

Last update: **24 Feb 2022**

## 2022 Bulletins

### Joint Trade Union Newsletter Re: Fawdon Closure Proposals

**Posted on: 24 February 2022**

Dear members,

You will be aware that your Trade union representatives have met with the company over two days 22nd and 23rd February to negotiate on your behalf a package that will be over and above the current redundancy terms with the company.

The Trade unions on your behalf presented the feedback they had received by members to the company on improvements to the current company offer. Intense negotiations are ongoing and will continue next week.

We understand the frustration members feel around a lack of detail regarding negotiations. This is understandable and we hope to be able to give details on progress next week.

Please be in no doubt your representatives are fighting for the best deal possible and you will get to vote on fighting the closure or accepting increased terms.

In solidarity

**Ross Murdoch** GMB National Officer

### Noticeboard Bulletin - 17-02-2022



**Posted on: 17 February 2022**

Dear members,

The Company and the Trade Unions met today in relation to the current consultation/negotiation process.

The Trade Unions made a number of strong representations to the Company in connection with a significantly enhanced package for members affected by the site closure. The Company responded that they are open to continued dialogue in this respect on a number of items including the terms for an enhanced package

The next meeting will be held on Tuesday 22nd February.

We will keep you updated on our progress.

In solidarity

**Ross Murdoch** GMB National Officer

## **Noticeboard Bulletin - 02-02-2022**



**Posted on: 2 February 2022**

Dear members,

**FRUIT PASTILLES, TOFFEE CRISP, MINI EGGS AND SMARTIES OFFSHORED AS NESTLE CLOSE FACTORY COSTING 500 JOBS**

**Closing this profit-making site in the North East and shifting production to Europe is completely unacceptable, unions say.**

Production of Fruit Pastilles, Toffee Crisp, Mini Eggs and Smarties is to move out of the UK as Nestle close a factory – slashing almost 500 jobs.



The confectionary giant today confirmed plans to shut down its site in Fawdon, near Newcastle, which produces fruit pastilles at the end of 2023 at a cost of 475 jobs.

- Nestle plans to move production of some of the UK's favourite sweets to Europe
- Fruit Pastilles, Randoms and Jelly Tots will be made in the Czech Republic
- Toffee Crips will be made in Poland
- Mini Eggs and Smarties will be made in Bulgaria

Despite in depth alternatives – provided by independent experts Acuity Analysis – Nestle has decided to press ahead with closing the site.

Unions GMB and Unite will now speak to members in Fawdon to discuss next steps.

**Ross Murdoch, GMB National Officer, said:**

"Closing this profit-making site and shifting production to Europe is completely unacceptable.

"This will have a devastating impact on workers and their families.

"Meanwhile transporting finished products from sites in Europe back to the UK – where they are consumed – will result in significant additional road and sea miles increasing pollution and environmental damage.

"GMB and Unite will now speak to members in Fawdon and find out what they want to do next. We will give them whatever support and resources they need to fight this."

**Joe Clarke, National Officer Unite the Union, said:**

"Unite and its membership are bitterly disappointed that alternative proposals to keep the site within Nestle Fawdon open have been rejected.

We are currently seeking further information in relation to the proposal, and we will enter into dialogue on next steps imminently."

In solidarity

**Ross Murdoch** GMB National Officer

**Joe Clarke** National Officer Unite the Union



**Posted on: 21 January 2022**

Dear members,

### **NECIC 3rd Ad Hoc meeting 20 January 2022**

The trade unions and the independent experts Acuity Analysis have now presented their counter proposals to Nestle, both to the UK Senior Management team on 12 January and on 20 January to the European leadership team. The response from both levels of management was that they were impressed with the level of detail and professionalism that was in the counter proposal report document. Thank you to all of you who helped to shape these proposals by adding your knowledge and expertise. We now await a response from the business week commencing 31 January.

