great care to construct all our newsletters based on the facts as we see them from the front line at that moment in time. Any views we express are genuinely held. It would be an unbelievably stupid and dangerous act of self-harm to intentionally misrepresent the situation.

By contrast, we have consistently received a significant amount of positive feedback from members, we know the vast majority of you read and understand our clear approach in communicating the current crisis.

Have our Newsletters been factual, direct and in some instances hard-hitting? Yes. Will they continue to be? Of course, they will if required. Again, as a member of the Union, you should expect nothing less.

Please be assured we would never dismiss anyone's genuine concerns. If any works/staff member has an issue with the content of our newsletters, please contact any of the National TU Group in the first instance, again please be assured any member approaching us will be treated with the utmost respect and confidentiality. If we are unable to satisfactorily address your concern, we will provide you with the Union's official complaints procedure.

In February, following the receipt of three further anonymous complaints, the Company notified us of their intent to place the representatives in the National TU Group into a 'formal disciplinary investigation'.

This came as a very unwelcome distraction in the middle of intense discussions. We therefore informed the Company we would not be participating in any national negotiations until the matter was resolved.

After conferring with our Full-time Officers, we unanimously agreed not to attend the investigation meeting – instead it was agreed that a Full-time Officer would represent us. We had hoped that this would be the end of the matter.

However, the Company has other ideas.

We have been informed that whilst the Company believe there was a breach of the Company Code of Conduct, they will not be progressing with the disciplinary process and the matter will be dealt with via alternative means.

We have known for some time that they don't like our newsletters because they are extremely well received, widely read, factual and honest.

We believe this attack is nothing more than the Company attempting to shackle your TU and stifle **your** representative's voices.

There is great irony in this, from a Company which attempted to tear up longstanding agreements, questioning our approach!

The Trade Union movement has a long history of standing up and being counted in every workplace, challenging bullying behaviour, holding Companies to account and calling out dangerous, unsafe and unfair behaviour wherever it occurs.

A grievance from the National TU group will be raised against the Company which may take some time to conclude. Therefore, on registering the grievance we will re-engage in negotiations with the Company, because we feel this is in the best interests of our members.

Thank you for your continued support.

Stay safe.

Your National TU Group

Steve Hibbert	Ian Wilson
Mark Porter	Mahf Khan
Ian Bestwick	Steve Jones
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/>

