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circulation to: all Alstom and Bombardier members, relevant Branches and DCs, SOGs, EC

Alstom Update

Purchase of Bombardier rail businesses by Alstom

Bombardier Transportation was formally purchased by Alstom on 29 January 2021. However, there was no TUPE transfer as despite the change of ownership, Bombardier Transportation is still the legal employer of those staff.

It is clear that whilst there have only been superficial changes to the most senior reporting lines as a result of the acquisition, it seems likely that the enlarged Alstom business will reorganise and rationalise its staff during the course of this coming year. When that happens, it is very likely that there will be transfers of staff under the TUPE Regulations. TSSA will of course be taking appropriate steps to ensure that the interests of our members are looked after during any transfers and /or reorganisations.

Pay

TSSA has collective bargaining rights for a number of groups of staff across the enlarged Alstom business.

TSSA is seeking an increase for our members covered by collective bargaining that takes account of the annual increase in inflation as measured by the Retail Prices Index (RPI), widely regarded as the most accurate measurement of inflation. TSSA regards any offer or increase below the level of the RPI as a real terms pay cut - the purchasing power of our members' pay will reduce year on year. TSSA usually references a pay award payable from 1 April against the previous February's RPI figure. The February 2021 RPI figure stands at 1.4%.

SS&I Signalling

TSSA has agreed a 2.5% increase for signalling staff in SS&I from 1 April 2021.



This is an inflation plus increase, and therefore an increase in real terms. However, it does not compensate for the pay freeze imposed by Alstom on its staff in 2020. TSSA will therefore be seeking a further inflation plus increase in 2022 that at least increases the buying power of our members' salaries to that of January 2020.

Bombardier Transportation

Bombardier grades A to C at Derby received a 2% pay increase from 1 January 2021 as part of a 2 year pay deal agreed with TSSA. A further 2% increase will be applied to salaries in January 2022.

LUL Northern Line

TSSA is awaiting a formal response to a pay claim submitted on behalf of 'white collar' staff employed on the London Underground Northern Line contract.

West Coast Traincare

Pay negotiations have been arranged for Friday 16 April 2021 at 1300 using video conferencing. TSSA has no reps in West Coast Traincare, and it is vital that a member steps forward to act as a rep for these pay talks. Members are asked to email Steve Coe (the TSSA paid official responsible for Alstom) at coes@tssa.org.uk if they wish to act as a TSSA rep for the forthcoming pay talks, or if they have any views regarding what TSSA should seek during the negotiations.

Chester

TSSA has no reps at Chester, and members are asked to email Steve Coe (the TSSA paid official responsible for Alstom) at coes@tssa.org.uk if they wish to act as a TSSA rep.

Holiday Pay

In the past, employers paid their staff their basic salary whilst they were on leave. The law now requires employers to make payments for leave days on the basis of what an individual receives whilst actually working, including any overtime payments.

TSSA has recently concluded an agreement for members in SS&I Signalling which saw them paid in many cases thousands of pounds for the year 2019-20. Next month they will receive similar payments for the year 2020-21.



Pensions

Alstom is proposing to increase contributions for those in membership of the Railways Pension Scheme (RPS). The formal 60 day consultation of individual members closed on 31 March 2021, and TSSA awaits the outcome.

The proposed changes to pension contributions are set out below.

Contributions as %age of Section Pay	Alstom Railways	Alstom Signalling	West Coast Traincare
Contributions to 31 July 2021			
Member	10.56%	14.55%	14.31%
Employer	20.44%	19.22%	20.66%
Contributions to 31 July 2021			
Member	10.68%	14.79%	14.23%
Employer	21.92%	20.88%	21.54%
Contributions to 31 July 2021			
Member	10.68%	12.72%	12.16%
Employer	21.92%	20.88%	27.54%

Ask a colleague to join TSSA!

TSSA members in Alstom can help the union to achieve change for the better by talking to colleagues, and persuading those not already in membership to join the union.

The more members the union has, the more power it has in the workplace, and the more influence it has in shaping the views of key decision makers.

It's so easy to join online!

Just go to: <http://www.tssa.org.uk/en/join-us/index.cfm>

Keep in touch!

If you have received this circular hard copy through the post, it means that TSSA does not have an up to date email address for you. That means that you

are not receiving important communications such as TSSA's weekly email bulletin *News On The Go*.

Please therefore ensure that TSSA has the up to date contact details for you (preferred email address and mobile phone number - personal rather than company ones are better). You can do this by logging into **MyTSSA** at <https://www.tssa.org.uk/en/members-area/member-login.cfm> and update your details. Alternatively, email membership@tssa.org.uk. And please check that your colleagues are receiving TSSA communications - if they are not, pass this circular on and ask them to update their details.

The TSSA website is a good source of information, and it is being constantly updated as things develop - go to www.tssa.org.uk. Look out for a new TSSA website soon!

TSSA has a presence on social media. For those with access to Facebook, you should 'like' the **TSSA - Transport Salaried Staffs' Association** page for general news and **TSSA Health & Safety** for health and safety news including news on Covid-19. For information on Covid-19, go to www.tssa.org.uk/coronavirus

TSSA also has a presence on twitter, which is constantly updated - see @TSSAunion