In conjunction with the proposal document, the trade unions have also written to the business setting out their position. This letter is very much set in the context of the trade unions applying a number of tests of fairness or reasonableness to the company's current proposal to close the Fawdon site at the end of 2023. To a large extent this was a restating of previous points, nevertheless we felt it was important that we made the trade union position clear. The main points are that, if the closure proposal goes ahead:

The business accepts it would be closing a profit-making site. The business accepts that the products made in Fawdon remain in demand, as they plan to maintain production of these at a number of sites in Europe and in the UK. The business accepts that in transporting finished products from sites in Europe back to the UK consumption market, that this will result in significant additional road and sea miles, the consequence of which will result in additional harmful pollution, with only how high the level of emissions and exposure being up for debate. The trade unions also made the point to the European business, that no amount of headline targeting by Nestle that seeks to reduce their overall global carbon footprint, can negate in any way the reality of specific increased carbon emissions relating to their proposals for Fawdon.

The trade unions again cited their belief that the business proposals are underpinned by corporate greed, in that they are seeking to take advantage of cheaper labour and energy costs in Eastern Europe to increase profit, which the business refutes.

We took the business to task over previous comments made, that they value the Social and the Environmental Pillars every bit as much as they do the Economic Pillar. Putting it to the business, that if they take note of the points raised and the tests applied by the trade unions, on profit levels, product demand and environmental damage, how can they continue to carry on with such an assertion when



they're proposals seek to consign nearly 500 workers onto the unemployed register. We added that if the business does truly value the social and environmental pillars as much as they say, then combining the points raised by the trade unions with the counter proposals by Acuity Analysis, we believe they should conclude that the case for keeping the Fawdon site open is a compelling one.

The report itself, rightfully in our view, also states that "Nestle ought to consider the public reaction to the environmental impact of its proposals." The trade unions added that, given the recentness of COP26 towards the end of 2021, we believe there is evidence of an increased societal awareness and demand that employers remove or reduce their carbon footprint and resulting damaging emissions. Therefore, the trade unions absolutely concur with the views in the report over public reaction in this area and we believe in an ever-changing shift towards more ethical and environmental investing, Nestle' shareholders might also take a dim view over such a strategy.

The inextricable link in the proposals between the Fawdon and Halifax sites has also now become more relevant and detailed consultations are now taking place at Halifax. The trade unions have previously raised there are a number of risky assumptions in our view that appear to have been made by the business over what Halifax will or will not accept. The consultations for Halifax are only just beginning and only time will tell as to how straight forward these might be.

We urged the business in the strongest terms of the need for them in making a final decision, that they reflect on all of these points and the counter proposals and give it due serious consideration, adding that we believe they owe it to those hard-working employees who have been delivering for Nestle at Fawdon since 1958 and who now find themselves fighting for their future.

The business has agreed to reflect on all of this and give it the time and effort it deserves.

In solidarity

**Ross Murdoch** GMB National Officer

## Noticeboard Bulletin - 10-01-2022



**Posted on: 10 January 2022**

Dear members,

Please find the link below to the trade union Webinar sessions that will be running in the Fawdon site across Monday 10 and Tuesday 11 January, also for those members who will be off shift and therefore



joining the link from home etc. For those on-site there will be an opportunity within the one-hour sessions to speak with your local trade union representatives in terms of questions and clarifications.

As well as the Webinar link below, there is also a generic email address for all members, but particularly those not on site, should any questions come up after reflecting on the Webinar presentations. The link address for this is also below.

Thank you for your ongoing support.

[watch the webinar here](#)

Generic email address – [info@gmb.org.uk](mailto:info@gmb.org.uk)

In solidarity

**Ross Murdoch** GMB National Officer

## 2021 Bulletins

### Noticeboard Bulletin – 09-12-2021



**Posted on: 9 December 2021**

Dear members,

As previously communicated your Trade Union Representatives met for a two-day workshop in Newcastle on the 7th and 8th December along with National and Regional Trade Union Officers and with the support of the Trade Union selected independent expert.

The purpose of the workshop was to go through the expert's report and to discuss members and TU Reps comments and suggestions for keeping the factory open.

The next steps are to use the information collected to put formal counter proposals to the company and this will take three to four weeks to complete. It is envisaged that the proposals will be put to the company around the week commencing 10th January.



We will arrange another Webinar prior to these proposals being presented to the business, to share these with you and receive your feedback and seek your endorsement. We will also engage with your employer to seek proper release time from your work duties in order to maximise participation. A link for the Webinar will be sent out to you via the same method as the last one.

