



21 October 2020

## TO BT BRANCHES WITH TECHNOLOGY MEMBERS

Dear Colleague

### BT Technology - Consultative Ballot – Opens Thursday, 22 October

The Technology National Team intend to hold a snap consultative ballot amongst the BT Technology membership in order to gauge whether our members support the aims of the NT which is **to deal with compulsory redundancies in Technology by voluntary means** and to use the result as leverage with management.

Unfortunately, time is not on our side and we believe the consultative ballot is required, as despite the best efforts of the CWU National Team, nearly 200 team members are to be made compulsorily redundant, and we are on the eve of receiving fresh proposals under **phase 2** of Technology's Transformation programme.

All BT Technology members will receive an email on **Thursday, 22 October** providing some background information regarding how the NT have tried to negotiate with Technology in order to avoid compulsory redundancies, it will also appeal to members that aren't directly impacted by these proposals who need to support their colleagues.

It is important that all branches promote the consultative exercise as we need your support and encouragement and we also need as many of our Technology members to vote, and to vote **YES**.

### Ballot Timetable

**Electronic ballot opens – Thursday, 22 October**

**Electronic ballot closes – Thursday, 29 October**

Please see below a copy of the email that will be sent out to all of our members tomorrow.

Yours sincerely

Sally Bridge  
**National Officer**



**The Communications Union**



Dear Member,

## **CWU Consultation Exercise in BT Technology – VOTE YES**

Since July the National Team has tried to work with BT Technology to avoid compulsory redundancies by making counter proposals based on a **much more voluntary approach** but these have been rejected by the management despite evidence from our membership demonstrating that there are sufficient enough volunteers to leave under voluntary redundancy terms.

We therefore face the stark reality that despite the best efforts of the CWU National Team, nearly 200 team members are to be made compulsorily redundant and we are on the eve of receiving fresh proposals under phase 2 of the Transformation programme.

### **To briefly summarise:**

- In July BT Technology announced, under its so-called '*Transformation programme*', what it admitted from the outset was just the first phase of job losses. In a shocking break from a decades-old approach to dealing with staff surpluses by voluntary means, the division moved direct to serving compulsory redundancy notices.
- Since then the company has disgracefully announced that User Access Management work in IT will be transferred **offshore to India** - directly leading to further compulsory redundancies
- Many of the benefits and working conditions we have worked hard to achieve, such as the Newgrid collective agreement on Pay and Pension Protection, are now under attack and your job security can no longer be taken for granted.
- Further tranches of job losses are already known to be imminent – and that is even before the full impact of the BT Group-wide 'Better Workplace' site rationalisation programme is truly felt.

**In view of this intolerable position, the union needs to decide how to proceed.**

**CONSULTATIVE BALLOT**

We are now asking you to vote in a **consultative ballot exercise** on whether you would be prepared to take Industrial Action in support of you and your colleagues **in the future**.

Even if you have not been affected by any of the changes announced to date, you need to appreciate that your job may no longer be safe in this brutal new environment. Above everything, you need to support your union and colleagues by saying to BT Technology that the way it is behaving is **simply not acceptable**.

Yours sincerely

Sally Bridge

National Officer

[Click Here To Vote](#)



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