

Prestwich

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17th February 2010

Dear Colleagues

2009/2010 Pay & Conditions Talks Update

The CSEU/Unite Engineering Company Council and I would like to update you with regard to the 2009/2010 Pay and Conditions offer from DB Schenker. As you are aware, the CSEU has been running a ballot of its members with regard to this offer. We can now advise you that the CSEU membership at DB Schenker have overwhelmingly rejected the Company offer with 6 to 1 against acceptance. We can inform you that this has been communicated to DB Schenker and that a meeting has been arranged on Thursday, 25 February 10 with DB Schenker's senior management in order to discuss the outcome. Rejection of the companies offer may not mean the company will re-evaluate and offer any improvements. Furthermore it may mean that the union considers the need for an industrial action ballot. This would be conducted in line with the legislation required for this type of ballot and may include industrial action up to and including a strike. Actions short of a strike could include withdrawal from "break down and recovery" work and withdrawal from other duties such as train driving. These are examples as the list is not exhaustive.

Your representatives and I wish to convey to you that we feel the actions of a number of engineering staff are seriously undermining the collective bargaining rights of the majority of our membership by continuously undertaking activities outside the bargaining group agreements and working hour's arrangements. It is exceedingly difficult for your union representatives to obtain benefits on behalf of all staff whilst a number of individuals continue to behave in this manner. Negotiations undertaken by the company council have to take into account all our members terms and conditions and underpin the collective nature of union representation. This is difficult when private and local agreements are arranged that benefit the few and can impact on the majority at a later time and date when national bargaining takes place. This is further compounded by the activities of non union members of staff at DB Schenker. Please consider this when asked by the company to agree local arrangements which could alter your current terms and conditions. In any event please contact your local representative prior to agreeing changes.

The CSEU represents democratic trades unions and will only seek to make any changes to Terms and Conditions with the endorsement of its members. The CSEU is the only organisation with current collective arrangements for DB Shenker Engineering staff.

If you require any further clarification with regard to the above, do not hesitate to contact me or your local Company Councillor.

Yours fraternally

A handwritten signature in blue ink, appearing to read 'Eddie Hulse', written in a cursive style.

Eddie Hulse
Unite the Union Regional Officer