Please continue to converse with your local trade union representatives asking any questions and continuing to offer suggestions and ideas for keeping Fawdon factory open.

In solidarity

**Ross Murdoch** GMB National Officer

## Noticeboard Bulletin – 03-12-2021



**Posted on: 3 December 2021**

Dear members,

First of all, thank you to those of you who managed to join the Webinar on 25 November; there is a link at the end of this newsletter for anyone who wishes to view the session. As promised, we have endeavoured to answer questions that weren't answered for reasons of timings, which are set out below; there were one or two questions that were too personal to either the individual asking or named to be answered on a collective basis, but we would urge anyone who feels their question has not been answered, to take it up with their Shop Steward on an individual basis and it will be answered. There were also a number of questions asked around wider consultation calling on expertise across the factory. We believe this was answered in the opening presentations, that we will take the views of every trade union member who wishes to contribute ideal and counter proposals, so again would urge any member to take this up with their Trade Union rep:

Q – There was a question around the length of time the consultation process is taking and whether this is likely to have a knock-on effect on the actual date of closure if it happens? = **There is not a definitive answer one way or the other on this and there has not been any indication from the employer that there is any likelihood of extending the end date as a result of consultation timelines.**

Q – “To make Fawdon fit for the future is going to cost millions are Nestle willing to invest in Fawdon long term.” = **We need to win the argument that the site should not close and if we succeed with this, absolutely there will be a call from the trade unions that significant levels of investment will be required, which is a theme you trade union Shop Stewards have raised on many occasions.**



Q – “Do you really think Halifax would reject any proposals due to their jobs being saved regardless of any products being moved out” = **Difficult to answer this one in any definitive way, as Halifax hasn’t really started their consultation in any meaningful way yet and too many ifs and but’s around the connected part of the overall proposals.**

Q – “The last meeting we had you said that we had backing of the unions in Europe and they would not take Fawdon’s products unless they were given the go ahead by the UK union.” = **There is the potential of such solidarity action being taken by other sites in Europe or the UK by way of support.**

Q – “We have been led to believe savings are needed of over 21 million to keep factory open surely that’s an impossible task”. = **This has never been set as a condition by the employer and they have given a commitment that no final decision on Fawdon’s future will be taken until such time as alternatives have been explored and concluded, also that any alternative proposals do not need to produce any pre-determined level of savings in order to be considered or change/reverse proposals.**

Q – “At Fawdon we have delivered Project Twiggy & soon Project Koala will commence full production, next year we will deliver 1000 tonnes of Kit Kat pouch along with other projects. Why are we supporting these projects for the Company when it looks likely the Factory will close? It’s very frustrating and confusing for the Shop floor staff”. = **Understand much of the frustration that lies behind this question, however, we have not discussed withdrawing support or, any other campaigning type issue, because we are still very much on the page of presenting alternatives to closure, which we hope is successful, if so, there would be no need to campaign.**

Q – “Can the government not step in and impose large green tax tariffs on the company for importing the products back to the UK?” = **It is extremely unlikely the current UK Government would do this, as they would always err on the side of a business being free and able to run their business unhindered. The trade unions have actually been extremely critical of the UK Government for failing to put a much higher weighting on reducing emissions in the procurement process when contracts go out to tender.**

Q – “As we found out by a third party that i.e., Yorkshire Post that the factory was proposed to close, is this a breach of confidentiality? if so, is there a compensation for this regardless of factory closure?” = **Nestle had actually put out an embargoed press release, which the Yorkshire Post breached, therefore it was Nestle’s confidentiality that was breached, we believe the business received an apology for this and have not taken the matter any further.**

Q – “What redundancy package was received by Castleford when they closed” = **There were no compulsory redundancies there so it was carried out on the basis of the agreed redundancy terms we have currently with Nestle.**

Q – “how come the union doesn’t do collective bargaining for the staff and managers union members minimum pay rise like they do for shop floor members” = **Staff and managers gave up bargaining rights on this some years ago. However, they have since sought through the recognised trade unions to have**



collective bargaining rights back again, so this has been raised formally with the company and is being discussed.

