

Minutes of an Ad Hoc Meeting between the Management and

Shop Stewards, held on Friday, 9th June, 1961 at 2.30 p.m. in Building R.1

Present:-

Management Representatives

Mr. P. Bowles (Chairman)
Mr. B. Halstead
Mr. J. C. Louth
Mr. M. Snowden
Mr. C. J. E. McDonald (Secretary)

Trade Union Representatives

Mr. F. L. G. Collins (T. & G. W. U.)
Mr. M. Kershaw (E.T.U.)
Mr. J. M. Short (A.E.U.)

Apologies for absence were received from Mr. M. Snowden (who hoped to attend later) and Mr. D. J. People (N.U.G. & M.W.).

The Chairman welcomed the members present and said that he thought that this was a good opportunity to explain the constitution of the proposed joint consultative machinery. Management side then gave the proposed membership of both the Joint Negotiation Committee and Joint Consultative Committee, explaining that it was necessary for the national body to meet before the local committee could be convened.

It was hoped that the I.N.C. would meet at the end of August; meanwhile ad hoc meetings at local level could be convened as desired. The Management side stated their intention of varying their membership from time to time, perhaps annually in order that different senior officers could make their contribution to joint negotiation.

Minute 1 - Provision of Shelter at South Gate, A.E.R.E. for employees using feeder buses

In response to this request, the Chairman said that he felt that the solution would be the reorganisation of the feeder bus service so that intending passengers would not need to cross the bus park and wait for buses to turn and pick them up.

After discussing this counter-proposal in comparison with the T.U. side's original request, it was agreed that the Management should approach A.E.R.E. with a request for a trial of the Chairman's idea. If this should prove the counter-proposal to be impractical, then the Management would agree to discuss the original proposal with A.E.R.E., and to share the cost of any shelter that A.E.R.E. were willing to erect.

At this point, Mr. Snowden joined the meeting.

Minute 2 - Provision of Cycle Shelters on the Site

The Trade Union side spokesman said he wished to enquire into plans for providing cycle shelters, since it appeared that there was an increasing need for this accommodation.

The Chairman said that existing shelters provided accommodation for 28 cycles, and additional shelters soon to be erected would increase this capacity to about 48.

In response to an enquiry by Trade Union side, the Management side regretted that Treasury regulations precluded any expenditure on covered accommodation for motor cycles and scooters, but that any spare capacity in cycle shelters could be used for scooters, etc. The situation would be kept under review and it was agreed that in assessing future requirements, any vehicle possessing pedals would be counted as a cycle.

Minute 3 - Lunch-time concession for employees wishing to use Building 150 Canteen

The Trade Union spokesman asked for a ten-minute concession at the beginning of the existing lunch period to allow those employees not holding A.E.R.E. passes who wished to lunch at either the Social Club or Building 150 Canteen sufficient time to do so. The concession was requested only for those employees who actually used the Social Club or Canteen, and until such time as the Rutherford Laboratory's own restaurant was opened.

The Chairman said he sympathised with the request, but it was necessary to check that any lunch period of less than one hour was acceptable to the Trade Unions at national level. If there was no objection, the Management side would agree to grant the concession on the understanding that it would be strictly limited to those employees who actually lunched in the Social Club or Building 150, and would be withdrawn when our own restaurant facilities became available. He would wish, however, for the privilege to be jealously guarded and the Trade Union side spokesman, in thanking the Chairman for the concession, said he was sure that their members would not abuse the concession.

Minute 4 - Provision of a Site Emergency Warning System

The Trade Union side spokesman said that while he appreciated that a system was being installed, they wished to discuss the plans in relation to the control of air conditioning plant and the instruction of Contract labour on the site. The Management side explained their progress in installing warning Klaxons, and instituting a Building Warden system. The proper operation of air conditioning plant would be decided in each individual case. Where plants have to be left running in the interests of safety, safe rooms or approved respirators would be provided.

It was agreed with the Trade Union side that those responsible for Contract labour should be suitably informed of action to be taken in the event of a Site Emergency.

Minute 5 - Lack of detail given on Rutherford Laboratory Vacancy Notices

The Trade Union side spokesman said that some of their members had complained that they had difficulty in determining from some recent Vacancy Notices in what section the vacancy existed.

This was important, since employees holding acting appointments naturally wished to know whether their jobs were being advertised and prospective applicants wished to know under whom they would work.

Management side explained that the Personnel Branch always tried to locate the vacancy as precisely as possible, but because of the need for mobility of personnel in the expanding organisation, this was not always easy. They agreed, however, to give clear indications of where it was intended the person appointed would be employed initially.

Minute 6 - Attendance of Shop Stewards at Meetings

The Trade Union side spokesman said that there was some feeling among their members at one A.E.U. steward being refused permission to attend the weekly shop stewards meeting on two occasions.

The Chairman said that he had investigated the complaint and was satisfied that on both occasions the requirements of the job would have suffered had the steward been allowed to leave his work, or another mechanic put on to his job. It seemed to him inevitable that since the steward concerned was a specialist, he would find greater difficulty in representing his union members than if he were not.

After some discussion, the Chairman said that he hoped there would be an attitude of "give and take" on both sides in these matters, and assured the Trade Union side that the Management would not unreasonably withhold any facilities contained in the Handbook of Rules and Agreements. Trade Union side spokesmen thanked the Chairman for the assurance.

At this point, Mr. Snowden and Messrs. Collins and Kershaw asked permission to withdraw from the meeting.

After consulting his colleagues, the Trade Union side spokesman said that in view of the time, they wished to withdraw item 7, but to raise other matters under Any Other Business. This was agreed.

Minute 7 - Messing facilities for Vacuum Staff in Buildings R.8 and R.6

As agreed, this was removed from the Agenda.

Any Other Business

Minute 8 - Premetings by Trade Union Side representatives

In response to a request by T.U. side spokesmen, it was agreed that Trade Union side representatives may hold a premeeting of up to a half-hour duration prior to any main meeting with the management.

Minute 9 - Provision of Soap and Towels in Toilet at rear of Bldg. R.6

The T.U. side spokesman asked for the provision of soap, towels and toilet paper in this toilet. The Management side stated that the building was still in the hands of the contractors, but agreed to consider either taking it over at an early date, or arranging for these articles to be provided.

Minute 10 - Representation of A.S.W. members in the Site


Management side stated that the request from the district branch of the Amalgamated Society of Woodworkers that their members should be represented by the A.E.U. steward in the R.9 workshop was still under consideration, and they were presently in correspondence with the A.S.W. in an attempt to work out a satisfactory solution.

Date of Next Meeting

It was agreed that this should be arranged later.

The meeting terminated at 5.05 p.m.

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Trade Union Representative


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Management Representative