

Support Fujitsu Workers

October 2016

Pay, Pensions and Job Security

Unite members at IT Services giant Fujitsu in Manchester are currently balloting for industrial action over pay, pensions and job security.

The profits of Fujitsu Services Limited, the main UK company, rose to £85.6m last year and one director got £1.448m, but the company paid an effective tax rate of 0% and we have no pay deal, which was due in August. Our wages have declined in real terms for many years and most of us are paid below market rates according to Fujitsu's own figures.

Fujitsu should become an accredited Living Wage employer. This would help staff employed through subcontractors and subsidiaries, and prevent Fujitsu undercutting its own employees. Their FSESL subsidiary recently cut bonuses to fund Osborne's £7.20 "National Living Wage".

Unite found a 16% gender pay gap amongst Manchester staff and we are demanding action to tackle it.

Fujitsu will also benefit from a trustee decision which *retrospectively* made huge cuts to the pensions of over-60s. Yet they have broken our agreements by refusing to even negotiate about compensation.

We have seen redundancy terms eroded since 2000. This is removing the incentive for Fujitsu to retrain and redeploy us rather than making compulsory redundancies. We expect job cuts in the next few months and are demanding improved redundancy terms now to improve our job security. We are also defending Unite rep Lynne Hodge, whose job was taken off her without consultation, breaking agreements.

Staff elsewhere in Fujitsu are faring even worse. Most UK staff have no union recognition and the imposed pay review left 39.4% with nothing. Fujitsu are terminating their UK Information & Consultation body in January, which will slash redundancy rights. UNITE is building up membership and hoping to push for recognition in more of the company.

We have always given and received great solidarity. We are asking for your support now.



Fujitsu-who?

Fujitsu is a giant Japan-based multinational. The main subsidiary in the UK is Fujitsu Services Limited (formerly ICL), with around 10,000 employees at over 100 locations including Manchester, Warrington, Crewe, Wakefield, Bracknell, Stevenage and London.

Fujitsu provides IT services (mainly outsourcing) to many government departments and major companies.

How To Help

- ✓ Messages of support can be sent to support@ourunion.org.uk or Unite the Union, Fujitsu MAN34, Central Park, Northampton Road, Manchester, M40 5BP.
- ✓ Like us on Facebook for updates: www.facebook.com/uniteatfujitsu