Q – “What was the company’s initial response to the acuity report?” = **The company’s initial response was to question some of the ways or formulas used in the report applied around the additional road and sea miles and consequential green-house gas emissions. They believed a different measure should have been applied, however, they accepted there would be additional miles and emissions. They have since come back with a more detailed response, a lot of which is around interpretation.**

Q – “will there be another one of these seminars on at a later date?” = **We are committed to put on any number of seminars if enough members feel they are useful, we will discuss this amongst the wider trade union shop stewards.**

### Closure Proposals – Union Meeting

In solidarity

Ross Murdoch GMB National Officer

## NECIC Ad Hoc Meeting 8 November



Posted on: 11 November 2021

Dear members,

### NECIC Ad Hoc meeting 8 November

We felt given there had been a pause in the high-level consultation meetings regarding the company’s proposals around the closure of Fawdon at the end of 2023, that in light of these meetings restarting, it was timely to provide an update. The reason for the pause was to pin down a date for the second Ad Hoc NECIC (Nestle European Works Council) meeting, which was held on 8 November. At this meeting the trade unions sought a number of very important commitments from the business. The **first** was on the company’s position that in order to realise monies for investment, that this could only be realised through cost cutting and given their headline £27m for these proposals just where does exploring alternatives for Fawdon sit. The commitment we sought was that it should not be the case that investment can only be realised through cost cutting only, adding that if the business is not prepared to give this commitment, then arguably, they are not serious about exploring alternatives to closure. The **second** was on preparatory work at sites involved in the wider proposals i.e., if work has started, it needs to be halted and if planned it needs to be paused to allow time for meaningful consultations. The Senior



Company representatives at the NECIC stated that these points and others would be dealt with in the UK Fawdon specific consultations, which was held on the 10th November. Therefore, this is an update from both meetings.

Throughout these consultation meetings, the trade unions have cited that we believe a strategy that is prepared to dispense with a profit-making factory whose workers make products that remain in demand, and importantly will continue to be manufactured elsewhere in Europe, is flawed, ill thought out, based on corporate greed, and is irresponsible capitalism that puts profit over people. If anything, these assertions were reinforced at the recent NECIC Ad Hoc meeting as, despite all the warm words about how Nestle values both social and ecological pillars as much as the economic one, it was evident that the business still believes this strategy to be right because it will help them win against their main competitors. Again, as far as we are concerned, it is still profit over people and an obsession with competitor league tables. Also, given the additional road miles and sea miles with added greenhouse gas emissions, which would be the reality if these proposals go ahead, (and could be avoided by maintaining production at Fawdon) just where does this sit with Nestle's carbon footprint (the company accepts there would be additional miles and emissions).

In terms of the **first** commitment sought; whilst the business confirmed that any suggested alternatives to closure that we propose does not have to hit a certain monetary level, nevertheless, they still state that Nestle Confectionary business in Europe can only realise monies for investment via cuts and savings. Therefore, we are being asked to come up with alternatives with our hands tied behind our back, which is not a position we are prepared to accept. The business has also stated that this decision is based on a strategic Nestle decision. Therefore, we made the point that in reality this means we are consulting in the UK with Managers who are not decision makers, which is also unacceptable.

In terms of the **second** commitment on preparatory work; whilst the business stated that no Capex has been authorised to implement work linked to these proposals at any sites, we made the point that we understood a new stoving process for Sfinx is already under development, therefore to us this sounds like preparatory work is in fact already under way.

We have a follow-on meeting again the week of 15 November, where all of these points will be explored further. However, if the company fails to move away from a hard nose corporate greed position of profit over people, it is fast getting to a situation whereby we will need to consider moving into a campaigning mode to resist these proposals, be this in terms of political, media methods etc, plus up to an industrial response, which given the levels of anger that appears to be increasing by the day (see COP 26 issue below) we believe there is an appetite to explore an industrial response. We will provide a further newsletter after the next round of meetings.

On this particular aspect of the update, the trade unions commissioned a detailed report by an independent expert Acuity Analysis. This comes in the form of a 50-page report; however, we have included a link to summarised version of this report which captures the main headlines. Click on link for report.



