

Unite mechanical and electrical construction workers –

Don't believe their lies



One down – seven to go: Great news, one of the eight break-away firms threatening to pull out of the agreements has seen sense and has returned into the JIB. MJN Colston has told their workers they will no longer be a party to the move to tear up the old agreements and replace with inferior terms and conditions.

This success is a direct result of the protests that have been happening all over the country. We now need to ensure that Balfour Beatty, Crown House and the rest do the same. These firms will be harder to crack as they have taken a more aggressive path. But if workers stick together and support the protests we can win.

Many of these firms have been hauling in their workers to intimidate them into signing new contracts and been putting about some mis-information. Let's be clear. This move is about taking money from your pay packets into the profits of these companies.

Myth 1 – no current employee will be affected

The employers are telling their workforce that their current workers will not be affected. This is a lie. Every worker in M&E will be affected. If they get away with introducing the semi-skilled grades and reducing labour costs by a third, no-one will be safe. In fact electricians working under NAECI will eventually be affected as Balfour Beatty, Crown House and co. will be able to undercut any firm using a skilled workforce. Their new agreement allows them to downgrade and totally dominate the employer owned card and grading process.

Myth 2 – they need to modernise or jobs will be lost

The only jobs that will be lost will be skilled jobs as the employers will switch to lower paid semi-skilled operatives. The jobs will still be there, they will just be much lower paid.

Myth 3 – The need to reduce costs to survive

Last year the seven made huge profits: Gratte Brothers £323,000 ; SES £2,515,000 NG Bailey £19,920,000; T Clarke £ 5,738,000; Crown House £9,485,000 and Balfour Beatty made a staggering £50.5 million. These compa-

nies are highly profitable. This attack on your pay is total opportunism by these companies.

Myth 4 – Everyone needs to tighten their belts

While your pay and terms and conditions are being slashed the eight's bosses are not sharing your pain:

- Directors at Gratte got 23% increase to £895,328 with the highest paid director receiving £288,639 in 2010 an increase of 24.5% - this didn't include their pensions;
- NG Bailey's Directors got £1,825,000 for 2010 , including a payment of £574,000 as compensation for loss of office for the highest paid director. During the year to 2010 the workforce reduced from 3,898 to 3,625 mainly Operatives.
- SPIE Matthew Hall Ltd's - UK Based directors received total payments of £1,136,000 for 2009 an increase of 32%. The highest paid director received (excluding pension contributions) £335,217 for 2009 an increase of 54.6%.

Myth 5 – Unite won't negotiate

Unite will negotiate, what your union won't do is agree to their proposals which will de-skill the industry and result in massive pay cuts.

'NO' to intimidation

The 'seven' have upped the ante. Five of the seven have threatened to sack their M&E workers unless they sign up to massive pay cuts and the de-skilling of their industry on December 7th. Unite says 'don't sign'. Unite will be giving further legal guidance nearer the time.

Some of these firms are not allowing union officers on site to talk to members. This is unacceptable. But this bullying and intimidation is back-firing badly.

Protests around the country are spreading. We have seen huge protests in London, Salford, Grangemouth, Newcastle, Lindsey Oil Refinery and many more.

Large numbers of workers are attending mass meetings and getting organised. This is just the beginning.

We need to get ready to ballot

Unite wants every site to be 100 per cent organised. Talk to your workmates. Make sure they are in the union. Unite needs your up to date address, we need to know which contract your are working under . If you know your membership number you can update your own details: www.unitetheunion.org/myunite or get in contact with your shop steward. If you don't have one, put yourself forward to be one. Contact your full time regional officer today.

If we're organised we can win

Unite construction Regional officer contact details

North East, Yorkshire & Humber

Leeds office: Bernard McAulay
(National Officer) 113 236 4830
bernard.mcaulay@unitetheunion.org

Newcastle upon Tyne office:

Bill Green 0191 300 2107 or
0845 604 6390
bill.green@unitetheunion.org

Sheffield office:

John Allott
(National Officer) 0114 321 9702
john.allott@unitetheunion.org
Chris Weldon
0114 321 0702 or 0845 604 1399
chris.weldon@unitetheunion.org

North West

Whitehaven office: John Fallows,
01946 550 113 or 0845 604 5531
john.fallows@unitetheunion.org

Liverpool office:

Steve Benson, 08456 046258 or
0151 203 1907
steve.benson@unitetheunion.org

Manchester office:

Mike Gaskell
07768693950
mike.gaskell@unitetheunion.org

London and Eastern

Dagenham office: Vince Passfield,
vince.passfield@unitetheunion.org
Guy Langston, 020 8596 9966
guy.langston@unitetheunion.org
Harry Cowap, 0208 596 9966
harry.cowap@unitetheunion.org

Heathrow office:

Neil Willoughby,
020 3004 3440
neil.willoughby@unitetheunion.org

South East

Crawley office: Malcolm Bonnett
01293 613 795 or 0845 605 2191
malcolm.bonnett@unitetheunion.org

South West

Bournemouth office: Colin Rose
01202 294 333
Email: colin.rose@unitetheunion.org

Bristol office:

Jerry Pickford
01275 370 000
jerry.pickford@unitetheunion.org

East Midlands

Derby office: Steve Syson
01332 548400 or 0845 601 627
steve.syson@unitetheunion.org

West Midlands

West Bromwich office: Mick Tuff
0121 553 6051
michael.tuff@unitetheunion.org

Wales

Milford Haven office:

Allan Card 01646 690618
allan.card@unitetheunion.org

Cardiff office:

Graham Smith
02920 394 521
graham.smith@unitetheunion.org

Pontypool office:

Bryan Godsell
01495 762222
bryan.godsell@unitetheunion.org

Northern Ireland

Belfast office: Jackie Pollock
02890 020418 or 02890 232381
jackie.pollock@unitetheunion.org

Scotland

Dundee office:

Rab Sherry
01382 000 034 or 0845 604 5526
rab.sherry@unitetheunion.org

Edinburgh office:

Scott Foley
0131 556 9676 or 08453 450 145
scott.foley@unitetheunion.org

Glasgow office:

Willy McGonigle
and Billy Parker 0141 404 5424
willy.mcgonigle@unitetheunion.org
billy.parker@unitetheunion.org

**For more information on Unite's campaign to defend your agreements,
visit www.unitetheunion.org/mecampaign**