

NALGO LIVELINE

Manweb Branch

MEMBERS THREATEN INDUSTRIAL ACTION

At one of the largest Annual General Meetings of MANWEB NALGO for 20 years, 320 staff voted unanimously in favour of a resolution warning of industrial action over the latest plans for district mergers and job cuts.

The glib comment made 12 months ago by directors that privatisation would "not mean working harder but smarter" has become a standing joke. Staff have already been burdened with an increased workload after the first 500 staff received voluntary severances. Revelations are now coming to light that a further 400-500 jobs may have been lost through reorganisations.

Attempts by management to steam-roller through a further 150 job losses and merge the work of 10 districts into just 3 for Power Marketing staff, is seen as the last straw.

Scepticism Rife

Members from district after district, stood up to voice their anger. Verbal assurances directors are alleged to have given of "no compulsory redundancies" were treated with great scepticism. One member of staff told of a meeting called by local management where staff were already being counselled in advance of any planned new structures being announced. Another, reported a meeting where the local manager had told staff that their job would be moving whether they liked it or not.

Stark Choices

With high unemployment, the issue of compulsory redeployment or compulsory redundancy is felt strongly, especially in outlying Welsh districts where merger options would present the starkest choice. The idea of moving to a job up to 100 miles away is causing enormous anxiety and could place a great strain on families with strong roots in local communities.

No Choices?

Many workers, especially in families where there are two wage earners, would simply be unable to move. As one member asked, "would we face compulsory redundancy or compulsory redeployment".

Action Call

Staff in several districts have already said they do not want to move and expect support from their union.

The resolution passed, reminded the Company of its commitments to staff and our long-standing opposition to compulsory redeployment and compulsory redundancy. It pledged to defend all local and national agreements.

If the Company reneges on any of these, the Branch will ballot members on appropriate industrial action.

COMPANY PLEDGES ON REORGANISATIONS:

1. No compulsory redundancy
2. No compulsory redeployment
3. Union representatives available for all counselling
4. No counselling until structures are agreed and announced
5. No moves would be introduced until the structures are agreed and announced.

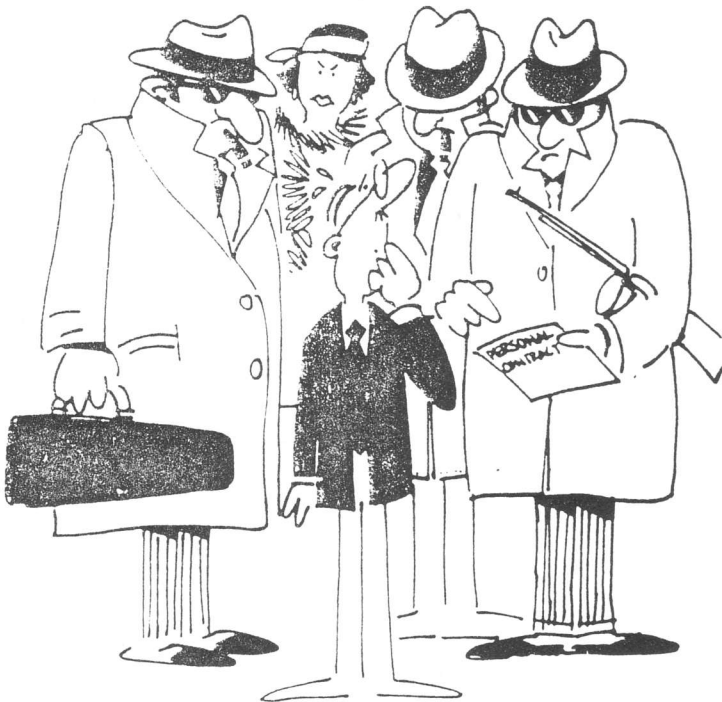
FURTHER ATTACKS ON UNION

The continued refusal to implement the local agreement on full-time release for the Branch Secretary, has now been compounded by new proposals, to cut the number of accredited representatives from 49 to just 18. It is no coincidence that this move, to seriously weaken the strength of our union, leaving members isolated and vulnerable, coincides with the merger proposals in Power Marketing.

All members must now be vigilant. Any infringement of the commitments given by the Company, outlined below, should immediately be reported to your union representatives and the Branch Office. Similarly, open or subtle threats by managers to force staff into accepting redundancy or redeployment would constitute victimisation and harassment and should again be reported.

The next meeting of the Branch Executive Committee, 5 December 1991, will be holding a full discussion on the reorganisation and will consider what steps should be taken next in the campaign to protect members jobs.

MANWEB should be under no illusions, if the commitments they have given are not upheld, or any member faces compulsory redundancy or compulsory redeployment, the Branch will not hesitate to ballot members on industrial action.



Of course, you don't have to move district

THE NEW TEAM

BRANCH OFFICERS:

J A Brown	-	President
M J Gregory	-	Vice-President
S Monks	-	Hon Secretary
P Powell	-	Hon Treasurer
D Read	-	Publicity Officer
A Hart	-	Welfare Officer
B Barrow	-	Members Services
D W Griffiths	-	Sports Secretary
L Ingram	-	Equal Opps Secretary
W Morton	-	Health & Safety Officer

BRANCH REPRESENTATIVES:

North Mersey:

G Morris
P J Parry
P A Quinn

Liverpool:

K Aylward
M Fagan
P Heppletall
M McNally
S Whewell

Mid Mersey:

G Batty
G Coogan
H King
A McDonald
M Orine

North Wirral:

N Hunter
J Purse
H Murray
D Weigh
S Williams

Mid Cheshire:

J M Duffus

Clwyd:

A J Miller
R M Vaughan
H A Worsnip

Gwynedd:

C Hull
S Parry
D Powell

Aberystwyth:

L Ingram

Head Office:

M E Arthur
J A Bridge
M Doyle
M J Gregory
E Lewis
G W Littler
R P Murphy
J Price
P Powell
D Read

EDRC:

D Thomson

Should you have a query or problem contact your local representative as shown or the Branch Office on 0244-816773