## **Vegan Fruit Pastilles at COP26**

On a separate matter, though directly related to Fawdon, is the issue over the company's insensitive promotion of Vegan Fruit Pastilles at COP26 in Glasgow. We raised in the strongest possible terms the anger and frustrations of our members around this and how it has been viewed so insensitively by the members that make these products at Fawdon. We also made the point that to use this product whilst we are in consultation and with our report being sent to the business which clearly states that number of road and sea miles with the resultant carbon footprint and environmental damage, is unacceptable and not consistent with Nestle CO2 commitments and has caused distress at the site amongst nearly 500 Nestle employees extremely worried about their futures.

We made it clear to the business that we had a 'gentleman's agreement' that we would not do or say anything whilst we are in talks to explore alternatives to closure, particularly around COP 26 and here we have the business lauding the product made at Fawdon but conveniently not making any reference to the proposal to make the workers unemployed (who let's face it are after all the success story behind Vegan Fruit Pastilles). On this basis we made it clear that we believe the company has breached this gentleman's agreement, so as far as we were concerned, the gloves are off in terms of us holding our counsel. Whilst the employer has apologised, nevertheless as a result of this we put out a joint trade union press statement, see below:

### **COP 26: 'CRASS' NESTLE DISH OUT VEGAN FRUIT PASTILLES WHILE SLASHING AND OFFSHORING 500 JOBS AT FACTORY**

#### **Production will move to Czech Republic and be transported back for UK consumption – massively increasing Nestle's carbon footprint, says GMB Union**

Unions GMB and Unite have slammed 'crass' Nestle for giving out vegan fruit pastilles at COP26 – while planning to sack or offshore the 500 workers who make them.

In a bid to boost its green credentials, the confectionary giant distributed free sweets to delegates and visitors during the first week of the climate conference in Glasgow.

Meanwhile, Nestle plans to close its site in Fawdon, near Newcastle, which produces fruit pastilles.

The plant will close at the end of 2023 costing 475 jobs.

Fruit Pastille production will then be moved to the Czech Republic – but the sweets will be transported back to this country for consumption by the UK market, increasing greenhouse gas emissions and the company's carbon footprint.



**Ross Murdoch, GMB National Officer, said:**

"Our members are disgusted Nestle would use products they make to boost its green credentials– while planning behind the scenes to move their jobs to Eastern Europe".

"It's crass, underhanded and insensitive.

"Moving production to the Czech Republic is clearly bad news for UK manufacturing; so much for Brexit retaining jobs and bringing jobs home.

"But as Fruit Pastilles are consumed by the UK market and will have to be transported back from Eastern Europe by road and sea, it will massively increase Nestle's carbon footprint by adding greenhouse gas emissions and pollutants into the environment.

"It makes a mockery of the company's stunt at COP26."

**Joe Clarke, Unite National Officer, said:**

"On the backdrop of the immense commitments throughout covid and with most employers repatriating volumes post-Brexit this course of action by Nestle is a model when put into context the current COP 26 conference, to try and gain mileage for vegan pastilles when in reality they are increasing transportation by producing these products abroad and bringing them back to the UK is hypocritical."

**Peter Schmidt, European Trade Union President for Nestle, said:**

"It is not acceptable at all that Nestlé wants to destroy 475 livelihoods while making the highest profit ever in their history just to make more money.

"In doing this they even increase their environmental footprint, not reduce it.

"At the same time, they want to give the impression to the public that they would be on a sustainable path towards climate neutrality.

"So, you cannot treat workers their families and the public in such a way." – ENDS

In solidarity

**Ross Murdoch** GMB National Officer

**Joe Clarke** Unite the Union National Officer

**Brian Golding** National Trade Union Convener



**Posted on: 14 October 2021**

Dear GMB member,

Please see link to an important joint communication statement that was agreed upon after the UK National Governance meeting on 7 October.

This statement confirms that the context of consultations on Fawdon now changes from as they are currently around proposed closure, to alternatives to closure.

[Joint Communication](#)

In solidarity

**Ross Murdoch** GMB National Officer

## FAWDON FACTORY – TRADE UNION UPDATE



**Posted on: 11 October 2021**

Further to the September trade union update, the trade unions (TU's) met with senior UK representatives from the business on 7 October. At this meeting the independent expert David Tarren from Acuity Analysis took us through the report they had compiled, after which the trade unions set out their position verbally over the current proposal to close Fawdon at the end of 2023. This was a very detailed response and was followed up the following day 8 October in writing by the TU's formally to the business.

