

EAST MIDLANDS REGION

REGIONAL INDUSTRIAL FOOD, DRINK & TOBACCO SECTOR

Regional Office, Pride Park, Derby
Tuesday 2nd February 2010



COMMITTEE MINUTES

Attendees: Andy Shaw, Regional Officer
Debbie Bell
Neil Johnson
Brian Davies
Lynn Irving
Leza Horton-Whitfield
June Shepherd
Neelam Verma
David Matthews
Jag Bazaz
Floyd Major

1 ***Welcome & Introduction***

Regional Office Andy Shaw welcomed delegates to the meeting.

2 ***Election of Chair***

In the absence of John Ball, June shepherd was nominated by Neil Johnson and seconded by David Matthews to chair today's meeting.

3 ***Apologies for Absence***

Apologies were received from John Ball, Greg Eden, Allen Bowler and Trevor Sterrett.

4 ***Previous Minutes***

Minutes were taken page by page and adopted as a true record.

5 ***Matters Arising***

None

6 ***Regional Industrial Report***

Regional Officer provided a written quarterly report, which was supplemented with a verbal presentation.

7 ***Delegates Industrial Reports***

Smedley Salads-Brian Davies reported that following a turbulent 5 years of the site losing business and not making any profit, that following the securing of significant new business that the future for the site appeared more secure and was indeed forecasting a return to the black in the coming year. The site employs circa 250 staff and union density is quite high. Anniversary date for pay talks is due on July 1st following 18 mth freeze, preparation was, therefore underway.

Bakkavor Pizza-Neil Johnson reported that following Annual Pay talks

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the Union members had accepted a 1.3% increase to pay along with a number of associated benefits made to the overall Terms and conditions. The shop steward committee continued to work hard towards building on our organisation within the workplace, particularly on the night shift where we had identified a large potential for growth.

Sainsburys-June Shepherd reported from the Loughborough store, she commented that nationally we had issues with USDAW, which was not ideal, locally there had recently been changes in store management which were viewed as positive for the future of the store.

Sainsburys-Neelaam Verma reported from the Wigston store there had recently been some disciplinary cases resulting in dismissals which it was felt may previously not have been taken as far, there had been recent changes to the HR management which it was hoped would address this issue.

Sainsburys-David Matthews reported that he was a Regional Organiser within the Sainsburys structures and he covered stores in Nottingham Northampton, Leicester and Derby. A meeting was due to take place with Jennie Formby, National Officer and Helen Webb, Senior HR Director covering a number of key issues that we are seeking to address on behalf of our members

Holiday Booking Procedures

Christmas rotas 2010

Application of Disciplinary process

Sainsburys-Debbie bell reported from the Ripley store, there had recently been a Tribunal case which had been successful, centred around a disability issue which the store manager had been accountable for, our other Rep was currently off work due to anxiety and stress due to attitude of store manager, this store has had no direct HR manager for the past seven months which clearly needed to be addressed.

British Sugar-Floyd Major reported that in 2009 a 2 year deal on pay had been agreed following lengthy negotiation and ballots, the 1st year had yielded 1.3% and for the 2nd year from April 1st 2010 2.7% was guaranteed with a further 0.5% should RPI reach the agreed settlement, Union density remained high within the core staff, the company were recruiting and running an apprenticeship scheme which was positive news.

Bakkavor Spalding-Leza Horton-Whitfield and Lynn Irving reported jointly that a survey was being carried out in advance of the Annual Pay talks. There had been significant restructure of the site over the last 12 months which had been a testing time for all concerned but appeared to be settling down. The reps team continued to work with the Regional Officer on the 100% campaign.

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Preperation

Regional Officer took delegate through the Unite Strategy for the forthcoming General Election which included

- Target of marginal seats
- Telephone banking system
- Unite 4 Labour website, link through Unite East Midlands website
- Union members debating the positives of a Labour Government with colleagues and peers within the workplace.

Following this a discussion took place regarding the views and opinions of the committee regarding this issue, it was suggested that the leaflet detailing 10 reasons for labour be distributed around the workplaces across the Region.

9 *Equality Committee Vacancies*

Disability- 1 seat Remained

LGBT- 2 seats remained

This was supplemented by Neil Johnson, who as chair of the Disability committee detailed the activity he was undertaking to try strengthen this committee.

10 *RISC Committee Dates 2010*

It was agreed by the committee following discussion that future meetings would take place in the first week of every month on a Tuesday at 1pm on a quarterly basis, in the following months

- June
- September
- December

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11 *Any other Business*

Due to the impending nomination process for Rules and Policy conference there is a requirement for the committee to meet again in March, to ensure Nominations are made and received by the required date of April 1st.

It was agreed that the committee would meet on the 23rd March 2010 at 1pm at Pride Park.

There being no other business the meeting closed at 3.30pm.