



Mr Robert Sinclair  
Chief Executive  
London City Airport  
18<sup>th</sup> November 2020

Dear Robert,

Councillor colleagues and I are writing once again, to raise our deep concerns following reports from Unite the Union about the treatment of staff members at London City Airport.

We have been advised that a number of these staff members, many of whom are Newham residents, have experienced irregularities concerning the administration of the Coronavirus Job Retention scheme by London City Airport. There are also concerns surrounding the Airport's management of staff dismissals following the restructuring announcement you made back in September, when you confirmed that the Airport had officially commenced with staff consultations to 'explore ways of reducing costs, including voluntary redundancy'.

At the time, you advised that the proposals could result in up to 239 FTE roles being lost across the organisation, representing 35% of the total workforce). You gave me the assurance that these would be conducted in accordance with exemplary employment practices – which is the expectation my administration, councillors and the Council has from all businesses operating in Newham in line with the Community Wealth Building agenda and Towards a Better Newham strategies we are pursuing.

Specifically, you stated that your *'focus over the coming weeks will be to work with all affected employees, as well as our elected employee representatives, to support them through this exceptionally difficult period'*.

It is therefore extremely alarming to hear that London City Airport has refused to pay the legally required 'due notice pay' under UK employment legislation, affecting some 230 staff members who are being offered a 'notice pay' based on their basic pay rate only. We understand they are actually entitled to a 'due notice pay', which must include payment for overtime hours worked.

Equally concerning is the alleged targeting of long-standing employees who are Unite union members, being selected for redundancy. If true, this would constitute the victimisation of union members. Already, the Airport is refusing to allow the Union to participate in any redundancy consultation meetings with their members, and has refused to consider feedback presented by Staff Committee Representatives or Unite members. This is extraordinary practice by you and your management team.

We are aware of the financial difficulties faced by all businesses in Newham because of the coronavirus crisis – but this does not justify a lack of transparency in a ‘restructuring’ process affecting the livelihoods of employees, nor is the exclusion of union representation from these processes acceptable.

Please provide urgent clarification on these matters, and we trust that you will positively respond to the remedies proposed by the Unite union by enacting them swiftly. This would be a clear demonstration that you have a proper regard for the rights of workers.

Moreover, most recently you stated that London City Airport is genuinely committed to *‘rebuilding a stronger local economy’* and working with us *‘on the borough’s recovery process.’* If so, you will need to demonstrate that commitment much more strongly – as the issues brought to our attention by Unite colleagues is regrettably undermining of your professed partnership intentions.

**Yours sincerely,**

**Mayor Rokhsana Fiaz OBE**

Cllr Salim Patel  
Cllr Pushpa Makwana  
Cllr John Whitworth  
Cllr Winston Vaughan  
Cllr Harvinder Singh Virdee  
Cllr Shaban Mohammed  
Cllr Suga Thekkeppurayil  
Cllr Zulfiqar Ali  
Cllr Terry Paul  
Cllr Firoza Nekiwala  
Cllr John Gray  
Cllr Muzibur Rahman  
Cllr Riaz Mirza  
Cllr Ayesha Chowdry  
Cllr James Asser  
Cllr Anamul Islam  
Cllr Shaban Mohammed  
Cllr Genevieve Kitchen  
Cllr Mushtaq Mughal  
Cllr Pushpa Makwana  
Cllr Alan Griffiths

**Cllr Charlene McLean, Deputy Mayor of Newham**

Cllr Jane Lofthouse  
Cllr Patrick Murphy  
Cllr Ann Easter  
Cllr Sarah Ruiz  
Cllr Tahmina Rahman  
Cllr Patricia Holland  
Cllr Susan Masters  
Cllr Mariam Dawood  
Cllr Neil Wilson  
Cllr Rohit Dasgupta  
Cllr Zuber Gulamussen  
Cllr James Beckles  
Cllr Moniba Khan  
Cllr Nilufa Jahan  
Cllr Beljica Guana  
Cllr Sasha Das Gupta  
Cllr Carleene Lee-Phakoe  
Cllr Steve Brayshaw  
Cllr Joshua Garfield  
Cllr Mas Patel

**Cc: Unite the Union**

**Sam Gurney, TUC South East Region**