

# CWU COUNT ME IN!

 @DaveWardGS

 The Communications Union

  @CWUNews

#TheCWU

CWU.ORG

Issue No. 18/2021 | 20 January 2021

**TO: BRANCHES WITH OPENREACH MEMBERS**

Dear Colleague,

## **Openreach Ltd. – Fibre to the Premise (FTTP) New Role – The Race to the Bottom Gathers Pace**

The CWU has received correspondence containing plans to trial a new direct labour role to carry out 'simple FTTP provision'. At the end of last year, amongst great fanfare, the company announced that it was creating 2500 new direct labour jobs and a further 2500 in the 'supply chain'. However, what the press releases and Boris Johnson photo opportunities did not reveal was that further attacks on terms & conditions and your future job security were part of the package.

The CWU Executive has rejected the contents of the correspondence and written to the company with detailed reasons why that decision was taken. The company intends recruiting new employees in the coming weeks with a view to beginning the trial in April this year. The letter did not seek the CWU's agreement to the trial. It simply informed us that they were going ahead. The trial will undermine many hard won terms, conditions and agreements with the CWU and threaten members' long term job security.

The headline reasons for the CWU opposing the proposal are as follows:

- Permanent use of 3<sup>rd</sup> party labour on FTTP provision work which is a direct threat to our members' long term job security.
- Those employed on the trial on non-permanent contracts in case the trial is unsuccessful.
- Those employed will **not** be covered by the Flexible Attendance Patterns Framework Agreement (known as SDT).
- A contractual 5-day week across Monday to Sunday with no premia / Sunday overtime payments.
- No fixed attendance span times.
- No end of day overtime.
- The use of telemetrics will become a contractual commitment, i.e. trackers and driving app.
- A new unagreed pay point of £23,000, substantially less than the current TMNE2 rates of £25,775 or £28,911. No job assessment or mapping process has been followed.
- A 10% bonus based on 'completions' which is a move towards performance based pay.

Branches and members will fully understand why the Executive has rejected and will actively oppose this trial. It is a clear demonstration of the approach the company intends to take in the months ahead. Further attacks on our terms and conditions and agreements are unacceptable and will be resisted.

Branches are asked to share the contents of this briefing with members and alert them to the threats that the company's approach contains for them. The company keeps telling our members that fibre is the future so if that is the case why plan now to permanently outsource huge levels of fibre work and, for those who will carry out the work in house, to undermine their pay, terms & conditions and attendance arrangements.

Yours sincerely,

**DAVIE BOWMAN**  
**ASSISTANT SECRETARY**