



The Communications Union



BT Fleet Solutions - Update on Negotiations

Dear Member,

I am writing to provide a further update on the progress of our negotiations with BT on the sale of Fleet Solutions to Aurelius. We are pleased to inform our Fleet Solutions members that, following intensive lobbying by the CWU, a detailed agreement has been finalised that addresses all of the four key areas in which the union was seeking guarantees from the company.

Despite our resolute opposition to the sale, and our undiminished anger that BT has pursued a course of action that has caused considerable stress and anguish to employees throughout the division, the National Team is convinced that the safeguards we have secured provide crucial reassurances on your future employment and terms & conditions with Fleet Solutions.

The key areas are:

- **A guarantee that all current contractual terms are transferred to the new company** – all contractual terms and conditions of employment for team member (Newgrid) grades will not change as a result of Fleet Solutions being sold to Aurelius. Please see attached Annex A for all employment terms and conditions which are unchanged.
- **Comprehensive assurances of non-contractual terms and agreement for transitional arrangements for those that are not able to transfer to ensure members are not negatively impacted** - Despite their non-contractual status your Union has been able to secure an agreement that most non-contractual benefits will remain and you can find a list of these provided in Annex B. There is however a number of non-contractual terms which Fleet Solutions will not be able to replicate entirely and a resolution has been pressed for each benefit. One of these benefits is Broadband, BT Vision and BT Sport, as a

consequence agreement has been reached on transitional arrangements for these benefits and details are attached as Annex C. There are a number of other non-contractual benefits which will need to be altered due to their logistical arrangements and these can be found in Annex D.

- **An agreement on pension arrangements for all employees whether they are members of the BTRSS or BT Hybrid Scheme.** All BTRSS members will join Fleet Solutions Retirement Saving Scheme and the contribution structure will remain the same. The BT Hybrid is a bespoke scheme for BT employees and therefore Fleet Solutions employees won't be able to join it. For the small number of employees who have already joined the Hybrid scheme an alternative arrangement has been discussed with the CWU and Fleet Solutions have communicated directly to those employees. All those employees who were eligible to join the Hybrid have also been contacted directly.
- **A full CWU recognition agreement with the new company which will ensure that you will continue to benefit from CWU collective negotiating rights for all of the above including your future pay, your terms and conditions and representation in the workplace.** We are pleased that Fleet Solutions welcome and have agreed to an ongoing relationship with the CWU and therefore current collective bargaining arrangements including collective agreements will continue after the sale. This means the CWU will continue to negotiate on your pay, terms and conditions and our representatives will also continue to be given time off for union duties.

I trust you will agree that this agreement on the four key areas provides stability and continuity for your future job, pay, terms and conditions. Where Fleet Solutions have not been able to replicate some of the previous non-contractual benefits the transitional arrangements that have been put in place, more than compensate our members.

If you have any questions regarding this communication, please speak to your local branch representatives or email: btfleet@cwu.org

Brendan O'Brien
Assistant Secretary

Annex A

The following is a list containing contractual terms and conditions of employment, which will not change as a result of the sale of Fleet Solutions to Aurelius. These apply to team member (New Grid) grades.

- Working Hours
- Attendance pattern framework as per NewGrid

- Homeworking (contractual if in place)
- Location (Headquarters)
- Place of work and mobility clauses
- Redeployment
- Pay date
- Pay progression
- Overtime rates
- Shift allowance
- On call allowance
- Grade
- London weighting allowance
- Language allowance
- Pension (subject to the provisions above)
- Notice period
- Redundancy terms
- Death in service benefits
- Sickness benefits
- Annual leave
- Adoption leave
- Maternity leave

Annex B

The following is a list containing non-contractual benefits, which will not change as a result of the sale of Fleet Solutions to Aurelius. However some of the supporting systems may change.

- Flexible working
- Home working (contractual if in place)
- Business and travel expenses
- Membership of professional organisations
- Performance management
- Mileage rate
- Business need cars
- Travel season ticket loan
- Absent management
- Annual leave carry over
- Annual leave buying
- Holiday uplift
- Paternity leave
- Shared parental leave
- Parental leave
- Special leave
- Further education
- Recognition

- Restaurant (where available)
- Sports and social clubs
- Business mobile phones
- Laptops and IT
- Dress Code
- Refer a friend (although not the BT Scheme)
- Secondary employment
- Performance improvement policy
- Health and Safety
- Discipline policy
- Grievance policy
- Diversity and Inclusion

Annex C

Non-contractual Benefits are contained in Annex B , for those that were difficult to replicate the following alternative arrangements have been put in place.