It was pointed out again by the unions just what a tremendous contribution Fawdon makes to Nestle's UK income, with the independent report reinforcing this point by highlighting this is almost 17 per cent of the company's entire UK sales, with a total value of £227m, also that performance has increased year on year and is still moving in the right direction. The report also made the point that *"The closure of Fawdon is not inevitable. It is not a consequence of poor performance or a response to changes in the confectionery market. The proposed closure is a strategic decision by Nestle, based on the central premise that capital needed for investment can only be realised through cost cutting."* Therefore, a proposal to close a productive and profit-making site, particularly one whose workforce have risen to numerous challenges over many years, is clearly not



something the trade unions would be prepared to accept, particularly as the products made at Fawdon remain in demand and that these brands will remain in production albeit transferred to other sites in Europe. It was put to the company again that this is more to do with corporate greed, irresponsible capitalism, and that the rationale behind the proposal is flawed.

Another major factor in these proposals that make it unacceptable to the trade unions, is the environmental and carbon footprint aspect, in that, the products that are currently made in the UK in Fawdon for a UK market, will now be transferred by road and sea from Europe, back to the UK for consumption, at a significantly increased cost and more importantly in an environmental context, it will contribute substantial levels of GHG emissions through additional road miles as products, currently manufactured at Fawdon make their way across Europe to the UK to be sold. The proposal will also involve hundreds of Dover-Calais ferry crossings which will contribute yet more GHG gasses into the atmosphere, significant tonnes of transport related pollutants that could be avoided by maintaining production at Fawdon. In the year of the climate change COP26 conference in Glasgow in November, we strongly suggested that the business should be seeking to send out a message signalling their intention to reduce their carbon footprint in terms of minimising transportation mileage and the resulting emissions, therefore should reconsider its proposal and maintain production in the UK to avoid this environmental damage.

The fact of cheaper labour costs in Europe was also a major factor in the trade unions response. At a time when the UK Government is seeking to rebuild the UK economy post Brexit and Covid 19, the trade unions pressed home the point that in our view it would be reputationally damaging to Nestle in the UK to effectively consign UK workers onto the unemployed register and have their work carried out by European workers using cheaper labour.

In conclusion and based on all these aspects of profitability, how productive and responsive to challenge the Fawdon workforce is, the environmental damage and the UK prosperity argument, it was made clear by the trade unions that they cannot accept the company's proposals and any scenario that includes the closure of the Fawdon site. we remain committed to working with the company to explore all options to maximise the facility there in a way that would help to generate increased profits that could be realised for investment elsewhere. However, the trade unions first of all need a commitment from the business that they will reign back and reconsider the current proposal to close Fawdon, and give a commitment that they will defer any final decision over the closure of Fawdon, until such time that a more detailed review and exploration of all potential options to keep the site opened are completed. Once the trade unions have these commitments, they will discuss next steps. A further Ad Hoc NECIC meeting is scheduled for 22 October at which these points will be reinforced to the senior European representatives of the business; we will provide a further update after this.

In solidarity

**Ross Murdoch** GMB National Officer



**Posted on: 28 September 2021**

On 24 September your GMB and UNITE Representatives met with Acuity Analysis, the expert consultants who has been analysing the company proposal on behalf of the joint Trade unions.

The consultant reported back on initial findings and conclusions. The Representatives then had a question-and-answer session to explore the report. In response to several points being raised and matters that require more detailed clarification, the consultant will analyse these further, however there is a commitment to get back to the Rep's in a short timescale.

We will soon be able to share the report with the business and put forward our conclusions and explore alternatives, which will almost certainly include our counter proposals.

Your rep's will be speaking to you when it is appropriate to get your ideas and feedback. We understand the frustration at the length of time these consultations take but be reassured the time taken is justified to get the correct information and put forward our proposals that are well thought through and factual.

We will keep you updated on our progress.

**Ross Murdoch** GMB National Officer

## Joint Trade Union Pay Update

**Posted on: 21 August 2021**

Dear GMB members,

The trade unions and company representatives met on the 9th August to discuss our annual pay discussions.

