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Majority vote to agree Amey pay deal.

Thank you to the large number of members who voted in our pay referendum. Your reps have decided unanimously to accept the above RPI offer on behalf of our union after almost 70% of respondents voted to agree the deal. We have now written to Amey confirm our position.

As almost a third of members voted to reject the offer, reps agreed that despite being above the January RPI referred to in our pay claim it may not keep pace with inflation in a year of extreme economic volatility. The Chancellor's "wasted opportunity" budget could lead to significant increases in the cost of living and economic austerity for members in 2021.

Any improvement in the company offer would probably be achievable only through strong support for industrial action and would be unlikely to benefit those who TUPE transfer out of Amey before the negotiations concluded.

Staff covered by collective bargaining will receive an increase of 1.5% on salary and allowances with a minimum underpin of £500. To view the written offer, visit <https://bit.ly/Ameyoffer21>

CEFA TUPE Update

TUPE consultation meetings have commenced with the two suppliers confirmed by Network Rail so far. NPX and Bridgeway, who have won the two detailed examination lots in the Eastern Region have begun formal discussions with our reps ahead of transfer but left all parties with more questions than answers and no update on the other suppliers. We are doing everything we can to ensure that Network Rail act to safeguard staff and share the information we need. Our reps are involved in ongoing briefings between Amey management and affected staff.

For previous circulars on the CEFA developments, visit www.tssa.org/amey

For information about TUPE protections, visit <https://www.tssa.org.uk/en/Your-union/your-workplace/employment-rights/tupe--a-guide-to-the-regulations.cfm>

Have your say in the TSSA Equality Survey!

Our union researched 'Equality in the Rail Industry' back in 2015, the first survey of its type in our rail industry, which became the basis of our Equality Agenda. From this sprung many successful campaigns, such as Inclusive Rail, and established our new BAME Network

Now we want to update that work, so we can look at our priorities for the next five years. The pandemic has highlighted inequality on many levels, and it is more important than ever for our union to be leading on Equality.

Please complete our equality survey online:

<https://www.surveymonkey.co.uk/r/TSSAEquality2021>

We have provided various promotional items, including an A4 poster and social media images, to help promote the survey. These can be found at

<http://bit.ly/EQSurveyPromo>

Help defend the right to negotiate with Amey.

The right to collectively bargain at Amey; to elect representatives, negotiate pay and policies, and to have a collective voice on change at work, is a right that our members have fought for and won. With the loss of contracts, staff reductions in some departments and TUPE transfers, many members and reps will be leaving Amey, leaving constituents behind. To ensure that you are not left without a voice and without representation, it is crucial that members consider who will represent them in the workplace and how to help build our union. This is especially important for those outside of CEFA in head office-type roles. To find out about getting more involved contact barrowm@tssa.org.uk. Look out for more information about open meetings to discuss union representation.

Please share this circular with your colleagues

- Not a member yet: Join online at www.tssa.org.uk/join
- Already a member: Visit www.tssa.org.uk/amey for updates
- Please check that your membership details are up to date via www.tssa.org.uk/mytssa especially if your situation has changed or is likely to

