

EAST MIDLANDS REGION

REGIONAL INDUSTRIAL ELECTRICAL ENGINEERING AND ELECTRONICS SECTOR COMMITTEE

Monday 29th November 2010



Attendees: Paul Welsh (Chair)
Tom Sawyer (Secretary)
Phil Sykes
Mick Devine

Welcome & Introduction:

Welcome and introduction from chair

1 **Apologies for Absence:**

Nigel Powell

2 **Minutes of the Last Meeting:**

Approved with a few amendments.

3 **Strategy for Growth:**

Brush Electrical Machines - in the hourly paid group, union density is around 90 to 95%. Staff areas have been traditionally lower. The site is single status and there is potential for growth in the staff areas.

Brush Transformers – TUPE transfer into Brush Electrical Machines, brought across around 100 members. Union density at Transformers was not as high as that at BEM. Since moving across non union members have been joining as have some employees in the staff area.

Dynex - Organising project is proving to be difficult, organising training course was held. There are 6 reps at the company; they took a decision that there would not be a senior rep position within the team. Whilst the reps are individually representing members within their own areas, not having a senior reps position means that there is little coordination and structured work done. Mick will push to move organising forward and see if reps can work together on this project.

Cummins – Shop floor is at 100% for full time employees. Membership is increasing in the agency workers. Staff is a difficult area to negotiate as they are on individual contracts of employment and performance related pay. There are a good number of engineers in Unite but higher grades are not interested in joining. Some recruitment in the staff area has taken place on the back of a change to contracts.

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4 **Matters Arising:**

Organising training course at Dynex took place.

5 **Regional Industrial Reports:**

Caterpillar BCP – have signed a two year pay deal, this will bring some welcome stability following a difficult recession which had a huge impact on their business.

6 **Delegate Industrial Reports:**

Dynex – The company have made employees over 65 redundant, and were only intending paying 12 weeks notice. However following intervention of Unite the company had to pay 6 months notice along with their accrued benefits. The company is in a quiet period though November had seen decent orders.

Cummins – The site had lost 9 million dollars for the last two years. Company put to the union that unless costs were reduced by 14 million dollars work would be moved to the new plant in Turkey.

Over the last three months Unites team of representatives have been negotiating a new contract that if agreed would save 5 million dollars in terms and conditions but would also see investment of 7 million dollars in machinery with some outsourcing of work currently done at Stamford. The shop stewards committee took the view that it was vital to try and maintain the Cummins plant but also to protect terms and conditions.

On Site there are two contracts of employment pre and post 2002, post 2002 has 70% of pre 2002. This is divisive and if possible change is needed to resolve this. Deal is very complicated and detailed but Key points are a move away from 4 day working to a 5 day 3 shift patterns and a 5 year pay deal that sees a consolidated pay rise for those on the post 2002 contract and cash payments for members on pre 2002 contracts. New shift premiums.

A leaver's scheme was also negotiated for those members who wished to leave, a 15K lump sum (compromise agreement signed).

The team of shop stewards were taken off site for the duration of the negotiations. An attempt at organising a vote of no confidence failed as it did not receive sufficient support.

Deal was accepted by 60:40

Paul, quite rightly, congratulated Phil and his team for the way they handled this situation.

Brush EM – TUPE process concluded.

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The company's decision to close the final salary scheme is ongoing. The union's pension expert met with the company and presented a proposal to either save the final salary scheme or improve the defined contribution scheme that would be introduced. We await the outcome from the company.

Company announced 98 redundancies; following the consultation around 70 people will leave.

- 7 **Equality Committee Vacancies:**
Noted
- 8 **Regional Industrial Committee:**
Meeting will be arranged in the new year as per EC frame work.
- 9 **Any Other Business:**
Survey for RISC delegates to complete on the structure of the new Unite magazine to start in 2011 – request that delegates complete.