

EAST MIDLANDS REGION

REGIONAL INDUSTRIAL FOOD, DRINK & TOBACCO SECTOR

Regional Office, Pride Park, Derby
Tuesday 23rd March 2010



COMMITTEE MINUTES

Attendees: Andy Shaw, Regional Industrial Officer
Brian Davies
Neil Johnson
Allen Bowler
Debi Bell
June Shepherd
Liza Horton-Whitfield
John Ball
Trevor Sterrett

1 **Welcome & Introduction**

Regional Office Andy Shaw welcomed delegates to the meeting.

2 **Chair**

The meeting was chaired by John Ball.

3 **Apologies for Absence**

Apologies were received from Neelam Verma, Floyd Major and Lynn Irving

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**

Imperial Tobacco-Trevor Sterret reported that at the NJNC meeting 1st March implementation of a 3.35% pay increase which was agreed in 2009 plus enhancement to overtime. Company faced compulsory job losses since 2008, 175 Factory Staff under threat and 35 Office Staff, then a further 22 announced. Due to voluntary applications 20 individuals are at risk.

Greencore-Allen Bowler 2½ million sandwiches produced weekly to supermarkets. Company reneged on 3rd year of pay deal and introduced a pay freeze. The company offered a lump sum and enhancement to core hours which was rejected by the membership. The Final Salary Pension Scheme was closed and a Money Purchase Scheme introduced.

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Bakkavor Pizza-Neil Johnson reported that the company are increasing core staff by 70 employees as in growth temporary contracts initially. The company are seeking to develop another part of the site to cope with the increased volume.

Still have the nightshift as an internal union issue for growth.

Smedleys-Brian Davies reported that negotiations are under way on pay and an offer has been made by the company on a 2 year basis, 2% from July 1st 2010 – Dec 31st 2010, a further 1% from Jan 1st 2011-July 1st 2012 plus a Productivity Bonus Scheme.

SainsburyDavid 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

Sainsbury (Ripley) - Debi bell reported that a new Holiday Policy has been proposed on a 'use it or lose it' basis and discussions are underway. Increase in productivity is being driven through the store particularly on the check out (25 items per minute target), if not met staff are being subjected to the Disciplinary Procedure, where re-training should be considered.

Sainsbury (Loughboro)-June Shepperd reported that Tesco's opened a store opposite but don't appear to have been unduly affected. Colleague council meeting took place last week whereby they discussed company procedures and that there were no planned changes, so interested in the proposed Holiday Procedures discussions underway at Ripley.

Bakkavor West Marsh Road-Leza Horton-Whitfield reported that there were record sales in Factory one in 2009. Delicatessen enjoyed a busy Christmas in terms of volume supplemented by the amalgamation of Deli plus Eden. Cerberus heavily automated and factory continues to perform ahead of targets.

Delicatessen is hoping for a positive year, much promotional activity around the World Cup. The pay claim for the site is being formulated following an extensive survey of the workforce.

Crown Braunstone – John Ball reported that they are in the process of conducting a ballot on the company's final offer of 1.75%, with an increase of £100 on individual learning accounts. Some sites have accepted this offer, others have not settled as yet. The offer has been recommended by reps on the basis the committee felt they could deliver 1.75%, as the majority were not prepared to take any action in support of the pay claim.

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2 Reps were appointed in the last quarter, and 1 Safety Rep was also elected.

The company are making a healthy profit but not wanting to share profitability with the workforce.

8 **Strategy for General Election**

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

- Unite 4 Labour website – Sign up
- Target of marginal seats
- Telephone banking system
- Peer to Peer contact

9 **Unite Policy and Rules Conference**

The following Delegates were elected to the Policy Conference

<u>Delegates</u>	<u>Nominated</u>	<u>Seconded</u>
Leza Horton- Whitfield	Trevor Sterret	Brian Davies
Brian Davies	Neil Johnson	Trevor Sterret
Trevor Sterret	John Ball	Brian Davies
Debi Bell	June Shepperd	Leza Horton-Whitfield
Floyd Major	Trevor Sterret	June Shepperd

Sub Delegate

June Shepperd	John Ball	Trevor Sterret
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The following Delegates were elected to the Rules Conference

<u>Delegates</u>	<u>Nominated</u>	<u>Seconded</u>
Debi Bell	June Shepperd	Brian Davies
Floyd Major	June Shepperd	Leza Horton-Whitfield

Sub Delegate

Leza Horton-Whitfield	John Ball	Brian Davies
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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, and the following dates have been agreed

- June 15th
- September 7th
- December 7th

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11 *Any other Business*

A Motion was put forward for the Policy Conference relating to the extension of the Bank Holiday legislation to include Saturday or Sundays. The following Motion was discussed, moved and agreed.

Motion – Amendment of the current Bank Holiday Legislation

This Committee calls upon the Executive Council to seek an amendment to the current bank holiday legislation in order to protect those workers in the Retail and Manufacturing sectors who are subject to 7 day contractual working including Saturdays and Sundays, under the provisions of the relevant act of parliament (1971 Banking and Financial Dealings Act).

There being no other business the meeting closed at 3.00pm.