

**NOTES OF ENGINEERING COMPANY COUNCIL MEETING HELD AT
TOTON ON THURSDAY 4TH DECEMBER 2008**

PRESENT

Mr K West, Operations Strategy Manager
Mr R Taylor, HR Manager
Mr J Devin, HR Manager
Mr R Rixham, UNITE
Mr C Harding, Engineering Company Council
Mr I Ritchie, Engineering Company Council
Mr W Harrison, Engineering Company Council
Mr C Freebairn, Engineering Company Council
Ms S Coles, Engineering Company Council

CONSULTATION MEETING
IMPACT OF THE ECONOMIC RECESSION ON EWS/EWSI

(Start 1030 hours)

RT referred to the last meeting on 17th November 2008 and explained that further information had now been received from customers, although the consultation document was based on the best picture at present. RT explained that action was needed now, as some companies who had failed to do this had already gone into receivership. He added that it was intended to discuss the impact in detail with council, in order to help mitigate the economic downturn effect on EWS.

RT then read through the content of the consultation document covering the impact on the business units, Resources and Group functions, the subsequent impact on jobs (93 Engineering posts 'at risk'), the process for managing the change (PT&R Arrangements) and proposed implementation timescales (process completed by 17/01/09).

RR said that the consultation period should be 3 months before people leave. He added that the purpose of consultation was to mitigate job losses and EWS had previously stated that work would be brought in-house. He said that he had also recently sent an email about not setting on new starters.

RT said that the 90 days consultation period was for more than 99 staff at one establishment, which was not the case here.

RR asked for an adjournment to consider what had been put forward in the document.

(Adjournment 1102 hours)

(Restart 1138 hours)

RR said he understood the depth of the outlined problem and would engage with the company in a constructive manner, by actively seeking mitigation of job losses. He

said he may well put an alternative business plan forward, which may or not be successful but the company was obliged to consider it.

RR said he did not agree with the proposed implementation timescales and wanted the issue to stay at company council level until every avenue of mitigation had been explored. He added that some companies had found alternatives to redundancies i.e. reduction in days/hours or laying staff off.

RR said that a number of Engineering staff were still working 42 hours, although steps had been recently taken to reduce some of these. He asked for numbers/locations of those working 42+ hours and those working 35+ hours. Also details of all contractors and agency staff, with costs.

RR advised that he was aware there were around 20 RMT members at Margam but did not want the local manager talking to those staff directly to discuss leaving dates, until it has been dealt with at this level. He added that he had heard from Mr N Whitehead (ASLEF) that 159 Traincrew posts were 'at risk' and that he would be discussing mitigation issues with him.

RT replied that he welcomed RR and the council wanting to discuss constructive proposals with the company to mitigate jobs 'at risk' and would help in providing the requested information. He added that all staff would be briefed of today's meeting, whether 'at risk' or not. RT proposed to meet again on 10th December to move this forward and discuss mitigation.

RR agreed and commented that in fairness to staff he did not want to drag the discussions out. He said he felt the company still needed at some time to look at the current unfair wage structure.

CH suggested that all council members around the table would help at locations where members of the council were personally affected.

RT proposed that council be released full time prior to next week's meeting in order to allow them time to talk to staff and to put together mitigation proposals.

RR said he welcomed and accepted that offer and asked for the requested information prior to the meeting on 10th December 2008.

It was agreed that the meeting would take place at Crewe commencing at 1000 hours.

(Close 1201 hours)