



South East Central Branch

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Reference-BT Enterprise Compulsory Redundancy

Hi Andy, I hope you are well.

As you are aware BT Enterprise announced several hundred surplus staff on 16th October 2019, and stated that these members would be made Compulsory redundant if they didn't find work before various dates over 2020.

Our Branch had around 56 members affected by this announcement; the vast majority located within the BT Sevenoaks Workstyle building in Kent (You visited a couple years ago to open our new CWU office there). There were also 2 employees affected in the Brighton area

THIS SECTION REDACTED- PERSONAL MEMBER DETAILS

Therefore- unless (And in these times that will be extremely difficult) this Brighton member is successful in gaining a role somewhere in BT, she will be the first ever employee to be made Compulsory redundant, and a CWU member, on May 31st 2020.

As a Branch we are expecting more IC3 meetings, where the issuing of CR notices will take place, at end of June, and end of August 2020. Some redundancies may be deferred to end of December.

Both at Annual Telecoms Industrial conference of 2019, and comprehensively within the VOICE magazine of Winter 2019 you have clearly stated:



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“No compulsory redundancies is our red line and they cross at their peril”

Can you please advise me, that as of today's date what “peril” the CWU nationally has caused BT/BT Enterprise? Is there any intention to cause any peril- or was it just big words to sound good?

As a Branch we have created a CAT team (Campaign Action Team) comprised of %50 Union Branch Officers and %50 affected members, and this meets every 2 weeks. The Team is very demoralised.

That team has overseen an Extraordinary General meeting which took place late February 2020, where a motion to seek a Ballot for Industrial Action was unanimously carried. We have not been able to pursue that avenue due to Head Office advice that has been delivered to me.

The Team also organised T-Shirts with anti CR logo's that were all worn on a certain day, which attracted not only attention on the site, but also some media attention. We have emailed circulars to all members concerned, regularly, but also to all other 1200 BT Branch members. We have bought anti CR badges, pens and other paraphernalia. We have organised mass emails to Philip Jansens and Jan du Plessis on 2 occasions. Then Covid 19 lockdown hit- however, we are looking into other effective means to challenge the company on these redundancies, but are now beginning to feel very isolated.

Has the Executive mounted any sort of Campaign- Are Unions not proud to act in a collective manner?

We feel as a Branch we have been left isolated and alone on this issue, in relation to there have been no other visible action(s) anywhere else in the country, and certainly no action that the CWU nationally have organised, unless we have missed it. Where has the mass action/organisation and implementation been?

CWU Annual conference motion 21 stated:

“This conference reaffirms our policy of total opposition to any compulsory redundancy within our membership. In the event of the company proposing or imposing any compulsory redundancy, the T&FS Executive are instructed to immediately embark on a

campaign for opposition and, **if necessary, will ballot our members for Industrial Action**”

So, I believe the red line has been crossed. **NAME REDACTED** has not only been proposed to be made redundant- she has a compulsory redundancy notice, the date of which is looming ever closer.



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If you suggest that Industrial Action ballot is not necessary, could you explain why please?

Surely the CWU nationally cannot just let these redundancies happen without even a whimper- which is what appears to be happening.

Surely BT should feel the “Peril” that they have brought upon themselves, that you quoted would happen, rather than let these redundancies just happen. At least some form of peril? Any sort of peril?

Surely the Executive aren't that weak they would just let Compulsory Redundancy's happen without some sort of fight?

Or we may just as well pack up, and turn ourselves into a Staff Federation.

Andy, I think the time is now, where you have to say to BT, either stop these Compulsory redundancies or we will ballot sections of our members for action- and yes, even in these troubled times with Covid 19 in the ascendency.

Please lead the Union members, who pay their dues every month, and look to the CWU to protect them against a maverick employer.

I look forward to any response, but one in writing I could forward to the members affected would be most appreciated.

Chris Power
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c.c Dave Kauffman - Branch Chair
Steve Taylor - Enterprise SE Region SPOC