



Obelisk Update

Dear Colleague,

The Union is aware that Obelisk Networks recently informed its workers of their intention to implement a compulsory redundancy programme; the Union is very concerned at this development. Furthermore, we are shocked to learn that there is not a fair and transparent process in place to address this critical issue which will have a profound effect on your working lives.

We understand that the Company's approach is to invite all staff to reapply for their jobs, though some have now been advised that they will not have to. This confirms our suspicion that there are no clear criteria for the selection of workers for redundancy. Without a very clear and transparent procedure with adequately defined selection criteria this process cannot be described as appropriate. This is not acceptable.

In the context of this very stressful and anxious time and with so much at stake for you and your colleagues the Company should at least present a clear business plan that identifies the criteria that will be used to select who is made redundant. Otherwise the whole process is flawed and one could be forgiven for thinking that management has already decided who will be made redundant before we even begin.

In addition to this there is also no evidence of Obelisk seeking to find alternative work for its existing workers, yet it intends to carry on employing sub-contractors to do work that its existing workforce could perform. The Union is very concerned for our members' livelihoods, particularly as many of them are based in a region which is already an unemployment black spot.

We are informed that directors of Obelisk have been intimidating members and potential members of the Communications Workers' Union and we condemn them for this kind of bullying approach to a very serious matter. In circumstances where the Company will seek advice and guidance from its own sources on the redundancies, why would it deny their staff the entitlement? Why is a company treating its loyal and hardworking staff in such a negative way? If they were to treat their workers with dignity and respect while dealing with issues in a fair and transparent fashion, they would have no need to be concerned about any trade union, because the Union welcomes this style of management and will always work with the Company to achieve a fair outcome for everyone in the interest of the business.

The CWU is determined that all Obelisk workers enjoy the benefits of trade union membership and I would ask that you invite your colleagues to join with you and others in the CWU. If you have any questions do hesitate to contact the undersigned.

Kind regards,

Gerard O'Rourke
Organiser