The company gave an update on the company performance and the challenges they are facing.

The Trade union representatives presented to the company the latest inflation figures, cost of living and the success of the business over the last 12 months which has outperformed many of our competitors.



The trade union representatives believe a substantial increase in pay is justifiable affordable and should recognise the efforts of our members over the last year recognised as key workers who supplied the UK and abroad with food, drink, and pet food.

Due to holidays the next meetings will be in September and we will keep you informed of progress.

National Forum pay negotiating team

## Trade Union Update



**Posted on: 25 June 2021**

Dear GMB Member,

As you will be aware through the joint communication with the company, we have met nationally at the governance meeting for Fawdon and York.

Your Trade union local Representatives and National Officers shared their feedback on the process and progress to date.

The Trade unions at both sites have requested further information and clarifications in relation to the company proposals.

We can confirm the request for an independent expert has been accepted by the company to understand the company proposal in Fawdon. The company providing this independent expert advice is Acuity Analysis and has extensive experience of working with Trade unions in the UK and Europe.

The expert requires significant information and time to interpret the company proposal and they will be in a call next week to answer questions and clarifications with your representatives.

Please continue to ask your local rep's any questions that you have and they will endeavour to answer as many of these as possible, though we may not be able to answer all at this stage due to the consultation process.

That said they will be answered as soon as possible in line with the consultation.

Finally, we have had many messages of support from our European colleagues for Fawdon and York.

These have been sent to the zone management and copies sent to your Senior TU Rep's.



## Nestle Destroying Jobs In Pursuit Of Greed



**Posted on: 18 May 2021**

Dear GMB Member,

Following the company announcements around the proposed closure of Fawdon and the proposed job losses at York, the Trade unions have started to meet locally at the two sites with management. There was also an Ad hoc European meeting held on 17 May with senior management, National officers, co - Chair European works council, IUF, European Trade union Representatives and UK Representatives.

At all these meetings your representatives reinforced the clear message that the closure and job losses were not acceptable and had no sound rational other than squeezing more profits out of our members across the UK and abroad.

The proposed dismissals will have a devastating impact on our members, their families and the wider community.

It is clear Nestle have not carried out a social economic impact assessment on their decisions and the affect this will almost certainly have on the local communities in Fawdon and York.

So far the company information which has led them to make this decision has been poor and the Trade unions expect to be given far more detailed financial and environmental information.

The Trade unions have had to point out that legal documentation has been incorrectly filled out which has been accepted by the company and at this stage we have not received updated documents.

Our members have worked through this pandemic keeping the country fed and the company response has been to chuck us to the wolves.

GMB and UNITE stand shoulder to shoulder in this fight and will back our members 100%

We have a further National meeting this week and will give further updates once we have met with the company.



In solidarity

**Ross Murdoch** GMB National Officer

## Nestle Destroying Jobs In Pursuit Of Greed



Posted on: 7 May 2021

Dear GMB Member,

Following the company announcements last week, we wanted to update you on our discussions this week with the company.

The joint Trade Unions reiterated their unequivocal opposition to the proposed closure of the Fawdon factory and slashing of jobs in York.

Right across the UK and abroad we have been receiving messages of support from our sisters and brothers in other Nestle sites.

There was widespread shock around the messaging to our Fawdon colleagues of investments in other factory's and this was roundly thought to be insensitive.

We have fed this back to the company at the highest levels and await a formal response. We will go into formal consultation shortly and will provide you with regular weekly updates through newsletters and your local representatives.

If you have any questions, please contact your local TU rep and we will endeavour to answer them in a timely manner in line with our ongoing talks with the company.

In solidarity

**Ross Murdoch** GMB National Officer

## Nestle Destroying Jobs In Pursuit Of Greed



Posted on: 28 April 2021



Dear GMB Member,

Nestle have announced today that they wish to close the Fawdon factory in Newcastle, change working practices in York with significant job losses and outsource production of products in Halifax to 3<sup>rd</sup> parties.

Today is workers Memorial Day an apt day to remember the sacrifice workers have made for their employers.

We have yet to hear the rationale for these decisions, but one thing is clear the timing to announce this during a pandemic is a disgrace.

