



Fujitsu Crewe

27th June 2011

www.ourunion.org.uk



DEFEND ALAN JENNEY DEFEND YOUR REPS STRIKE 30TH JUNE

Despite months of effort by UNITE and by Alan himself, Fujitsu has not yet adopted any of the solutions offered to prevent Alan's redundancy, which the company says could take place from 10th July.

The company's approach reinforces the view that **Alan is being victimised because of the work he does on behalf of employees as a prominent UNITE rep.** Amongst other things, Fujitsu has:

- Gone straight to redundancy without any attempt at redeployment
- Broken the Annex 1 agreement, carrying out selection without even starting consultation with UNITE
- Broken the Security of Employment Agreement (SEA) by rejecting a volunteer who is willing to swap with Alan

All we are asking for is for him to be treated in line with company agreements and practices, and redeployed like hundreds of other Fujitsu staff. This dispute can be readily resolved.

It is wrong to pick on reps who stand up for us. With little time left we all now have to show Fujitsu how strongly we feel.

UNITE balloted members, and has now called industrial action. Details of the action called are overleaf. All employees of Fujitsu Services Limited who are contractually based at CRE02 can lawfully take part in the action, whether they are already UNITE members or not.

UNITE continues to work for a resolution to the issue. Our colleagues in Manchester lodged a collective grievance over a number of issues, including Alan's case. This has led to a meeting with the company and ACAS on Tuesday 28th June, so look out for updates.

Members in Manchester have decided that if Tuesday's meeting is not successful, they will ballot for action too.

As we know, Fujitsu's attempts to victimise reps can be successfully stopped.



Alan has worked for ICL then Fujitsu for 17 years. He's not only a UNITE rep in Crewe, but also the Deputy Chair of UNITE's Fujitsu UK Combine Committee. This is the body that coordinates the union's work across the company.

UNITE has recently launched a campaign across the IT Services industry, including Fujitsu, for fair and transparent pay and benefits:

www.unitetheunion.org/itcharter

If you want representatives who can freely speak out for employees, you need to speak out for them if they come under attack.

CAMPAIGN PLANS

Thanks to the hundreds of people who signed the petition in defence of Alan, which has been sent to Chief Executive Duncan Tait.

It is important that as many people as possible take part in the strike on 30th June, to maximise the chance of a quick resolution to the dispute.

After picketing in the morning, we will travel to Manchester to raise the profile of our campaign by joining a major march and rally with many of Fujitsu's public sector customers who are also striking on Thursday:

Assemble 11:00, Thursday 30th June, All Saints Park, Oxford Road, Manchester.

March to Castlefield Arena, Manchester City Centre for rally at 12:30

Contact your rep for transport details.

We are raising money for "Hardship Payments" to support members who would otherwise financially be unable to take part in the action. These payments are in addition to the standard £30 a day UNITE Dispute Benefit.

If you aren't yet a UNITE member, please join (see www.ourunion.org.uk/join.htm).

Forms to apply for Hardship Payments or for Exemption from any part of the industrial action will be posted on www.ourunion.org.uk/news.

If you have any questions or concerns, please speak to one of your local UNITE reps: Alan Jenney, Robert (Wilf) Williams, Stephen Ryan, Bob Anderson or Adrian Prince.

NOTICE OF ACTION

Mr K. O'Gallagher
National Officer
Unite the Union

Dear Colleague

FUJITSU SERVICES LTD, CREWE

REQUEST FOR AUTHORITY TO TAKE INDUSTRIAL ACTION

We refer to your faxed request received today.

Following their vote for industrial action, our 64 Unite the Union members, who are employed by the company at the above site defined as those whose 'contractual base location' site code is CRE02 as per the attached breakdown, are hereby called upon to take industrial action.

The action will be **continuous, commencing on Thursday 30th June 2011 and will consist of the following:**

- Ban on overtime (paid or unpaid) unless paid at least Unsocial Hours Policy (UHP) rates.
- Work to rule and contract, (for example ban on work phone calls outside contracted hours unless paid on standby, ensure backup before and after applying patches, test and document thoroughly, be diligent about Performance Plus and Personal Development Plan activities and what is written in objectives, carefully read all Company notices and Health & Safety information, read all the information from the Pensions and Redundancy consultation web sites, take regular backups of PC, comply with the "tidy desk" policy).
- Ban on using own vehicle to travel on company business unless in receipt of an allowance.
- Policy of non co-operation

In addition our members concerned will take discontinuous **strike action consisting of a one day stoppage on Thursday 30th June 2011.**

Please find attached a copy of the notice we have faxed to the employers.

Yours fraternally,

LEGAL SERVICES

What else YOU can do

1. If you know of any redeployment opportunities within Fujitsu for Alan, please let him know. Jobs of interest would include TSM/1, SDM/1 or MAN/1 roles in the North West.
2. Use the "Appeal for Support" leaflet (available on www.ourunion.org.uk) and collection sheet to raise support and money for our campaign.
3. Use this newsletter to brief [your MP](#), family, friends and relevant organisations and ask them to protest to Duncan Tait, the Chief Executive and Ella Bennett, the HR Director. Duncan can be contacted at duncan.tait@uk.fujitsu.com or at Fujitsu, 22 Baker Street, London, W1U 3BW. Ella can be contacted at ella.bennett@uk.fujitsu.com or the same postal address. Please forward copies to unitetheunion@uk.fujitsu.com.
4. For updates on the campaign, see www.ourunion.org.uk/news. You can also follow #DefendAlanJ on Twitter (<http://twitter.com/DefendAlanJ>) or friend "Unite At Fujitsu" on Facebook (<http://facebook.com/uniteatfujitsu>)