



## Newsletter #28

24<sup>th</sup> December 2021



### Fighting for UK Jobs (Again)

#### National Negotiating Update

We wish to provide you with an end of year update to close out 2021. In Newsletter #26 we informed you of an offer that the UK Trade Union (TU) Reps had made to the seniors of RR, to hold clear the air talks. At the time little progress had been made, however we committed to keep you updated.

We can confirm that a small delegation of Lead UK TU Reps has met with Warren East and Harry Holt on three occasions, with the third taking place online last week. Without going into the specifics, it was recognised by all parties that *'a different way of working'* and *'a better approach to industrial relations'* was required. Both parties agreed to continue talks attempting to rebuild trust.

We made it clear that **'future UK jobs'** were at the top of our agenda and would be at the forefront of our minds in any discussions going forwards. The meetings have been professional and conducted with open two-way dialogue. We believe these discussions have been useful to both parties and we are committed to continuing the dialogue in the new year.

#### Business Outlook

As many of you will know, despite the ongoing uncertainty of the omicron variant the business continues to see improvement in its fortunes. Two weeks ago, the Company issued a trading update to investors, reaffirming its guidance and a better year end cash position than originally thought, albeit mainly due to a timing issue on cash flow in and out of the business.

Flying hours continue to grow in line with previous forecasts and many of our facilities simply do not have enough people to meet the workload demand, which in some cases is resulting in large amounts of overtime being worked, which also looks set to continue into Q1 2022.

Whilst Members are happy to support the Company with additional working, we do have to question the logic of enforcing a two-week shut down across the Company earlier in the year. In addition, we are seeing an increasing number of vacancies across the Company for full time employees, many of which are in areas where large numbers of people were released a little over 12 months ago.

#### Barnoldswick

In Newsletter #26 we also reported that despite the ongoing discussions, both parties had failed to reach agreement. We are pleased to be able to report that further discussions were held and an agreement in principle was reached (*subject to the detailed wording being acceptable and ratified in a signed agreement*) and accepted by a majority of members in a ballot at the start of November.

Since the ballot, the local TU have continued to meet with the Company to define the details of the agreement prior to signing. Despite agreement on the wording, there are still outstanding issue relating to the lack of detail being provided to the trade union on site, (*part numbers and work content*), which is the foundation of the agreement. Without these elements the agreement cannot be signed on behalf of the members. Given the time of year this will now drag into the New Year.

The local TU Reps and Workforce have expressed their sincere thanks for all the support you have given them, in what have been very difficult times for them and their families, they are looking forward to returning in the New Year and hope to be in a position to sign the agreement and move forwards.

## **Inchinnan**

Despite the more positive news emerging from Barnoldswick there is still a great deal of uncertainty for our colleagues north of the Border in Inchinnan. Concerns about the large empty space in half the factory that was vacated when the Company closed the MRO facility there last year continue to remain.

On top of that the Company have still not formally announced what is happening to the Shafts line, *Is the work still returning to Derby?* if so, *what replacement work is going to the Inchinnan facility to fill the gap?*

It should be remembered that the Members in Inchinnan made significant changes to T's & C's, which the company insisted upon as part of the investment to in load the Shafts work, this included working an extra hour per week. The TU locally have made several attempts to ascertain what is going to happen when the Shafts work is removed, but so far have not been given the information or assurances they require.

## **Ansty**

It also seems that there is little to cheer about this festive season for our colleagues at the Ansty facility, who have constantly been met with resistance whilst trying to engage on the subject of new work coming to the site despite the agreed wording within their MOU (which we have previously reported upon). All this whilst remembering losing 65 Jobs late last year due to T700 MRO work being shipped overseas.

To add to the insult the Membership has faced increasing pressure to work overtime and accept the reintroduction of Contractors. The workforce has been very clear with the Local TU Reps, they are not just interested in the short term and require meaningful dialogue over the long-term future of the Site.

## **Heathrow**

We also reported in Newsletter #26 that the Company were in the final stages of offloading the work at Heathrow and TUPE transferring more of our colleagues to a 3rd party, this activity has now sadly concluded resulting in our Members being transferred to the Hong Kong Aircraft Engineering Company (HAECO).

We would like to acknowledge the support and commitment to the job from the On-Wing Services Team, who despite all the uncertainty, have continued to work extremely hard in challenging circumstances to keep the fleet flying.

Their commitment and dedication is even more commendable when we learnt that after the TUPE process had started and after the first 4 or 5 weeks of consultation that RR left the table leaving the TU Reps and HAECO to sort out the detail which on the face of it might seem okay. However, when it came to certain elements which had already been agreed (e.g. all TOIL in employee accounts to be paid out by RR and information for individuals with lease cars) RR made no input leaving matters to the TU Reps and HAECO to resolve.

The Company also failed to pay the workers correctly for their last RR pay and switched off all access to the Mechanics RR laptops without any warning, which in turn has effected tasks they needed to carry out for HAECO on behalf of RR, this led to tasks being cancelled as they did not have access to worksheets, etc. Not exactly a fitting end for years of loyal service.

## Health and Safety

The National Health and Safety Committee continue to engage with the Company on a weekly basis given the prevalence of the new Covid variant throughout the UK. This work will continue over the Christmas and New Year break to ensure a safe return in the New Year.

The Company have indicated that the reintroduction of some Covid measures such as Air Gaps between Shifts may be necessary, when these measures were removed earlier this year the National H & S Committee voiced concerns about the ongoing risks.

The National H & S Committee was formed as part of the Covid response; however, the Company have agreed with the TU's request for this group to deal with all H & S matters arising nationally. To date this group has worked well in a collaborative spirit, driven by the data to keep our Members safe.

**We encourage all Members to review the Company Covid guidance regularly**

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## CSEU Shorter Working Week - Survey

Finally, in conjunction with Strathclyde University, Unite and the CSEU are conducting some research into working time which will cover a number of areas including a shorter working week.

We would be very grateful if you could all take 5 minutes to complete the short survey by clicking on the link here or using the QR code

<https://phil.onlinesurveys.ac.uk/cseu-working-time-survey>



the more people that complete the survey the richer the information will be, from which the next steps can be developed.

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Remember these newsletters are intended for Works and Staff Members of the TU.

**Please accept Seasonal Greetings from the National Negotiating Team, we wish you and your families a Merry Christmas whilst looking forward to a Happier New Year**

Thank you for your continued support.

### TU National Negotiating Group

Mark Porter	Paul Longley	Mahf Khan
John Black	Ian Bestwick	Bryan Huish
Kev Wright	Stuart Hedley	Aiden Papworth
Gary Andrews	Karl Daly	Clive Johnson
Derek Texeira	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/>

