

British Gas Announcement

06/20ii

Dear Member

The trade unions met with the business again today to talk through yesterday's announcements. It was unfortunately another disappointing meeting and the business failed to give any clarity to the messages it launched yesterday.

To be clear, **UNISON** fully understands the business is facing significant challenges. We have worked with the business many times in the past to enable change to take place that was at the time deemed necessary. We have never not engaged to represent members and have always done so in the belief that the business was genuinely interested, and consultation was meaningful. We have over the years worked hard to improve the position for our members and achieve success which has been mutual

This time it feels very different. It feels like the business is no longer interested in true engagement but instead has a set of pre conceived outcomes which it intends to drive through regardless. The cost of this will be carried by members and workers in British Gas. The additional narrative being constructed is that somehow it is the trade unions that are holding back the business and that all will be well without us.

You don't need us to tell you that this is simply not the case, no matter how this is spun. It wasn't the trade unions that led the business to make strategic choices that drove down the share price such as;

- Massively overstating the potential of HIVE to drive revenue growth
- Spending and borrowing vast sums of money on oil and gas production just as the wholesale markets crashed.
- Bringing about a public relations disaster by giving the past CEO a massive pay rise at the same time as the share price was collapsing.
- Failing to invest in state of the art operating platforms that would deliver increased customer engagement and satisfaction
- Taking too long to respond or fully understand what was happening in the market.

These decisions and many more are why British Gas is in the predicament it is today and why it is no more a FTSE100 business. All **UNISON** has asked for on behalf of its members is fair reward and the recognition that they are integral to the business and the reason for its ability to serve customers. Whatever sacrifices members make is never enough for the business.

We are now in difficult territory with the business because it has set out its stall and unless things modify it is inevitable that we will end up in dispute. This is not what **UNISON** wants but it may be that it is unavoidable. We will be consulting with you in the next few weeks to gather your views and build a picture of what together we can do to protect your interests and ensure you have a future in this business.

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