



UNITE @ Fujitsu

Appeal for Support

(29th July 2011)



STOP UNION BUSTING

UNITE members at Fujitsu are asking for your support.

Like many companies, Fujitsu is impacted by the government cuts and recession. But instead of working with staff to deal with the problems that this creates, the company is breaking agreements and trying to force through detrimental changes without proper consultation. Disgracefully, the company is also trying to target individual UNITE representatives.

Fujitsu singled out Alan Jenney, Deputy Chair of UNITE's Fujitsu UK Combine Committee and a UNITE Rep in Crewe for an unfair and unnecessary redundancy, dismissing him on 11th July. Fujitsu redeployed hundreds of staff when other jobs were lost. In Alan's case, where there was only one job going, Fujitsu were set on redundancy from the start and broke agreed procedures to block every alternative. **UNITE members see Alan's dismissal as an attack on the union.**

Fujitsu is breaking agreements on union recognition, redundancy and redeployment, pensions, pay and benefits and out of hours working. **Fujitsu seems to be trying to establish an atmosphere where it can treat workers as it pleases, and nobody dares to speak out. We will not let this happen.**

Why Support Us?

UNITE members at Fujitsu have a proud record of supporting other workers, backing campaigns including BA, council workers, civil servants, postal workers, education workers, Heinz workers, Karen Reissmann and Saltend.

The IT industry is largely un-unionised with many viciously anti-union employers. Fujitsu workers have been at the forefront of changing this. Manchester staff went on strike for 12 days in 2006-7, succeeding in defending and extending union recognition. In 2009-2010, staff across the UK were on strike for 10 days, saving hundreds of jobs, defending pensions and winning pay rises for the lowest paid.

With support from across the movement, UNITE members at Fujitsu have successfully defended their rights and organisation in the past. We are determined to do so again.

If any employer gets away with breaking the union, it threatens union organisation everywhere. If we succeed in fighting off this union busting, it will raise the confidence of workers everywhere.

Fujitsu-who?

Fujitsu is a giant Japan-based multinational. The main subsidiary in the UK is Fujitsu Services, with around 11,000 employees at well over 100 locations such as Bracknell, Stevenage, Manchester, Crewe, Belfast, Basingstoke, Wakefield, Solihull, Slough, Warrington, Belfast, Londonderry, Cardiff, Bristol, Newcastle and London.

Fujitsu provides IT services (mainly outsourcing) to many government departments and major companies.

Campaign Plans

UNITE members in Crewe began industrial action in defence of Alan Jenney with a strike on 30th June (alongside many of Fujitsu's public sector customers) and are taking ongoing action short of strike. UNITE is balloting members in Manchester for strike action and action short of strike, with the result expected on 1st September.

Alongside industrial action and campaigning, UNITE is supporting Alan Jenney in legal challenges over his dismissal. Alan is seeking reinstatement.

Alan's Case

Jobs come and go frequently in Fujitsu, but this is normally managed through redeployment, without anyone being put at risk of redundancy dismissal. One recent example of this was the successful redeployment of hundreds of staff after the unexpected loss of the DWP Desktops contract.

In Alan's case, Fujitsu wanted to cut one job from Alan's team but immediately decided to declare a redundancy situation, without any attempt at redeployment. Fujitsu failed to respond to UNITE's requests for an explanation, despite the fact that avoiding redundancies is the first point for redundancy consultation.

Fujitsu defined a "selection pool" of two people, the other being in the UNITE Manchester bargaining unit and so is covered by the union's "Annex 1" agreement. That agreement is crystal clear that consultation is required, and that it starts when written notification is received by UNITE officers - this has never been sent.

The agreement says that it is a bad idea to rush into selection. In line with this, both individuals affected and UNITE expressed a preference to delay selection and focus on redeployment and avoiding any redundancy dismissal.

Fujitsu falsely and bizarrely claimed that it would be illegal to redeploy anyone without selecting them for redundancy first. Fujitsu finalised the selection criteria before starting consultation and rushed ahead with a flawed selection process which selected Alan for redundancy.

The flawed selection process is a secondary issue. The disregard for the Annex 1 agreement makes it hard to draw any conclusion other than that Fujitsu knew in advance that they were going to select the person not covered by it – Alan.

Neither employee should have been put at risk of redundancy – Fujitsu should have redeployed one of them, just like hundreds of others.

Alan was rejected for one of the redeployment opportunities he applied for because of "a number of at risk positions that need to be prioritised", clearly not including his own.

UNITE even identified two other employees willing to swap with Alan and volunteer for redundancy, but Fujitsu broke its agreements and refused this.

All Alan wanted was to be dealt with fairly, in accordance with Fujitsu's own policies and agreements, and in the same way as the many hundreds of other Fujitsu employees who are redeployed without being put at risk of redundancy.

How To Support Us

- Messages of support can be sent to support@ourunion.org.uk or to UNITE the Union, c/o Fujitsu Services, Central Park, Northampton Road, Manchester M40 5BP.
- Make a donation towards the fund for our national campaign. Cheques payable to "Manchester IT Workers Group" can be sent to John Wood, 301 Bolton Road, BURY, BL8 2NZ. If you use online banking, you can donate to Account Number: 00980539, Sort Code: 30-91-48, but please send an email to tell us about your donation, to support@ourunion.org.uk.
- Invite a speaker to one of your meetings. Get in touch via support@ourunion.org.uk.
- Messages of protest can be sent to Duncan Tait, Chief Executive Officer, Fujitsu UK & Ireland, 22 Baker Street, London, W1U 3BW.
- Contact Fujitsu customers and potential customers and ask them to make a protest.
- Ask your MP why a company receiving vast amounts of public money is being allowed to behave like this.
- Join in with campaign events.

CONTACT DETAILS, MORE INFO, ETC.

There's a general web page about UNITE @ Fujitsu: www.unitetheunion.com/fujitsu.

Updated versions of this appeal leaflet will be posted on www.ourunion.org.uk.

For updates about the dispute, 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>)

Contact us via:

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