

Dear Great Western Branch Member

As you are aware, the CWU will soon be balloting you for a "YES" vote to support Industrial Action.

The feedback from our members is that clarity regarding the reasons for this action is required.

Therefore I have listed below the issues that you should be aware of.

The CWU and BT, Openreach, and EE are negotiating but progress is slow and the employer does not accept the CWU's concerns or points.

In essence these are issues:

**The company wants to change the pension agreement that we accepted in 2018.**

*This is a cost cutting exercise, which makes it less expensive to remove members from the business.*

**Compulsory redundancies.**

*This is a result of the mass closure of sites in the 'Better Work Place Program' throughout the length and breath of the United `Kingdom.*

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*It means that members will lose their jobs because they cannot re-locate.*

*It means less opportunity for our members to progress.*

*The off-shoring of jobs reduce employment opportunities for our members.*

*Cost cutting through the removal of heads under the guise of efficiency is rife.*

**Remote working**

*Despite selling and delivering the technology to work from remote locations, a vital service proven of late, the company refuses to allow remote working when a site is closed, making it impossible for those members who need to work remotely remain in employment.*

**Grading**

*The company has repeatedly carried out re-grading of roles and introduced new grades without the agreement of the CWU. This is outside of recognised agreements and is a threat to all our members because invariably rates for the unagreed grades are lower than existing rates. This is what the CWU refers to as the 'race to the bottom'. It effects all our members who wish to progress. New joiners find themselves being paid less than an incumbent doing the same work! That is unfair.*

## **Pay**

*You are key workers. You have delivered throughout the pandemic.*

*A pay rise which reflects your magnificent effort and loyalty should be forthcoming coming, it isn't.*

## **New Technology**

*The CWU has not shied away for change over the past years because of changes in technology. It has worked with the company for mutual benefit. This approach is now rejected by the company, leaving the CWU with very little option other than to ask you to show your anger at the company's contempt for you.*

All our members are affected by the issues above. In the near future, we will be publishing a flow chart, which will identify your business area and the treats you will be facing. Unless we change the trajectory of the current business strategy, the company is focused on pursuing, many of will lose our lively hoods or be disadvantaged.

The bigger the 'Yes' vote the more influence we bring to situation. Do not let complacency, nor a reluctance to make your voice heard, stop you from voting. We are, as they say, 'all in the is together' and remember 'there is strength in numbers'.

We will of course be keeping you informed of developments.

In solidarity

Neil Crothall  
Secretary