



Chair: Angela Prangell

Secretary: Steve Baynham

Financial Secretary: Kim Johnson

29 July 2009

OPENREACH – SERVICE DELIVERY TRANSFORMATION

ATTENDANCE PATTERNS – CWU BALLOT

At it's meeting on Tuesday 28th July the Telecom & Financial Services Executive considered the latest proposals on an attendance framework for members in Openreach. The T&FSE have decided to run a consultative ballot and are recommending members to vote to accept the proposals.

The latest proposals were sent out to members electronically on Tuesday 28th July. If members did not receive a copy they can obtain it via the Branch website on the Openreach page at ; www.cwu-south-wales.org.uk

Members are angry with both management and the union for trying to force them onto this type of beck-and-call working, which they view as disrespectful, degrading and at variance with the work-life-balance and family-friendly ethos that the company supposedly espouses.

At the SDT branch forum last week, many Branch Representatives voiced significant concerns on the proposals, including the following shortcomings:

- Contractual changes to attendance patterns – including working Saturdays – not on a voluntary basis and without any incentive or specific justification.
- Attendance span up until 9pm, that many members see being abused by management.
- Flex applying to all members in Openreach and increased to a 6 hour balance.
- Inadequate notice periods for subsequent changes to attendance patterns.
- The inclusion of a mobility clause, which is not a voluntary option, whereby up to 4 months may be spent working away from your home location.
- Amount of Saturdays to be worked, which could be up to or greater than 18 per year

Assistant & Section Secretaries;

South Wales Eng.

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- No right to carry on working rest day patterns, e.g. nine-day fortnight, etc.
- Management style is still punitive – for example, parking at home changes made outwith BT policy have further damaged trust in management.
- Ability of management to further increase Saturdays, flex and evening working.
- Inadequate assurances on job security and keeping work in-house

Clearly the Executive has ignored the views of branches and members.

These proposals are iniquitous and divisive, and are not even in line with BTs own family-friendly and work-life balance policies.

Now, you, the members must reject these changes in the CWU consultative ballot, and go on to oppose by any means necessary:

- any management imposition of unagreed attendance changes
- the break-up of BT by outsourcing and compulsory redundancies

At meetings held by this Branch the original proposals were rejected by the meeting. On 23rd July a report was given on the latest proposals and they were also rejected by the members on the basis that there had been no significant changes to the overall impact of the proposals.

Therefore the Branch is recommending that members continue with this stance and reject the proposals in the forthcoming ballot.

Yours sincerely,



Steve Baynham
Branch Secretary

N.B. Members that have changed address in the last few years and do not currently receive a copy of the Voice from the CWU, should notify the branch at the earliest opportunity of their current address. Otherwise you may not receive a ballot paper.