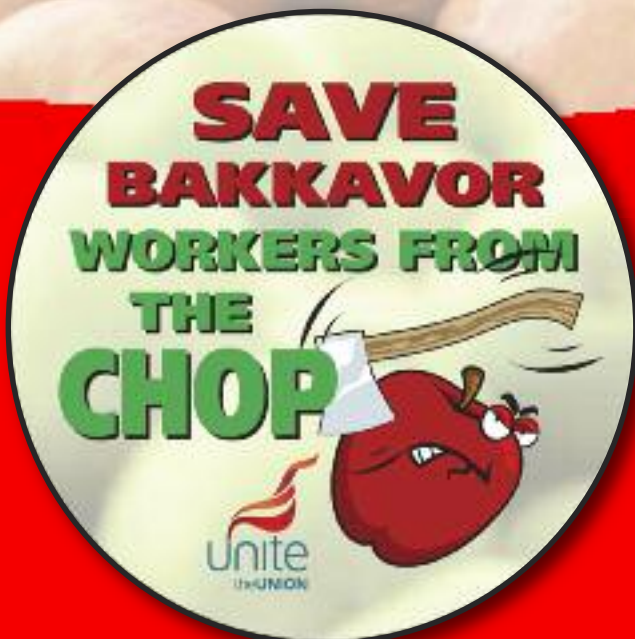


DON'T CHOP BAKKAVOR WORKERS' PAY AND JOBS!

THE TRUTH –

**How Bakkavor management plans to make
YOU pay for THEIR incompetence:**

- **Pay cuts, jobs losses, YOU lose thousands of pounds per year**
- **Managers' mistakes cost millions but they keep their pay and jobs!**
- **There is a BETTER way if Bakkavor will listen**



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Bakkavor wants to slash 170 jobs from its Bourne Salad site. It also wants to make huge cuts in YOUR pay and conditions – taking from pay that is already barely enough to live on for loyal, hard working employees who work in freezing and wet conditions every day to put bagged salads and sliced fruit that they can't afford to buy themselves onto supermarket shelves.

You didn't cause the problems – management is to blame.

Bakkavor management claim they have to cut costs by £5 million to stop the losses they have made.

These losses are not the fault of the workers who are committed and productive; the blame lies wholly at the feet of the management who have failed their workforce.

Bourne Salads management has failed to:

- protect the company against currency fluctuations
- provide consistent quality and service to customers resulting in the loss of some significant and important business with both Tesco and Sainsburys
- ensure investment is properly commissioned. Because of management incompetence, Line 11 is still not working which means they are failing to make savings of £10,000 every week

Now they want to make you pay for their incompetence by:

- Slashing shift pay, getting rid of night and back shifts but introducing a new "twilight shift" which is in reality a night shift without night shift premium
- Slashing overtime pay – they want to pay time and a quarter instead of the current time and a half
- Introducing compulsory overtime working of up to one and a half hours per shift paid at flat rate but continuing to only guarantee 35 hours pay – this means they can force employees to work a longer shift for less pay when work is available – but they won't guarantee the additional hours
- Removing all payment for breaks
- Slashing Bank Holiday premium to force anyone rostered to work on a Bank Holiday to do so on flat rate which is half the pay they get now
- Slashing holiday entitlements by up to four days per year
- Introducing a new starter rate of £6.00 per hour – barely above the minimum wage – and freeze all other pay rates until the new rate 'catches up' which they have told us will be linked to increases in the National Minimum Wage – this could take years.

These cuts are in addition to the 170 redundancies the company wants. And even though they are sacking people, Bakkavor still intends to make significant use of agency workers.

What do these changes mean for YOU?

Abolition of Night Shift

All workers moving from nights to days lose massive amounts of money.

Operatives will lose £1.33 for every hour worked

- £46.55 less each week
- £2,420.60 less every year – this is over 10 weeks' basic pay less per year

Tech Ops will lose £1.83 for every hour worked

- £64.05 less each week
- £3,330.60 less every year – again a loss of over 10 weeks' basic pay per year

Forklift Drivers will lose £1.54 for every hour worked:

- £53.90 less per week
- £2,802 less every year – again over 10 weeks' basic pay less every year

Abolition of Back Shift

Again, workers moving from back shift to days will lose significantly:

Operatives will lose £0.67 for every hour worked:

- £23.45 less per week
- £1,219.40 less every year – a loss of over 5 weeks' pay

Tech Ops lose £0.93 for every hour worked:

- £32.55 less every week
- £1,692.60 less every year – this is worth over 5 weeks' pay

Increased contractual hours – but no increase in guaranteed pay

Management has said employees will now be contracted to work 12 hour shifts but they are still only prepared to guarantee pay for 10 hours.

Management claims everyone will be better off because although you are working longer hours you will get paid for it. This is not true! The company will decide whether or not they want people to work, and could send employees home every day after 10 hours if they choose.

This proposal is simply a crude attempt to force you to work overtime at flat rate for the first one and a half hours.

