

Last update: 30 Nov 2022

Latest Bulletins

EDF FIELD AND SMART – PAY UPDATE

Posted on: 30 November 2022

Dear member

As you are no doubt aware, GMB members voted to accept the pay offer. Unison also accepted and Unite rejected the offer.

Further talks between management and unions have taken place, as it looked like we were not going to get an overall agreement and negotiations were going to be pushed back into the New Year.

The outcome of those discussions is that the pay offer has not changed, but EDF have committed to the following:

- Re-open pay talks if CPI inflation hits 13% this year.
- Pay £1,250 cash lump sum each year and make this a contractual payment.
- The company won't be seeking a differentiated pay increase between Legacy and those on 2014 Contract in 2024 & 2025.
- Although the deadline for payroll has passed, EDF says they can pay £750.00 in Christmas pay, but the 2% will be paid in January 2023, back dated to 1st October 2022.



Thank you for bearing with us. GMB reps have worked hard to get a resolution and money in GMB members' pay for Christmas.

If you are not yet a member of GMB Union, you can join online www.gmb.org.uk/Join

WE ARE STRONGER TOGETHER

GARY CARTER

NATIONAL OFFICER

GMB@EDF FIELD & SMART METERING SERVICES – EARLY 2023 PAY BALLOT RESULT



Posted on: 11 November 2022

Dear Member

We would like to thank GMB members for taking part in the pay ballot. It's important that GMB members have their say, it makes all the difference during negotiations.

The result of the Field and Smart Metering Services pay ballot is:

Accept – 67%

Reject – 33%

We have informed management of the result.

If you are not yet a member of GMB Union you can join online www.gmb.org.uk/join

WE ARE STRONGER TOGETHER

GARY CARTER

NATIONAL OFFICER

EDF OFFICE – EARLY 2023 PAY BALLOT RESULT



Dear Member

We would like to thank GMB members for taking part in the pay ballot. It's important that GMB members have their say, it makes all the difference during negotiations.

The result of the Office pay ballot is:

Accept - 88%

Reject - 12%

We have informed management of the result, and they are now working with reward and payroll to implement the increase for the December payroll.

If you are not yet a member of GMB Union you can join online www.gmb.org.uk/join

WE ARE STRONGER TOGETHER.

GARY CARTER

NATIONAL OFFICER

EDF CUSTOMER GMB PAY BALLOT 2022 - RESULT



Posted on: 22 July 2022

Dear Members

We would like to thank GMB members for taking part in the pay ballot. It is important that GMB members have their say and it makes a difference during negotiations.

The result of the Customer pay ballot is:

Accept - 81%

Reject - 19 %

We have informed the company of the result.

I would like to thank the GMB Reps and Officers for their support during the negotiations and the ballot.



If you are not yet a member of GMB Union you can join online [Join](#)

In Solidarity

Gary Carter

National Officer

GMB Commercial Services Section

EDF FIELD SERVICES & SMART PAY PAY BALLOT 2022 -RESULTS



Posted on: 18 July 2022

Dear Members

We would like to thank GMB members for taking part in the pay ballot. It is important that GMB members have their say and it makes a difference during negotiations.

The result of the Field Services pay ballot is:

Accept 91%

Reject 9%

We have informed management of the result, and they are now working with reward and payroll to implement the increase.If you are not yet a member of GMB Union you can join online www.gmb.org.uk/join

WE ARE STRONGER TOGETHER.

GARY CARTER

NATIONAL OFFICER

EDF Customer Pay Claim 2022



Posted on: 29 June 2022

Dear member

We have had a series of meetings with the company to discuss this year's pay claim. The backdrop to the talks has been the cost-of-living crisis and the energy price spike. This has been severe for employees and had a substantial adverse financial impact on EDF. Inflation continues to rise and put a strain on family's finances.

The initial offer from the company back in March was 2% consolidated and £100 cash. This was rejected and we have stressed that our priority is for a consolidated rise. We have been conscious throughout a tough series of negotiations of the 3.5% pay settlement in EDF generation and the pay talks taking place in EDF field & smart metering.

After some backwards and forwards in negotiation, EDF has put a final offer on the table, which is as follows:-

- A 4% increase in rates of pay backdated from 1st April 2022.

