



Anna Berry
HR Manager
Twitter

By Email
18 November 2022

Dear Anna

Collective Redundancies and the treatment of Twitter employees.

I am writing to you about the current collective redundancy consultation being undertaken by Twitter UK Ltd and recent employment directives issued by the company CEO, Elon Musk.

Prospect represents thousands of workers in the tech sector including a substantial number at Twitter UK Ltd. As you know, there are clear legal obligations that employers must adhere to when contemplating reducing headcount. Whilst there are timescales proscribed by the statute you will be aware that case law dictates that consultation should commence and be conducted such that the employer can give conscientious consideration to the representations received from the workforce and consult with a view to reaching agreement.

There are a number of issues of concern which members have raised with us and I am asking that you agree to meet Prospect as a matter of urgency to discuss. These include:

- How the company will ensure a fair, transparent and secure collective redundancy consultation;
- How many employees, over what timescale, are at risk of redundancy and what was the criteria for their selection;
- How will the company meet its legal obligation to demonstrate it has tried to mitigate redundancies and what measures are available in this regard;
- How is the company meeting its duty of care towards employees during this difficult time and the wellbeing support being put in place for them to counter the stress and anxiety they are experiencing;
- How the company proposes to promote the health, safety and well-being of its remaining employees in Twitter 2.0 who have been told they will have to “work long hours at high intensity”. Related to this, how will employees with particular needs such as a disability, who are pregnant or have caring responsibilities be supported in this environment and how will the Company meet its legal obligations to them.

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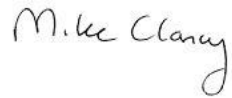
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I look forward to hearing from you. We will be informing our members we have approached you and also making public this approach.

Yours sincerely

A handwritten signature in black ink that reads "Mike Clancy". The signature is written in a cursive, slightly slanted style.

Mike Clancy
General Secretary

Prospect Union