

PENSIONS UPDATE – 2nd State Pension – Further Update

Dear Colleagues,

In GMB Newsbrief No9/ 2015 we informed you that the Joint Trade Unions at BA had written to the company on the 3rd December regards our joint position to deal with the issue of contracting out for the 2nd State Pension.

The Joint Trade Union position is:

- To deal with the whole issue of the 2nd State Pension proposals for increase in National Insurance contribution and the tri-annual valuations for the NAPS and APS pension schemes to be rolled into one set of discussions.
- To also include as part of these discussions an improved BARP Pension scheme.

The company have written back to the Joint Trade Unions and have made it clear that they have no intention of agreeing this position, and wish to continue to pursue separate consultations. As you will all know the company position has a serious detriment to members financially.

The Joint Trade Unions have therefore decided to consult with all Trade Union members. Therefore GMB, Unite and BALPA will commence consultations from the 6th January until the 20th January 2016. GMB will be conducting workplace ballots.

Please see Bulletin 10 A - Joint Trade Union communication on this matter.

We are sure members will want to discuss this important issue and raise these matters. You can meet, email, phone your representatives, and you can contribute to the debate on Yammer. Your views are important!!

For colleagues with access to a BA computer you can log onto the Yammer discussion group. There is a poll being conducted on this group regards the company proposals, you can contribute your comments and also vote in the Poll. https://www.yammer.com/ba.com/#/threads/inGroup?type=in_group&feedId=6291449

Yours sincerely

Mick Rix
National Officer
GMB

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16 December 2015

Dear Member

BA pensions – Contracting-out changes and NAPS/APS actuarial valuation

We have written to you previously as the joint Trade Unions about the consultation process on the contracting out issue affecting members of APS/NAPS pension schemes and improvements to BARP.

We are now seeking your support for the joint Trade Union position.

BA has made it clear that members should bear the full costs associated with the end of contracting out from April 2016. They intend to implement changes that will result in members paying more for existing benefits or being forced to accept a slower build up rate for their pensions.

Throughout the consultation we have asked BA to delay imposing any changes, mindful of the pensions valuation for NAPS and APS that will be concluded in the middle of 2016. We have also asked that BA consider improvements to the BARP scheme as part of these talks. A company as successful as ours should have a market-leading defined contribution scheme

The joint TU position is that it makes no sense for BA to impose one complicated set of changes to pension arrangements only to have to revisit the same issues later the same year. The cost of a deferral to BA is fractionally over £1.0m per month across all members of the schemes, when the business is likely to report profits of £1.3bn this year.

The impact on BA is small, but the impact on individual members could be up to £100 per month in take home pay. Further briefing information will be provided by your individual Union Representatives.

We are asking for your support for the joint Trade Union view that there be a single set of pension discussions covering contracting out, NAPS/APS valuations and improvements to BARP.

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