

CAMPAIGNING IN A CHANGING WORKING WORLD

The world has fundamentally changed as a result of the Covid crisis and this has brought many challenges. We have been working hard with the affiliated unions – Unite, GMB, Prospect and Community – to ensure that the health, safety and wellbeing of workers was the top priority for employers and the government. This has resulted in the introduction of some excellent examples of safe working practices, flexible working patterns and remote working across the CSEU industries.

However, we have also been working hard to ensure that businesses survive in the face of vastly reduced demand and a consequent impact on workload.



We have been battling against redundancy plans and threats to terms and conditions and will continue to fight for greater government support to protect critical industries. These battles are ongoing as you can see from

the reports inside this newsletter.

We have also been working closely with the Alex Ferry Foundation, our sister charity, to ensure that they respond to the crisis by supporting communities in need. The charity is on course to distribute £250,000 in community grants this year, targeted at responding to the Covid crisis. The charity will also be publishing a newsletter soon,

reporting on its activities this year, but in the meantime, more information can be found at www.ferryfoundation.org.uk

As well as responding to Covid, we have been battling hard for government decisions on defence contracts that directly affect members and their jobs. Our campaigns have generated real momentum and we can be proud of the profile we have created over issues like the Carrier support ships (FSS) and meeting the call for shovel ready projects in defence. Full details of our campaigns are inside.

I hope you find this newsletter helpful and informative.

Ian Waddell
General Secretary

KEEP BRITAIN AFLOAT

The CSEU campaign to have the Future Solid Support ships built in the UK has scored a number of significant successes but there much still to be done.

In October the Secretary of State for Defence reclassified the ships as warships meaning they can be built in the UK under state aid rules. The Prime Minister then raised the issue with the Parliamentary Liaison Committee of Select Committee Chairs and spoke of the importance of shipbuilding in providing and the jobs it provides in every part of the UK in his 2020 party conference

speech. The Defence Secretary then went further and announced that a 'significant proportion' of the work would be built in the UK.

However, many will recognise that a 'significant proportion' is a relative term and does not guarantee work in every UK shipyard. There are now two consortiums who have expressed an interest in the programme Team UK and Team Resolute which is led by Spanish shipbuilder Navantia and the Government is being very clear that it wants overseas yards to partner with UK yards over the design and build.



The CSEU will continue its campaign to ensure that FSS benefits every shipyard in Britain and maintains the high water mark of jobs and skills required to build the aircraft carriers and act as a bridge until the next naval procurements which will secure work for a generation.

**CAMPAIGN
IMPACT**

700K Social
media
reach

69K Engagements

3,834 Letters from
the public to
the Defence
Secretary

28 Articles
in the
national
media

2 Select
Committee
hearings

SHOVEL READY

The Government announced a £317m contract with BAE Systems and Leonardo to take forward the AESA radar for the Royal Airforce's Typhoons.

The move came after the CSEU featured AESA radar in its 'Shovel Ready Defence Projects' campaign which identified nine existing projects which could be extended or brought forward to protect jobs and invest in defence manufacturing to get the economy back on its feet.



THE COST OF THESE PROJECTS WHICH HAVE ALREADY BEEN BUDGETED IS £2.55BN AND WOULD MAINTAIN 13,000 SKILLED JOBS.

Other programmes identified include the Boxer armoured fighting vehicles and variants, Merlin MKII helicopters, FSS, Tempest next generation fighter, additional Typhoon orders, Warrior upgrade and Type 26 frigates. The cost of these projects, which are already budgeted for as part of the equipment plan, would be £2.55bn and would maintain 13,000 skilled jobs.

The campaign was a response to the Prime Minister's call for shovel ready projects as part of the summer stimulus package and was immediately supported by Labour who launched their own 'Built in Britain Test' to ensure regional prosperity in defence procurement projects.

SHORTER WORKING TIME

The idea of shorter working time and the proven benefits it can bring to productivity, work life balance, diversity and equality is under serious consideration following the Covid lockdown.

Public support is on the increase as a result of automation and the changing way that work is being valued. The introduction of the current Government scheme, which has been welcomed by the TUC, to guarantee pay for shorter working time, has shown that we now have the opportunity to shape the world of work.

Shorter working time has been part of the CSEU's DNA since the Drive for 35 campaign in the late 1980s. However, we want to be part of the debate and frame the arguments in a modern setting. In order to do so we have worked closely

with the New Economics Forum to look into the correlation between working time, productivity and the role of unions. You can find copies of the report and its conclusions on our website at <https://cseu.org.uk/campaigns/a-shorter-working-week/>

At the time of writing the CSEU, Institute of Employment Rights and the Campaign for Trade Union Freedom were about to host a webinar on the redistribution of wealth and time.