Our members have worked incredibly hard during the last year as key workers coming in around the clock keeping the nation fed.

The Fawdon factory has been crying out for investment for years with the Trade union regularly bringing this issue up at National level.

This was ignored by management and we now understand why with salami cuts to production and moving production abroad.

This is in stark contrast to the public announcement of £9 million investment in the York office block.

Nestle is the biggest food manufacturer in the world with profits that are eye watering.

The confectionary factory's have a long history with workforces that are skilled, loyal and hard working.

To all our members who are affected you have UNITE & GMB's commitment that we will fight these proposed job losses and factory closure.

We will go into discussions with the company and resist these proposals robustly and keep you updated on a regular basis.

In solidarity

**Ross Murdoch** *GMB National Officer*

## 2020 Bulletins

**Noticeboard Bulletin - 28-08-2020**



**Posted on: 28 August 2020**

Dear GMB Member,

The Company and the Trade Unions met today to discuss our pay negotiations progress for 2020 and to get the view of all Rep's who could make themselves available.

The Trade Unions reiterated their desire to come to an agreement that meets the expectations of its members who have worked tirelessly through this pandemic to provide the products our consumers expect.

The company once again expressed its wish to continue with discretionary sick pay and include this in the pay negotiations. The company gave examples which they believe constituted abuse of the scheme. These were around patterns and abuse of the absence procedure. The Trade union Rep's and officers in the meeting accepted that there was a need to continue with discretionary sick pay at this time on the condition that Representatives will be fully involved in representing our members to ensure that discretion is fair and consistent and in line with the agreement.

The Trade Union have agreed to an extension on the condition that rapid progress will be made for the pay talks for 2020. The Trade unions will consider the companies proposal for an extension to discretionary sick pay on the condition progress is made in the upcoming pay talks in the next weeks.

A key priority for all the reps beyond this pandemic, is the protection of the Company Sick Pay (CSP) scheme and any indication of this not being the case would be met with resistance.

In solidarity,

**Ross Murdoch** *GMB National Officer*

**Pay Update**



**Posted on: 25 October 2020**

Dear GMB Member,



The company and Trade unions have met over the last few days and weeks to discuss our annual pay discussions.

As previously communicated, the Trade unions reiterated their desire to come to an agreement that met its members expectations who have worked tirelessly through this pandemic to provide the products our consumers expect.

The company have made a formal offer which is a 2.8% increase on basic contractual rates of pay for 2020.

Currently RPI is 1.1%

This will take affect subject to members voting in favour and If agreed will commence from the local pay anniversary dates which will be backdated in line with local anniversary dates.

The 2.8 % offer is conditional on the continuation of discretionary sick pay until April 1st, 2021.

For clarification discretionary sick pay will end April 1st, 2021.

The discretionary sick pay agreement will be subject to review on a four-week review until April 1st, 2021.

It is important to understand whilst in this pandemic we need to protect the most clinically vulnerable.

By agreeing to discretionary sick pay, we can ensure this. During the first wave the company supported over 100 people and they were payed their contractual pay.

With this agreement, should the government advise extremely vulnerable people to stay away from work, they would continue to be paid.

Should more than 100 people need this help we would go into further negotiations.

The Trade unions Representatives unanimously recommend this offer.

There are further negotiations on recognition for working through this pandemic and we will update you outside of the annual wage negotiations.

## **NEXT YEAR**

Due to the length of time for negotiations this year, we envisage next year's pay talks will resume in January with TPM skill payments top of the Trade unions priorities.

In solidarity,



## Noticeboard Bulletin – 27-11-2020



**Posted on: 27 November 2020**

Dear GMB Member,

Your votes have been counted and we can confirm the result of the ballot is as follows.

82% voted yes to accept the company offer

18% voted no to the company offer

As previously communicated the 2.8% pay award will be backdated to your sites anniversary date and will be paid in January 2021.

Discretionary sick pay will continue until 1st April 2021.

We will shortly start discussions with the company on further recognition payments and will keep you informed.

Negotiations will also start in the next few weeks on the 2021 pay deal which will include our stated aim for skills payments.

We wish to thank everyone for their cooperation in the running of our pay ballot online.

In solidarity,

**Ross Murdoch** GMB National Officer