Inflation is outstripping pay settlements nationally and within the energy sector and there is no doubt that EDF has been hit by the energy crisis which will see them make a loss this year.

The overall increase for all GMB customer members is above the 3.5% settlement in generation, in line with pay deals in the energy sector, and the same as the EDF legacy field & smart metering pay offer, which we are currently balloting on.

We have got as far as we can in negotiations, this is the final offer and we are recommending acceptance of the offer.

GMB will be balloting members during the next few weeks.

If you not yet a GMB member, you can join online [JOIN](#) .

In Solidarity

GARY CARTER

NATIONAL OFFICER



Posted on: 20 June 2022

Dear Member

We have had several meetings with the company to discuss this year's pay claim. The backdrop to the talks has been the cost-of-living crisis and energy price spike. This has been severe for employees and had a substantial adverse financial impact on EDF. Inflation continues to rise and put a strain on families' finances.

As part of last year's pay settlement, we agreed to look at 2014 rates of pay. GMB believes these rates need to rise and come closer to Legacy pay. This will raise the pay of those on the lower rates and help protect those on higher legacy rates.

The initial offer from the company was 1.5% consolidated and 1% cash for Legacy and 6% for those on 2014 agreement. During negotiations we worked hard to increase the offer for Legacy and improve the 2014 offer. Whilst we wanted to reduce the gap between 2014 & Legacy rates, it is very important that Legacy employees get a decent pay increase. We were conscious throughout a tough series of negotiations of the 3.5% pay settlement in EDF Generation and the ongoing pay talks in EDF Customer.

After some backwards and forwards in negotiation, EDF has put a final offer on the table, which is as follows

- A 7% increase for those on 2014 Agreement.
- A 4% increase for those on Legacy rates of pay.

Inflation is outstripping pay settlements nationally and within the energy sector and there is no doubt that EDF has been hit by the energy crisis, which will see them make a loss this year.

The overall increase for all GMB field members is above the 3.5% settlement in generation and the higher offer those on lower pay is an important step.

We have got as far as we can in negotiations, this is the final offer and we are recommending acceptance of the offer.

GMB will be balloting members in the next few weeks. More details to follow



UPDATE – GMB UNION STANDS IN FULL SOLIDARITY WITH OUR SISTERS AND BROTHERS IN UKRAINE



Posted on: 7 March 2022

Dear Colleagues,

UPDATE – GMB UNION STANDS IN FULL SOLIDARITY WITH OUR SISTERS AND BROTHERS IN UKRAINE

Following our recent bulletin, EDF has posted a statement on its staff Intranet, regarding its commercial interests and involvement in Russia and Ukraine. It can be accessed by following this link –

<https://edfenergynnb.sharepoint.com/sites/News-and-Publications/SitePages/War-in-Ukraine--EDF-Group-is-closely-monitoring-events-and-acting-to-support-employees.aspx>

Whilst it is clear that the events in Ukraine will reshape the geo-political landscape for industrial and commercial engagement with Russia for the foreseeable future – and will have a significant impact on both companies and consumers alike, this is nothing compared to the unimaginable humanitarian crisis unfolding in Ukraine. GMB would ask those who feel able to donate to the DEC appeal, to provide humanitarian relief for Ukraine, to consider making a donation (donations can be gift-aided and are currently being matched by the UK Government) –

<https://www.dec.org.uk/appeal/ukraine-humanitarian-appeal>

We understand this is painful and stressful time for our members who have family and friends in Ukraine and Eastern Europe. Our thoughts are with you.

GARY CARTER

National Officer

GMB UNION STANDS IN FULL SOLIDARITY WITH OUR SISTERS AND BROTHERS IN UKRAINE



Posted on: 2 March 2022

Dear Colleagues,



You would have seen that many energy related companies, in Europe and across the world, are distancing themselves from existing or future business activity in Russian, as a result of Russia's invasion and acts of aggression against the Ukrainian people (or as a consequence of EU/UK/US sanctions).

Whilst some have chosen to exit the Russian market (Shell, BP), others have chosen to assess the level of risk to their organisation. TotalEnergies (the French oil company) has stated that it supports the EU sanctions against Russia and will implement them regardless of the economic consequences^^. At this stage we haven't heard anything from EDF regarding EDF SA's business interests in Russia. EDF SA have a number of offices in Russia and joint ventures with ROSATOM, Russia's state nuclear energy corporation.