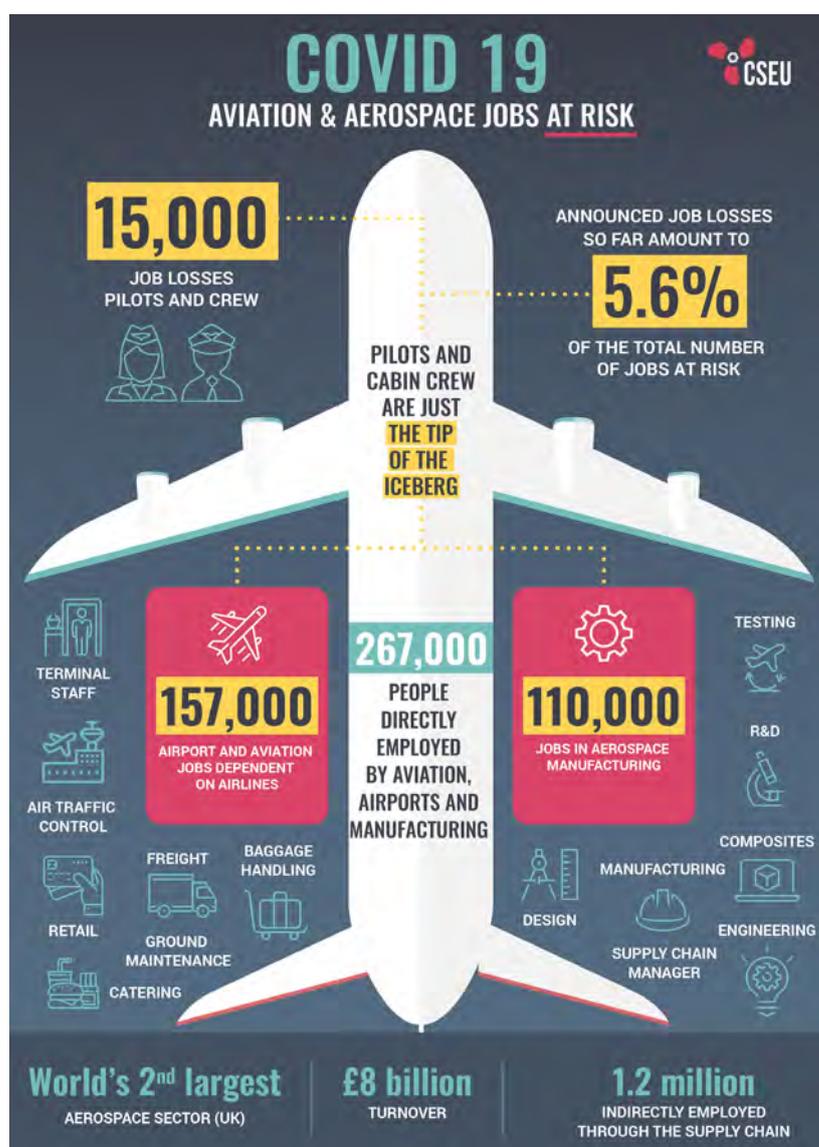
AVIATION

The CSEU launched a campaign calling on the Government to look beyond the headline job losses and take urgent action to sustain the hundreds of thousands of jobs that depend on Britain's aviation industry which is the second biggest in the world.

Investment in the aviation industry isn't about bailing out billionaires it's about investing in a strategically important industry in order to weather the storm and be stronger and greener on the other side.

The 15,000 flight crew job losses announced at the start of the lockdown were just the tip of the iceberg. There are 157,000 working as ground crew, freight and terminal staff and a further 100,000 working in the aerospace manufacturing sector with over a million indirect jobs supported by airports.

Research commissioned by Unite the union highlights the vast economic contributions airports make to regional economies and details the devastating effect that closure of an airport, or severe reductions in activity, would have on the local area. An estimated 1.2 million UK workers rely on aviation for their employment, many of them in the airports, airlines, retail, services and transport jobs associated with air travel.



WORKING TIME WEBINAR

Shorter working time and the way we value work has never been more important as we chart an economic recovery. The CSEU partnered with the Institute of Employment Rights, The Campaign for Trade Union and the New Economic Forum to host a webinar with Andy McDonald MP, Shadow Secretary of State for Employment Rights.

The topic was Redistribution of Working Time and Wealth and the

webinar marked the launch of a new campaign to show how shorter working time and the proven benefits it can bring to productivity, work life balance, diversity and equality.

Campaigners heard how in the 1980s the CSEU ran the 'Drive for 35' campaign to reduce working time down from 39 hours to 37 hours using tactics, including industrial action, which had been developed



by the German union IG Metall and what lessons it teaches us for the future.

RAMPING UP ON FMSP

The CSEU is calling into question contracts worth millions of pounds to provide the maintenance of the surface fleet, submarines and naval bases after it emerged that cost cutting messages would impact on terms and conditions.

The MoD says the new Future Maritime Support Programme (FMSP) has been designed to deliver a 30% cost saving. However, union reps at Portsmouth, Plymouth and the Clyde say that the existing arrangements have delivered efficiencies and any further cuts and fracturing the contracts will drive a coach and horses through industrial relations and create a significant risk to national security.

The Infrastructure Projects Authority has raised concern about FMSP, which



see a move from single supplier to multiple contracts, and has upgraded its warning to red from amber. The Shadow Defence Secretary, John Healey, is also fully engaged along with John Speller MP, member of the defence Select committee, who has tabled a number of questions in Parliament.

The matter is receiving national attention and the Daily Telegraph has covered a leaked letter from Ian Waddell, on behalf of the reps, to the Defence Secretary on the grounds that the plans have “the potential to inject confusion and dilution of accountability into the support of the CASD and surface fleet.”

SKILLS & TRAINING

The CSEU and TUC won an important victory to have the Education and Skills Funding Agency to continue to fund apprentices to complete their training if they are at least 75 per cent of their way through their programme at the point of redundancy.

The move is a response to a joint campaign by the TUC, CSEU, skills bodies Enginuity and Cogent along with employer's bodies such as Make UK, the

Chemical Industries, UK Steel, the British Ceramics Federation and others.

However, it falls short of what unions were seeking in that the ESFA will only continue to fund apprentices to complete if they are made redundant within six months of their final day of training.

This is a start – but nowhere near enough. Make UK have said that up to 30% of current apprentices face redundancies.

Unions are looking for the scheme to apply to all apprentices who may face losing their jobs – not just those who are within six months of completion of their apprenticeship and are calling for a national plan and a national skills task force to protect the UK skills base and avoid a post-covid skills shortage.



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community
For a better working world

