

EAST MIDLANDS REGION



DERBYSHIRE AREA ACTIVISTS

2A Wentworth House, Vernon Gate, Derby

Monday 25 January 2010

COMMITTEE

Attendees: **Delegates:** F Barron, A Cowley, W Coxon, S Froggatt, S Grant, S Hemmings, M Khan, G Lowndes, R Mays, J McCallum, Ms S Pass, J Woods
Adrian Axtell, Regional Secretary
Tony Tinley, Regional Officer
Jackie Williams, Regional Industrial Officer

1 *Apologies*

Apologies were received from R Baldwin, Mrs S Harrison, P Miller, A Smith and Ms J Wessen-Brown.

2 *Minutes of previous meeting*

Agreed

3 *Matters arising from previous Minutes*

There was a query why the questionnaire had not been circulated. Delegates were advised that this would be handed out at the meeting for them to complete and will be sent to those not in attendance - **ACTION**

4 *Regional Industrial Report*

Adrian Axtell opened the discussion and informed the meeting of his intention to attend all Area Activists meetings.

He also advised that Motions passed should go forward to the Regional Executive.

A question was raised regarding the election of Branch Officers in the section formally known as the T&G. Adrian explained that this resulted from a discussion at the National Executive and arose because of the system where all Branch Officers were elected for the same term of office at the same time, unlike the section formally known as AMICUS where are generally geographical Branches that had various anniversary dates.

The Chair advised members that Officers reports were available in hard copy.

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The Chair invited the Officers present to highlight any particular areas of interest.

Jackie Williams highlighted Sandvik where resolving an individual members problem had resulted in a successful conclusion for the member and recognition being achieved. We now have 5 Unite reps and a number of issues have been resolved including health and safety concerns. Jackie expressed her thanks to Sue Pass for her assistance and ongoing support with this Company.

Tony Tinley highlighted the situation at East Midlands Trains where holidays had not been paid properly. This was being reviewed by our legal department.

Adrian Axtell stated that he would be attending the Docks, Rail, Ferries & Waterways Sector Committee on the 29th January and stated we needed to look at how we support members industrially and politically moving forward.

5 Delegates Industrial Reports

Bob Mays, Arriva Derby – Bob highlighted that Arriva was attacking the resources available to Union reps both in terms of time and Shop Steward courses.

Adrian Axtell highlighted the difficult created by the demands we put on reps due to the number of Committees. However we will defend our reps rights in the workplace.

Adrian Cowley also expressed concern that his time was monitored more than previously.

Malcolm Lowndes, Arriva Derby – explained the changes in Management taking place at Arriva. He expected this to change back to pre-existing situation within months.

The new bus station is not designed for buses and significant changes were required. Derby buses were expected to go ECO which would save £2m.

Pay negotiations to commence in February.

Frank Barron, Bombardier – Currently pay negotiations started in December but suspended until March 2010.

Currently flexible working programme is still causing problems. The Unions tried to get the flex system removed instead of a 2010 pay deal.

Thames Link order is essential to keeping the plant open as current work is drying up. There is currently 400 agency staff.

2000 white collar and 400 blue collar staff on site. Bob Rixham, National Officer is working hard to identify and deliver orders. Bombardier out source 70% of materials and this is a problem to the Government. The competition is a German company that will build and supply from

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Germany if Thames Link is not won then redundancies will follow later this year. Bob Laxton MP was very supportive.

Adrian Cowley queried about the Hitachi contract as he understood it would be built in the UK. Frank explained that most of the build would take place in Japan and final assembly would only happen locally.

Adrian offered to speak to his MP on this subject as they provide the brakes.

It was highlighted that this was the only new build plant left in the UK.

Stuart Grant, Parker Hannifin – employ 54,000 worldwide previously on a 4 day week and redundancies in December. Currently 24/7 working 24 agency and massive increase in workload. There are 150 in the Derby plant making hose fittings.

Frank Barron queries if the opportunity arose to recruit agency.

Stuart said it was tried but very difficult as job security could not be offered.

Joe Woods queried the pay and Stuart explained that it was less for agency.

Sue Pass, Records Management (TNT) – 56 members and 122 employees with 48 agency. 2009 pay settled but one of allowances still in dispute, namely the subsistence allowance. The 2010 pay talks are held up until this is resolved.

An issue had arisen relating to proper minutes at disciplinaries as the Company had been challenged on this at a Tribunal.

The Archive covers records for Government departments.

John McCallum, Derby City Council – a number of issues one of which is the new Chief Executive has a 3 year plan he wants to achieve in 3 months.

Travel allowances were causing problems and the Council had ignored the disputes process.

New pay structures have been scrapped after 8 years and the new proposal is not good.

The Council wants to introduce 118 People Champions to review policies; the only qualification is lack of awareness of the subject.

HR is being reviewed and downsized. A new refuse system introduced today (25/1/2010).

Nationally the Red Book is being challenged; there is intent to merge the Red and Green Book. A 0% pay offer is on the table. Pensions are under attack following last year's pension conference which stated that the pensions were `safe and sound` contrary to National newspaper reports.