There is no clear plan as to how workers will know when they must work for 10 hours and when they will work 12 which will cause significant problems for anyone with childcare or transport problems.

Being forced to work overtime at flat rate with no overtime premium means that if workers have to work 12 hours for each shift they will lose even more money compared with is currently earned:

- An operator will lose £17.64 per week
- A Tech op will lose £24.09 per week

Removal of the paid break

This is very straight-forward – again all workers lose significant amounts:

- An operator will lose £11.74 per week
- A FLT driver will lose £13.41 per week
- A Tech op will lose £16.07 per week

Removal of the paid break without any other cuts is a 5 percent pay cut for everyone!

Introduction of 'Twilight' shift

The proposed "Twilight shift will run 7.30pm to 3.30am and will employ Tech Ops only on an hourly rate of £10.20. This is a night shift under all legal definitions. All the company is doing is abolishing night shift premium and all Tech Ops transferring from nights will lose £28.35 at the same time as working longer hours than they do now.

Abolition of Bank Holiday premium

This cuts in half what you would earn and as most employees work on average four bank holidays every year, this is a pay cut of at least 4 days per year if you're working 12 shifts as proposed by the Company.

- An operative would lose £295.24 per year
- A FLT driver would lose £337.04 per year
- A Tech op would lose £403.92 per year

Reduction in holiday entitlement of four days per year for employees currently working 10 hour shifts/35 hour week

The company proposes to cut holidays from 26 days down to 22 days so employees will have to work an extra four days every year for no additional money.

Reduction in holiday entitlement of two days per year for employees currently working 12 hour shifts

The company proposes to cut holidays from 24 days down to 22 days if you work 12 hour shift, so you will have to work an extra two days every year for no additional money.

Reduction in overtime premium from time and a half to time and a quarter

As well as having to work compulsory overtime on flat rate for the first one and a half hours as outlined above, any further overtime worked above the contractual weekly hours will incur further losses as a result of the reduction in the overtime rate.

Freezing the basic rate until the new starter rate catches up

Basic rates have already been frozen for nearly three years but Bakkavor management has said they will stay frozen until the new starter rate – £6.00 per hour – catches up. When pressed on how long this will take management said the £6.00 will increase in line with increases in the National Minimum Wage – so this could mean many more years of frozen basic pay for existing workers!

There is a **BETTER** way

Bakkavor managers can show us no evidence that such savage cuts in YOUR pay and conditions are necessary.

Instead, we believe local management is opportunistically using the losses they caused as an excuse to drive down labour costs. They are disguising their failures by cutting your jobs and pay.

We also believe that Bakkavor is proposing the changes in a shameful attempt to get out of their obligations under the new Agency Worker Regulations. These come into force next year, forcing them to treat all workers on their site equally – but they want to drive down your pay and terms beforehand.

Pay and conditions at Bakkavor are already meagre. Unite will not let them be attacked further to allow Bakkavor to avoid their legal obligations.

How else could Bakkavor save money?

With our detailed knowledge and understanding of the business Unite has proposed a number of alternative savings that would help turn the company around without the savage attacks on the workforce but these have been ignored. Their suggestions include:

- Improving standard of service to customers to reverse the trend of losing business and to instead grow the business thereby increasing profit margins
- Take advantage of the growth in the market to increase sales up to £10 million. There will be clear opportunities to gain one or more big contracts over the next few years but only if service to customers is improved to minimally acceptable standards.
- Use the combined purchasing power of the Group which should be able to deliver significant cost improvements
- Re-examine management/salaried staff structures – even taking into account the proposed reductions we believe management levels are still too high in some areas
- Explore synergies with other Bakkavor sites –

there does not appear to have been a willingness to explore how working more closely with other sites could make further savings.

- Exchange rates go up as well as down – right now, sterling is appreciating against the Euro – so the company could soon be making money on foreign exchange

So there are clearly other ways of saving money. The many mistakes of the past have led to the current situation – they must not be repeated.

It is also sadly true that management terms and conditions have not been touched. They're not even prepared to lead by example.

Your job matters to Unite – we'll fight for it

Half the workforce on the Bourne site work two jobs to try to make ends meet. They cannot afford to live if their wages are any lower than they already are and Unite is determined to fight back against these unfair changes.

These jobs and wages are vital to you, your families and this community.

Unite is determined to help you fight for better treatment. Help support the campaign today.

Come to any events that are advertised! As well as a demonstration in Spalding on 17 December there will be other opportunities to show your support so please join us and tell all your friends and family.

- Visit the campaign website – www.dontchopbakkavor.org – to download stickers, leaflets and petitions and to get updates on planned events
- Write to Bakkavor senior management to urge them to change their proposals – you can download a model letter from the website or email the UK CEO, Gordon Pates, at gordon.pates@bakkavor.co.uk
- Download copies of the petition and get them signed by as many people as possible!
- Talk to your union rep today.



www.dontchopbakkavor.org


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