Broadband, BT Vision and BT Sport

Members will be provided with an ex-gratia payment, for those who currently utilise this benefit.

12 months benefit based on £30 per month for those on lower tax threshold and £40 per month for those on the higher tax band. Payments are subject to tax and NI in the usual way.

BT will be putting in place an exclusive special offer for Fleet employees if they wish to continue their BT Broadband and BT TV.

For fibre broadband customers

- Broadband
- BT Plus £39.99* (this includes unlimited superfast fibre 2)
- Superfast Fibre 1 £27.99* (this includes unlimited usage)
- TV
- If you have BT TV, you can keep Max HD for £12 extra per month

For copper broadband customers

- Broadband
- Unlimited broadband £24.99*
- TV
- If you have BT TV, you can keep Essential for extra £4 per month

*18 month contracts and Broadband prices include line rental at £19.99

If you want to keep BT Sport on Sky you will need to add it on for £6 a month on an 18 month contract. For HD it would be an additional £6.50 a month on a 30 day contract.

Details of how to apply for this offer will be sent to you in due course.

Annex D

Non-contractual Benefits are contained in Annex B , for those that were difficult to replicate the following alternative arrangements have been put in place.

- **Childcare vouchers**
A new scheme will be set up with Edenred. People will be able to continue to use any existing vouchers in hand and will be able to apply for new ones under the new scheme.
- **Share schemes (SaveShare and DirectShare)**
At the point of sale completion employees will be treated as 'good leavers' in respect of the policy. Details and the specific rules are provided in the scheme 'leaver's booklet'. This includes a facility to contribute up to 6 payments into the SaveShare scheme and then either exercise the option or withdraw the money.
- **'Your Rewards'**
There are a number of non-contractual rewards that BT offers under the banner of 'Your Rewards'. BT set out in their comms what these are and how they will be handled.
- **Mobile phone discount**
Fleet will not be able to continue to offer the discount for any BT product that an employee is currently taking so the employee discount will cease following the sale. However BT will put in place an exclusive special offer for Fleet employee if they wish to continue as mobile customers. Employees will be contacted directly to discuss the best options for them.
- **Employee discounts (Beat That)**
As a BT scheme, Fleet employees will cease to have access following the sale. However Fleet are keen to put in place a replacement scheme so will commence a review later this year with a view to putting something in place. Fleet will seek input into that review from its employees and would welcome the input of the CWU too as part of the review.
- **Personal accident insurance**
As a BT scheme access to this non contractual benefit will cease post sale. Fleet will review their position on this moving forward.
- **Employee Assistance Programme (EAP)**

As a BT scheme Fleet employees will cease to have access following the sale. However anyone currently using the service prior to the sale will be able to continue with the service post separation up until completion of their current treatment(s). Any replacement service will be reviewed by Fleet moving forward who would welcome any input from the CWU.

- **Eye Care**
In the short term Fleet Solutions will provide eye tests and single vision lens glasses to those who are DSE users or have a requirement based for safety glasses, using the expenses system for individuals to claim back the cost based on current policy. Fleet solutions will engage a provider to supply eye test vouchers and glasses as required following the separation. BT is looking to share its leverage with Specsaver in order to provide a similar service
- **Give as you earn**
The current BT arrangements will cease however Fleet will review and look to put in place a replacement scheme after the sale.
- **Long service awards**
Length of service is not impacted by the sale. Financial long service award payments are not impacted by the sale. Non-financial awards (e.g. certificates) will be subject to review by Fleet.
- **Corporate card**
Fleet will continue to use Airplus as a corporate card provider. A new card will be provided and employees will be advised on how to apply for these.
- **Vehicle MOT and working on own vehicle procedure**
The current arrangements will continue after the sale for Fleet employees.
- **BT Benevolent Fund**
If Fleet employees wish to continue to contribute to the benevolent fund they will need to contact the charity direct to make arrangements. As with any ex BT employee, Fleet employees can continue to have access to the services of the charity after the sale.
- **Salary Sacrifice**
Salary sacrifice as a payroll facility will not be impacted by the sale, although Fleet will use a different payroll system (ADP).



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