

DB Schenker CSEU Engineering Council

Affiliated unions to the CSEU



2009 / 2010 Pay & Conditions Talks Update

The CSEU / Unite Engineering Company Council would like to update staff with regard to the pay and conditions talks for 2009/2010.

On the 1st October 2008 the CSEU / Unite Engineering Company Council submitted your pay and conditions claim for 2009. At the time the claim was submitted, the retail price index was 3.5%. Your representatives were asking for a pay rise above this. It took until February 2009 for the Company to respond. The Company responded by asking us to accept a pay freeze as a result of the economic downturn. Your representatives did not accept this proposal on your behalf as we had been made aware that other grades of DBS workers had received around 4% pay rise for 2009.

In June 2009, the Company did make a small offer below the retail price index at that time. This was declined by your representatives. In August 2009, the Company informed your representatives that their revenue had declined further and were asking for staff to take unpaid leave. On 1st October 2009, your CSEU representatives submitted the 2010 pay and conditions claim.

The Company has informed your representatives that due to the economic downturn and the loss of revenue in 2009, that they would only now be able to offer engineering staff a pay rise that would have to be linked to productivity along with the realignment of some conditions of service in the future which would be the same as DBS operational staff. In other words, your pay rise will be proportionately paid for by yourselves through productivity.

The Company have also stated that any further pay rises would be dependant upon Company profits. The Company's final offer comprises of a one off payment of £280 for 2009, an increase of 2.35% with effect from 1 January 2010 for changes to the method of payment, work time and annual leave.

Your CSEU/Unite Engineering Representatives did not and have not accepted the Company's proposals because of the productivity issues (strings attached). This will only happen if endorsed by the majority of the membership.

It has taken the Company 15 months to make an offer which is above the retail price index and the opinion of the Company Council now is that as there is no alternative on the table to the final Company productivity offer we therefore feel it best to recommend that staff accept the offer in light of the increases in pension contributions, NI contributions, VAT and Retail Price Index and the loss of work and revenue which DBS is experiencing which is all having a dramatic effect on our membership.

The CSEU/Unite represents democratic trade unions and will always seek any improvements to pay and condition with the support of our membership. The CSEU / Unite are the only organisation with collective bargaining rights for DBS engineering grades.

Only members of CSEU affiliated unions will receive a ballot paper on the company's offer for 2009 / 2010. The ballot for the Company's offer will be run over 4 weeks from Monday, 11 January 10.

Unite members should call Tel: 0161 848 0909 if they do not receive a ballot paper by 22 January 09.

If you require any clarification with regard to the above please do not hesitate to contact your regional CSEU / Unite Company Councillor.

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DB Schenker/CSEU Company Council