



UNITE @ Fujitsu Union News

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www.unitetheunion.org/fujitsu



Paying Peanuts?

Fujitsu staff are finding out how big their 2011 pay cut will be. Even those lucky enough to get a pay rise are unlikely to get one that matches the rising cost of living (5% in the year to July).

It's all very well those on six and seven figure packages at the top of the ladder claiming "we're all in it together" and asking everyone to step one rung down. If the ladder is standing in water and the level is rising, those lower down may have a different perspective.

Some companies ask their staff to accept cuts in difficult years, but restore pay and benefits when a crisis has passed. This helps them to maintain the support of their workforce. In contrast, we've had our pay, terms and conditions continually squeezed for years, regardless of whether Fujitsu was making a profit or loss.

The company has consistently paid us as little as it thought it could get away with. Standardisation across our industry means fewer niche skills and declining individual bargaining power. We will only get a fair deal if we replace that with collective bargaining power.

According to the latest research from the Department of Business, Innovation and Skills, hourly pay rates for union members in the UK are 16.7% higher than non-members. Where there is collective bargaining in Fujitsu, such as in Manchester, there is a bigger budget for pay rises and everyone is getting an increase.

To stop the decline in our pay and conditions, we need stronger union organisation across Fujitsu.

Get involved in UNITE's campaign for fair and transparent pay and benefits in the IT Services industry. Why not complete the pay survey? Display the poster overleaf? Or join the union?



Disputes

Regrettably it appears that Fujitsu is trying to prepare the ground for further attacks on jobs, pay and conditions by mounting yet another attempt to break union agreements and organisation. Isn't it time for Plan B?

The breaches of agreements are very serious for employees across the UK. For example, the company is breaking the commitments it made over pensions last year in relation to both contractual status and future consultation arrangements. It has also broken the Security of Employment Agreement (SEA) which covers many staff.

Rather than trying to resolve issues, Fujitsu is picking on a number of reps. The most serious case involves Alan Jenney. The company bypassed agreements and broke Alan's contract of employment in order to make him redundant on 11th July, which was totally unnecessary.

UNITE members in Crewe have been taking industrial action since 30th June in defence of Alan. UNITE is balloting members in Manchester for industrial action over the wider issues. PCS is balloting members over pay. Will your area be the next to join the fight to defend your rights? For more information, see www.ourunion.org.uk.

unTe Fair Pay Charter



To ensure a consistent approach to pay and benefits which is fair, transparent and not discriminatory, Unite is asking companies in the IT Services sector to sign up to our Fair Pay Charter and incorporate the following principles into their pay systems:

- **Single, transparent pay and benefit structure throughout each company:**
 - › *Detailing the pay and benefits structure from top to bottom.*
 - › *Outcomes after each pay review are visible to employees.*

- **Fairness:**
 - › *Pay and benefits determined on an objective basis as opposed to management discretion.*
 - › *Staff are fairly allocated to grades/roles/job families.*
 - › *Employees can expect to receive similar pay and benefits to those doing similar jobs or jobs of equal value.*
 - › *A cost of living element for all in every pay review.*
 - › *Ensuring that there is no discrimination against employees due to gender, age, disability, race, religion, sexuality, or part-time status, as per Equality Act 2010.*

- **Agreed and realistic performance targets:**
 - › *Pay and benefits based upon targets which can realistically be achieved or exceeded, agreed with employees and their representatives.*
 - › *Achievement does not rely on working more than your contracted hours.*
 - › *Appraisal and assessment scores are based on your achievement, not distorted by fixed percentages or quotas.*

UNITE wrote to major IT Services companies, asking for information about their pay and benefits systems, so that the union could check they were fair and did not discriminate. **Fujitsu refused to provide this information. Why? What have they got to hide?**

UNITE has launched online surveys to begin to gather the information companies like Fujitsu are trying to conceal. **You can help the campaign by completing the survey**, which you will find, along with information about the campaign for the Fair Pay Charter at:

www.uniteunion.org/itcharter