

## Crunch time?

On 23 June UNITE reps meet with the company and ACAS to try to resolve a series of serious breaches of agreements affecting Manchester employees.

The issues are:

1. Not paying the November 2015 **Living Wage**
2. **Offshoring** work without consultation. (This is also the subject of legal action by Fujitsu Voice reps)
3. Refusal to hear our collective issue following the recent ICL DB **Pension** change
4. Holding back implementation of a zero-cost improvement to **PHI** / income protection unless we agree to worse terms for new starters
5. Pre-moderation of **PACs**
6. Taking UNITE rep Lynne Hodge's **job** from her, purportedly due to a post-Mirai reorganisation, without any consultation, and pushing ahead despite a grievance

**UNITE members have instructed their reps to organise a ballot for industrial action if these issues are not resolved.**

The company has just gone through a major reorganisation and it appears that employees need to train the new management structure that honouring promises and agreements is not an optional extra.



As we go to print we are awaiting the “stage two” pay offer from the company. UNITE negotiators expect it to be an improvement on the stage 1 offer, which was already better than that imposed in the rest of Fujitsu.

However, the company hasn't yet moved on increasing the 1.5% pot, improving the redundancy terms, or becoming a Living Wage employer.

## Members' Meeting

There will be a meeting for all UNITE members in the Manchester bargaining unit:

**2-3:30pm, Wed 29 June**

MAN35 canteen

Not only is this where members will decide whether the company should accept the “stage two” pay offer, it's also where members will decide how to respond to what the company says about the breaches of agreements at the meeting on 23<sup>rd</sup> June.

# Will we need to strike?

UNITE is working hard to avoid a strike.

Despite Fujitsu breaking its agreements, the union offered talks, leading to the meeting with ACAS planned for 23 June.

On pay, UNITE has given staff a number of ways of showing the company their strength of feeling including posters and petitions.

Unfortunately we know that sometimes senior management misjudges the mood of employees. They assume that we will put up with seeing our standard of living decreasing year on year while directors line their pockets, with worsening job security, and with being treated like human resources rather than human resources.

Sometimes they forget that without the workforce no services are provided, no bids prepared, no customers supported, and no profits made.

Sometimes strike action is the only way employees can remind senior management of these basic truths.

It's worth reminding ourselves of the outcomes when Fujitsu staff have been forced to strike before:

- 1.5 day local strike in September 2003: Holidays increased from 20 to 25. Sick pay from day one. First negotiated pay deal in April 2004.
- 12 day local strike in 2006-7: union recognition defended and extended. Annex 1 agreement on job security. Pay increases. Facilities for reps & members nationally.
- 10 day national strike 2009-10: First substantial national agreement. Many jobs saved. Pay rises for lowest paid. New minimum salary. 10% extra pension contribution for ex-ICL DB members. FJUK pension made contractual for all and consultation group set up.
- 2 day strike in Crewe, 1 day in Manchester in 2011: Dismissal resolved. Out of Hours terms protected. New agreement on reps' time.

# Why Should I Bother Joining Unite?

Being in the Manchester Bargaining Unit gives you extra rights, whether or not you join UNITE. So why bother joining? Membership:

- Provides a structure to support each other and improve our lives
- Gives you access to information, expert advice and support
- Means standing up for fairness
- Helps you know and assert your rights
- Gives you access to free legal support. Did you know that non-members have to pay a fee to make a tribunal claim, before any legal costs?
- If we have to go on strike, only members get "dispute benefit" to cover some / all of lost wages

The rights we have today didn't fall from the sky – they were fought for and shouldn't be given up lightly. **Don't leave it too late.**

Don't rely on others to fight your battles for you – the more of us who stick together the better we'll do. UNITE membership is rising here – there's strength in numbers.

If you would like to **join UNITE**, which costs between £2.17 and £14.71 a month, there are details at

<http://www.ourunion.org.uk/join.htm>



# ORGANIZE!