

### National TU Group Update

In our last newsletter (#19) we declared the result of the National Works and Staff 5/10 days unpaid leave ballot, which was narrowly accepted by the workforce. We also informed you that a further newsletter will be published on the next steps after ongoing discussions with the Company.

We first communicated to you all back in June 2020 (newsletters #5 and #6) details of 'the package' (Restructuring Framework Principles) which contained the Company's desire for 10% Productivity and Efficiency (P & E) savings.

We also communicated in newsletter #13 that any changes to Terms and Conditions from April 2021 onwards - be they temporary or permanent as result of the discussions by the National Negotiating team – will require a ballot of affected members. This has been our consistent position throughout the discussions which the Company have always acknowledged.

From the start of the national discussions in February 2020 we have been clear with both the membership and the Company that we were operating as a temporary National Negotiating team. Formal arrangements needed to be agreed by the TU and the Company and put in place with elections to any new bargaining structure, which the Company also acknowledged and understood.

The Trade Union structure was originally required to be put in place by September 2020. This was extended to the end of 2020 and was finally pushed back to April 2021 in line with the end of Covid-19 temporary arrangements.

Unfortunately, despite the TU tabling national bargaining structure proposals, the Company have failed to engage on this element.

Following the result of the unpaid leave ballot and before discussing next steps with the Company, we reconvened our fortnightly national meeting of all Senior Representatives from across the whole of the UK.

It was unanimously agreed by all Senior Representatives that there will be no further Terms of Reference discussions by the current national negotiation team on the following subjects:

- Productivity & Efficiency (10%)
- Permanent Redundancy Terms
- New Starter Rates

However, recognising the ongoing situation with the Company it was agreed by the Senior Representatives that the current national negotiation team continue negotiations on behalf of the UK on the following package subjects and additional points until a formal TU bargaining structure is agreed and put in place:

- Furlough Terms; July-Sept
- Job Reductions & Workstreams
- Temporary Redundancy Agreement
- Core Working Principles (SWP)
- Additional Hours & Contractors
- Managed Services MOU
- Make & Buy MOU
- H&S
- Home Working Agreement

This position was formally registered with the Company at a meeting on the 19th May 2021 and at follow up meetings on the 25th and 26th May. Further meetings are planned next week.

On 27th May the Company sent a communication - 'Update on UK national Trade Union NDA Group'. We do not intend to respond in detail to this communication as discussions have not concluded, however we will point out some glaring errors.

The Company state "The terms of the UK Package deal were agreed last year". This is factually incorrect. The outline principles of the package deal *were* finalised last year with final arrangements on those principles reached in March 2021. Discussions have continued since March 2021 on the Terms of Reference for the 10% P & E savings principles, but these discussions have not reached a conclusion.

**Please note, the only agreement we have signed is 'The UK Covid-19 Temporary agreement' on 27th January 2021.**

Talks are on the verge of breaking down, with the Company insisting we have an 'agreement' without any signatures or a national ballot. Their view is all that remains is identifying who is going to sign it!

We reported this position to a reconvened national Senior Representatives meeting on 27th May at which they gave the national negotiating team the remit to conduct a consultative ballot on the 'Package' (Restructuring Framework Principles) if talks break down.

A more comprehensive Newsletter will be circulated next week when we know the outcome of discussions with the Company.

Thank you for your continued support.

### **TU National Negotiating Group**

Steve Hibbert	Ian Wilson
Mahf Khan	Mark Porter
Stuart Hedley	Paul Longley
Lee Purslow	Gary Andrews
Ian Bestwick	Steve Jones

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/>