Adrian Axtell highlighted the availability of reports to counter the argument put forward in the press with friends and colleagues.

Frank asked if we could supply each others e-mail address.

ACTION - this was **agreed** and attendees signed to this effect.

Steve Froggatt, Rolls Royce – 630 members in Rolls Royce repair

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headline, 119 redundancies through consultation down to 30 and work.

Joe Wood asked how many reps – Steve stated 13.

Adrian Cowley, Federal Mogul – 12 reps on site. The Company had had a very difficult 12 months; mostly 5 day working. In November 2009 accepted a pay freeze subject to the Company settling the 2010 pay deal in January 2010. This has not happened and the Company has made a number of excuses.

Adrian highlighted that the Company were unilaterally withdrawing the service award and he was taking this up as he believes it is contractual.

In business most of factory output was for small cars and the scrappage scheme in Germany had supported the business. Things generally looking good.

The Company are looking to re-engage temps after a Christmas lay off with no pay.

Joe Woods queries if there were many asbestos related cases. Adrian explained that yes there were and Federal Mogul had gone bust as a consequence. This had caused problems with the pension as well.

Locally there is an asbestos board that judges cases and awards 100% compensation. There are a significant number of claims progressing. A pleural plaque was not awarded.

Adrian Axtell highlighted the work of our member, Dave Trigg who is the Chair of DAST and his activity in getting asbestos issues identified. Tony Tinley urged all Branches to support DAST.

ACTION – Regional office to circulate DAST materials to Delegates and Branches in the Region.

Mahf Khan, Rolls Royce Aerospace – 2009 pay talks had been very difficult but settled on a 15 month deal with £600 + 2% for 2010. Changes to contracts lead to an Information and Consultation claim to resolve the matter. A number of Tribunal claims were ongoing outsourcing. Outsourcing is a big problem; only 30% of all engines are made in-house. Joe Woods queried if bonuses were the same for works and staff, it was confirmed that they were.

It was difficult to get diversity issues on the table as the Company tried to cover them up.

Bill Coxon, Rolls Royce Metals Engineering (Labs) – in 2009 jobs exported to Germany, this was yet to be a political decision due to the financial support provided by the German Government.

Joe asked Bill if the European Laws worked to our disadvantage.

Bill stated it was more to do with local Government offering incentives to move the work to Germany and John Rose taking the opportunity to have a swipe at the UK Government.

Mahf informed the meeting of the difference between the German support compared to the UK, which makes it easier to dismiss UK workers than German ones.

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Adrian Axtell thanked Delegates who supported the resolution of the long standing dispute at the Derby Trades Council. This now allows the Trades Council with Ian Wilson as Chair to create an environment to support our members both in the workplace and if made redundant. Adrian invited members to contact Tony Tinley if they wished to become affiliated to the Derby or Chesterfield Trades Council. Adrian highlighted the need to clarify our Branches affiliations and support active engagement.

ACTION - the Chair asked the meeting if they wanted a Trades Council and CSEU report to be added to future agendas and this was **agreed**.

ACTION – it was **agreed** that Delegates would submit a short written report at the start of the meeting.

6 Regional Industrial Strategy around Organising

Frank Barron queried if a focus could be agency workers and could materials be provided.

Jackie explained that successful organising is focused around collective issues, which is the same principle for permanent or agency workers i.e. identify a focus for a campaign following the recruitment strategy and agreed that it would be useful to have a bespoke pack available.

Stu Parker explained that they had recruited approximately 75% of their agency staff.

Frank explained that the Company allowed him access to agency but the pick-up was not great.

Adrian Axtell explained that it was beneficial to have basic agreements with companies about the terms and conditions and setting up check-off agreements for agency staff. Meetings with agencies on site. Many agencies will recognise the benefits of TU membership when ensuring fair employment practices.

It was highlighted that resources are available to support 'face to face' recruitment.

It was agreed that further work is required on a recruitment strategy for the Derbyshire area.

Political – what are we doing?

Concern was raised over the engagement of Trade Unions and the Trade Union for Labour website - <http://unite4labour.org/> is a tool for Unite members to contact Unite members.

ACTION - it was **agreed** that the Committee support South Derbyshire in the up coming election.

There was a suggestion to provide training and arrange a training session. Run a training session for support for Labour and communicate to all the reps.

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7 *Equality Committee vacancies*

Women and BAEM were complete but there were still 3 vacancies on the LGBT Committee, the Disability and Young Members Committee (27 years and younger).

ACTION – members **agreed** to identify suitable reps.

Steve Froggatt raised the concern that equality reps were unable to attend those Committees unless they fulfilled the criteria. Adrian explained that this is on the agenda of the National Executive and the Regional Committee agenda.

8 *Committee dates*

The meeting conducted a survey to inform the secretaries of preferences as the next meeting would need to be at the end of March.

The Chair suggested a meeting by the end of March and quarterly thereafter and a political support meeting to be arranged in February.

East Midlands Regional Committee noted and Union Matters circular noted.

9 *Any Other Business*

None

Meeting closed.