



# UK POSITION

Ian Waddell - National Officer, Unite

## Unite the Union



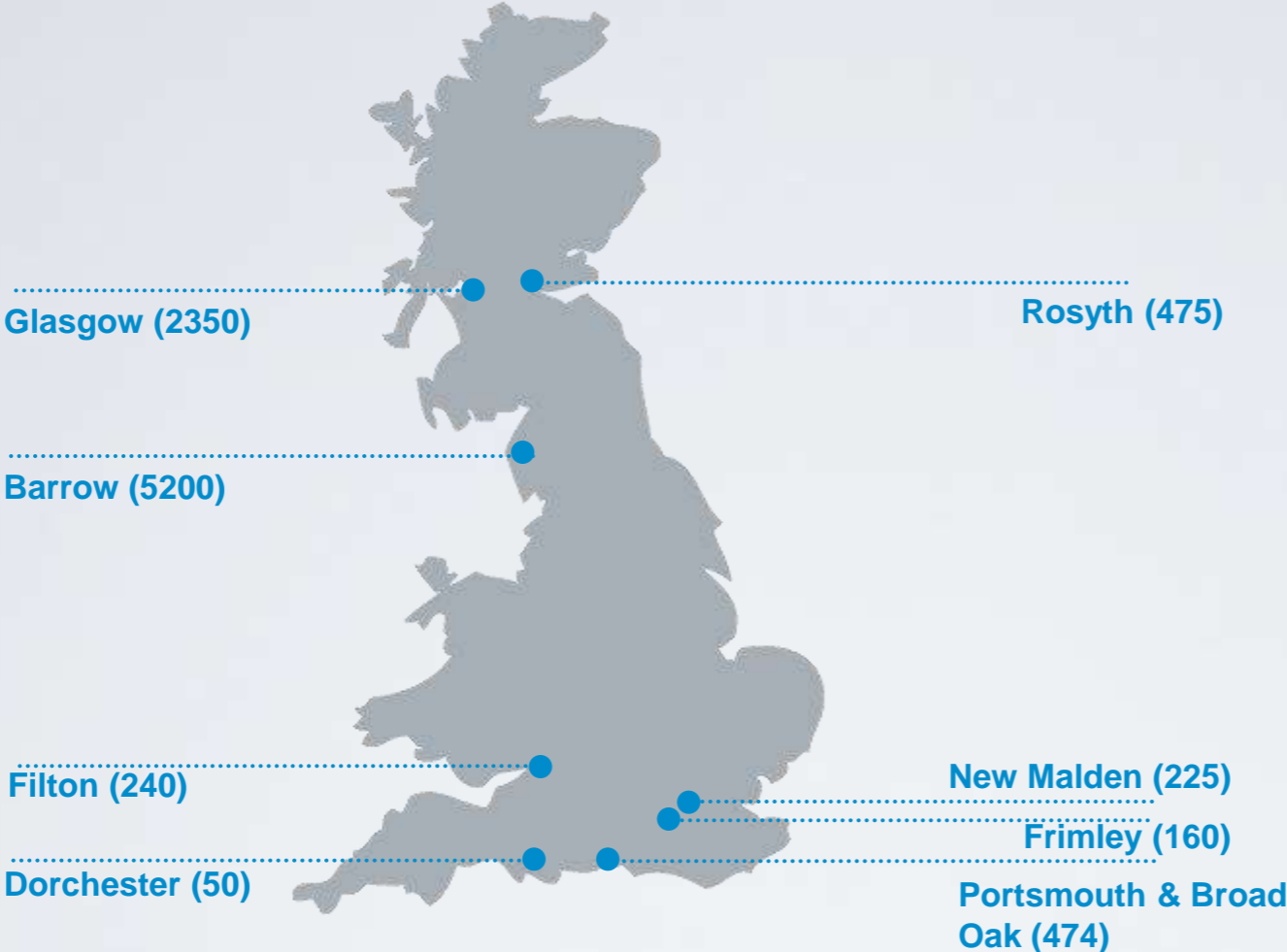
\*1.4 million members

\* Biggest union in Confederation of Shipbuilding & Engineering Unions

\*12,000 members in Shipbuilding

\* 75,000 members in Aerospace & Shipbuilding Sector

# BAE SYSTEMS - NAVAL SHIPS UK SITES



# Programmes



**BAE SYSTEMS**  
INSPIRED WORK

# UK Future Workload

- \* Queen Elizabeth in fitting out
- \* Prince of Wales in block assembly
  - \* 3 Offshore Patrol Vessels
  - \* 7 Astute Submarines
  - \* 4 Successor Submarines

# Issues

- \* Skills shortages
- \* Movement of labour
- \* Maintaining supply chain
- \* Continuity - avoiding “Feast to Famine”
  - \* Creating export capability

# BAE - Trade union network

- \* Excellent industrial relations in the UK
- \* Good access to CEO and Senior Management
  - \* Company and Reps oppose EWC
- \* Company warm to idea of Global Agreement
  - \* USA seen as an issue

# collective bargaining

- \* UK largely has plant or business level bargaining
  - \* No national collective bargaining
    - \* National consultation forum
- \* National Pensions Consultative Committee
- \* Best Practice redundancy arrangements
  - \* Twice Yearly CEO Forum



# Ideas?

- \* Build network of Senior Reps
- \* Information Exchange in preparation for CBA claims
  - \* Approach Company for Global Forum
- \* Floor of rights - recognition, SHE, consultation
  - \* Issue based campaigns - eg union busting