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FDA Food drink Beveridge sector non verbatim report/notes of teleconference
1030am-1210pm 19/03/2020

Joe Clarke gave an overview of some actions the food drink and agriculture sector employers are taking at present in general terms.

There are a number of factors that are coming into play here in relation to some companies are testing in the workplace with temperature checks others are not most companies have now cancelled non-essential meetings with external stakeholders such as myself from the union. A large part of officials work is now being conducted by skype/video/conference email calls ect and it was the same for many officers. Staff were continuing to support through home working and office cover.

Best practise from within the sector thus far Nestle are standing out as one of the best employees so far in relation to their response giving full sick pay for self-isolation illness parents that need time off to take care of the children and extending this arrangement to temporary workers agency workers and Sodexo employees on site.

The following workers from different companies gave reports;-

Tim King from Cadbury

Cadbury additionally have responded very well with full pay for self-isolation arrangements been made for additional childcare, shift swaps, temperature checks with been taken on site. The main concern within Cadbury is the amount of absence for people who do have to look after the children with the schools being closed in the UK as from Friday, the 20th of March Dave from Cadbury Marlbrook echoed the sentiments of Tim Kings report and made reference to a few concerns and discussions as regards the support of vulnerable health people in the workplace but ongoing positive discussions were occurring

Princes foods Paul Russell

Gave a concise report in relation to the considerations from the company making reference was a 35% uplift in production working/ flat out with overtime different shift arrangements, schools were also perceived to be a bit of an issue people were having segregated breaks. Paul also made reference to the fact that a certain company had approached the company to buy the full 12 months worth of stock Princes has explained It had other customers and that was not possible

Roger King from Molson Coors

made reference to the kegging operation within the beer production been closed flexibility was been put in place for shift patterns absence levels were higher than normal and a canning lines with been utilised and the company were being reasonable.

Barry Hartshorn and Mick Dolan and gave reports from Marston's

generally the company were being supportive in relation to full sick pay arrangements consideration was given to 4 day working and 100 non-full-time agency workers were being given notice on Friday due to declining volumes for the pub industry.

Neil Durkin from Heineken made reference to there was a drop-off in on trade, arrangements are in place for full sick pay arrangements for workers with child care arrangements were being put in place. No disciplinary is were taking place the absence procedure had been frozen. the company shut whatever gyms they had on site but generally the company were supportive. Ongoing discussions were occurring of a positive nature of this moment in time of the company but there are concerns in relation to what the future may hold in relation to the beer supply

Matt Gouuld from Pladis Jacobs MacVittie

made reference to the existing sick policy been fairly punitive and sickness and the company were taking on board concerns, flexibility discussions/ shift patterns where on-going dialogue and maybe arrangements and discussions on banked.

John Morris from walkers PepsiCo

stated the company been very reasonable there was utilisation of mental health representatives and echoed some of the similar concerns that have been raised in relation to school and the working time regs will looked at as Joe Clarke raised Mark prior to the KN

made reference to white collar worker is working from home but it was more difficult in relation to the logistics sector within the KN troops The food sector delivery seems to be flat out where is a drop-off in costa Whitbread Premier and some of the drinks division he made the point that the company made an £800 million profit last year and they should start dipping into it and I wasn't was wondering what the impact would be when the kids are off next week in addition queries in relation to what Unite central office could do in reference to unite support for its membership

Barry Firth Coca Cola

made reference to the utilisation of technology through a WebEx call that Joe Clarke joined the company had been as good as gold with Extra childcare arrangements full sick pay paid and that there was an effort to be flexible, the pub business was also affected but there are high stocks and the discussions up to now have been encouraging he also made reference to consideration around members direct debit payments as regards whether we need to be doing something on that

Paul Naylor license house manager Pubs

made reference to this being like the Titanic the government are doing nothing to assist, some of the employers such as Joseph Holt are being very hard line in relation to their approach with workers are not acting ethically.

Dave Heaton from Hovis

queries around drivers hours was informed about discussions taken place locally absence was running about 7% that all hands on deck shift changes were in place and flexibility was being discussed with ongoing dialogue

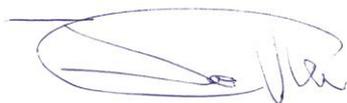
Chris moon from JD egberts

made reference to temperature checks canteens been segregated rota has been put in place phone arrangements put in place for people who are off to ring in but generally speaking of the company that were acting very reasonable in relation to paid sick and self-isolation

Kraft Heinz Mary Callaghan

made reference to the company been really good very reasonable very supportive occupational health on site in what is the biggest food production site in Europe hi absence been recorded "people are now going off, the plant convenor was going into isolation staffing issues were a problem company was looking at recruitment on site to cope with the concerns.

Joe Clarke brought the telephone conference to an end as regards reiterating the need for support from the government to the food drink Beveridge and for everyone to liase and keep touch it was raised by Paul Russell afterwards that Maybe food workers should be classed as key workers everybody agreed that it was really good to get best practice understood that the minutes would be recorded (Non-verbatim sorry all) And that we should continue this process week by week and it was agreed joe Clarke made available his phone number To those representatives that may not have it and it was agreed to try and broaden the discussion with more convenors joining the next call Thursday of next week the telephone conference ended at 12:05 with Joe thanking everybody for all their hard work and efforts and everybody believed it was a valuable exchange of information.



Joe Clarke National officer –Food Drink and Agriculture