

GC/EP/892.

11th October, 2017.

Mr Paul Wheelhouse MSP,
Minister for Business, Innovation and Energy,
The Scottish Government,
St Andrews House,
Regent Road,
Edinburgh,
EH1 3DG.

Dear Minister,

POSSIBLE INDUSTRIAL ACTION AT EDF NUCLEAR POWER PLANTS IN SCOTLAND & THE UK

GMB and our colleague unions have longstanding agreements to cover outage periods across the nuclear EDF fleet. The outage process is vital for the safe maintenance of nuclear reactors and normally carried out as expeditiously as possible to ensure the supply of electricity into the grid.

Unfortunately EDF are now renegeing on the working agreements that cover pay for work carried out during outages and unilaterally serving notice on agreements. The outage agreements are part of our members' pay and core conditions.

One of the rationales EDF have used for breaking outage agreements is that they now have to pay more holiday pay to the workforce. The company were actually underpaying workers for a number of years and the trade unions have compelled them to meet their legal obligations on holiday pay under the Working Time Directive through an Agreement made last year with EDF at a corporate level.

EDF generation is a hugely profitable organisation, as you know, and it is right that EDF should pay their workers properly when they go on leave. GMB Scotland is certainly not going to allow EDF to take money out of our members' pockets to meet their holiday pay obligations.

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GMB SCOTLAND – PROTECTING YOU AT WORK

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I am advising you that GMB across Scotland and the UK will be gearing up forthwith for an industrial action ballot, including at Hunterston and Torness. I want to stress to you that we have not taken this decision to move to industrial action lightly. We are aware that a strike in the nuclear fleet in Scotland and the UK has very profound implications for our country and our people; Scotland needs nuclear generation to keep the lights on. However, we expect EDF to honour its Agreements with GMB.

We still hope that EDF will see sense and withdraw the unilateral imposition of this cut to our members' pay, in favour of sensible discussions. If they do not see sense, then GMB believes it is only right that we give the Scottish Government advance warning of our planned industrial action.

Yours sincerely,



Gary Cook,
GMB Scotland Organiser.