Although there may be commercial consequences of exiting the Russian market, the reputational risks related to EDF SA's moral and ethical decision making, regarding Russia, is something that will worry our members, its staff and EDF's customers, alike. GMB have therefore asked the UK EWC to seek clarity on EDF SA's business strategy with regard to Russia.

GMB Union's Central Executive Council Statement on Ukraine:

"GMB unequivocally condemns Russia's invasion of Ukraine. There is no justification for such an appalling, illegal act, which has brought destruction and terror to the citizens of this independent sovereign nation.

The people of Ukraine should be able to go about their lives peacefully and the terrible violence and death being inflicted on them must stop.

Our union calls for an immediate cessation of hostilities and withdrawal of invading Russian forces and urges all parties to engage in diplomatic efforts to reach a non-violent solution to this conflict, with a return to the Minsk agreements providing a framework.

We send a powerful message of support to our trade union sisters and brothers across Ukraine.

Please know that as you experience this incredibly difficult moment in your lives, you are in our thoughts, hearts, and prayers. We stand in solidarity with you.

Workers throughout the world share enduring common bonds and there is more that unites us than divides.

GMB is proud to stand with trade union comrades across Europe, Ukraine, and Russia who deserve better than this awful conflict and we join them in calling for peace."

<https://www.reuters.com/business/energy/totalenergies-decide-russian-business-days-says-le-maire-2022-03-01/>

GARY CARTER

National Officer



EDF Field Services & Smart – Pay 2021 – Ballot Results



Posted on: 12 November 2022

Dear Members

We would like to thank GMB members for taking part in the pay ballot. It's important that GMB members have their say and it makes a difference during negotiations.

The result of the Field Services pay ballot is

Accept 91%

Reject 9%

We have informed management of the result, and they are now working with reward and payroll to implement the increase for the December payroll.

WE'RE STRONGER TOGETHER

In Solidarity

Gary Carter

National Officer

GMB CUSTOMER – 2021 PAY BALLOT RESULT



Posted on: 20 October 2021

Dear Members

We would like to thank GMB members for taking part in the pay ballot. It is important that GMB members have their say and it makes a difference during negotiations.

The result of the Customer pay ballot is:



Accept - 78%

Reject - 22%

We have informed the company of the result.

This year's pay negotiations have been difficult and during a time of great instability in the customer energy sector. The turmoil and fallout of high gas prices continues. The number of energy suppliers going to the wall rises each week; increased energy prices hitting GMB members in the pocket and increasing workloads and stress in the workplace. We have made clear to EDF that rising inflation and increased pressures in the workplace means GMB members will be expecting a better pay deal next April and that the workplace culture needs to be improved if they wish to recruit and retain their loyal staff.

If you are not yet a member of GMB Union you can join online www.gmb.org.uk or complete the form overleaf and return it to your GMB workplace rep

In Solidarity

Gary Carter

National Officer

GMB Commercial Services Section

EDF FIELD - PAY CLAIM 2021



Posted on: 24 September 2021

Dear Member

We have had a series of meetings with EDF to discuss the joint unions' pay claim. Progress has been made since the company made its initial offer, but the latest pay offer of 1.5% falls short of what GMB believe our members expect and deserve.

During pay talks we have stressed that inflation is on the rise, and this is having an impact on our members' standard of living. Rising energy and food prices have hit people hard. We have drawn comparisons with EDF Generation, and the 2.1% increase they received earlier this year.



The EDF position is that they are competing in a very competitive market, that they have made a loss and they need a sustainable and affordable business going forward.

Likewise, GMB wants EDF to be a sustainable business and provide good quality skilled jobs and expand its business in growth areas like EV. But EDF needs to pay a good rate for the job and improve the 1.5% pay offer that its put on the table.

Further pay talks are being planned and we will keep GMB members updated on any developments.

If you're interested in becoming a GMB Workplace Representative for GMB Field members, then please contact GMB convenor Stephen Vinall – e mail stephen.vinall@edfenergy.com

If you're not yet a GMB member and wish to join, you can join on-line at [JOIN](#)

In Solidarity

Gary Carter

National Officer

