

Messages of support for the Fujitsu Manchester Dispute

Version: 5th December 2006

Following from the member's meeting at Warrington we'd like to add our support for your dispute. Fujitsu must both learn the meaning of a balance of interests between its managers and its staff, and the real meaning of democracy.

Rgds

Wilf Williams
Senior rep, Fujitsu Services Warrington.
Rob J Williams
Mainframe Systems Engineer

Dear brothers and sisters,
Good luck in your campaign for Trade union rights and recognition. You have our support and at our next branch meeting we will be raising a motion for funds for your campaign.

Richard Milner
Amicus Jointly Accredited Office Rep Xansa
Secretary Amicus Finance Sector Northamptonshire Branch.

Mike Cummins.
Amicus Jointly Accredited Office Rep Xansa
Chair Amicus Finance Sector Northamptonshire Branch

On behalf of all AMICUS members in Solihull I would like to express our support for the action you are taking in defence of the working conditions of all Fujitsu employees. We commend your determination and sacrifice in the face of a company who often demonstrate a callous disregard for the concerns and rights of it's staff. It is time to make a stand against bullying and intimidation, and your action deserves the support of every Fujitsu employee, member or not.

People are fed up of pay erosion year after year, of the hypocrisy of a company who proudly displays it's Investors in People accreditation, and yet treats individuals with contempt, the sacrifice of committed and experienced staff on the altar of Offshoring, and the unremitting drive to expect more and give less.

Your fight is our fight - good luck and stay strong !

Andy Batchelor
AMICUS Senior Representative
Fujitsu Solihull.

Donation from Robert Dimmick, Amicus rep, Fujitsu Staines

Donation from VC & BE Grimley, Amicus members in EDS

Donation of a day's pay from Manchester employee exempted from 20th November strike

TO ALL OUR BROTHERS AND SISTERS AT FUJITSU ENGAGED IN THE STRUGGLE TO ASSERT YOUR RIGHTS.

OUR THOUGHTS FROM YOUR BROTHERS AND SISTERS AT THE EATON CORPORATION ARE WITH YOU.

THE FIGHT WILL BE HARD BUT THE BENEFITS WILL BE WORTH IT.

YOU ARE A CREDIT TO THE TRADE UNION MOVEMENT, NOT JUST NATIONALLY, BUT GLOBALLY.

FRATERNALLY YOURS

GLYN HAYNES
CONVENOR
EATON ELECTRIC
HOLYHEAD
N.WALES

I thought you might be interested to know that I've written and posted an article in support of your action at Fujitsu in Manchester on the British website of the Industrial Workers of the World.

On a personal note, as an IT worker myself, may I say how heartened I was to read about the work you are doing to unionise and encourage solidarity amongst those exploited by our industry. Our employers have sought to persuade computer workers that as individual professionals, they should consider themselves somehow different to workers in industries with a strong history of union membership and collective negotiation. What is worse, even a few unionists working in traditional industries have sometimes suffered from this notion themselves.

As a result, too many computer workers are picked off in individual negotiations over salary and working conditions without the power which organised solidarity with their fellow workers might give them. Additionally, in many companies, project timescales and budgets are habitually drawn up on the *assumption* that workers will put in hours well in excess of those they are nominally contracted to work, often without additional pay: all excused in the name of 'professionalism'.

I have worked in IT for twenty years, the last eight with EDS, who were forced to tolerate unions when they inherited unionised workers as part of "outsourced" government contracts, but sharply resisted their spread outside those teams. I was well aware that certain petty rules: the insistence that a suit was worn to the office, and the fact that it was a disciplinable offence to tell another worker your salary, were specifically designed to persuade workers that they were part of an individualised non-union-joining "middle class". It's all - if you'll forgive me - bollocks, and campaigns like yours are proving it. Workers, even workers with letters after their name, workers with high-tech skills, and workers in suits, are workers exploited for profit.

By the way, your sample email...

"Dear manager, In order to meet the deadline, I estimate that I would need to work ?? hours in excess of my contracted hours over the next ?? weeks. Amicus has called on me to stop doing unpaid work outside contracted hours. Can you let me know whether you authorise me to be paid for the overtime, or whether you would prefer me not to do the work?"

...really made my day.

You'll find the IWW article at <http://www.iww.org.uk/about/updates/061126-fujitsu/index.html>.

If there is anything else I can do to support and publicise your fight, please let me know.

Manny Neira
iww.org.uk site admin

Dudley & District Branch 0754

Chair **Martyn Chapman**
59 Ulster Drive
Kingswinford
DY6 8JA



Ian Allinson
Fujitsu Services
Central Park
Northampton Road
MANCHESTER
M40 5BP

cc John Wood
301 Bolton Road
BURY
BL8 2NZ

1st December 2006

Dear Ian,

Fujitsu Services Dispute

At our last Branch meeting, it was agreed to send a message of support to our fellow Amicus members at Fujitsu.

We wish you well in your campaign to seek full recognition, to protect existing agreements and to bargain fairly on pay.

It was also agreed to donate the remainder of our Branch funds for 2006 to the Fujitsu campaign. Our cheque for £55.51p, made payable to "Manchester IT Workers Group" is being sent to John Wood.

Yours fraternally,

Martyn Chapman
Chair – on behalf of Amicus Dudley & District Branch

PS Please present this cheque before Christmas, otherwise Amicus HO may empty our account in its end-of-year exercise to reclaim unused Branch funds for central use.

Donation from Fujitsu Manchester employee

Donation from Amicus-MSF Sec 9507 branch

Donation from Chris Blake, Amicus member in IBM

Donation from Amicus West London General Branch

Donation from J & K Allinson

I have made a small donation towards your case against Fujitsu - GOOD LUCK !

Peter Leaper, EDS

Best wishes to all Amicus members at Fujitsu who are fighting for their rights.

John Boardman

Editor Amicus Unity Gazette

Donation from Fred Green, Amicus member, EDS

Donation from AMICUS Manchester and Salford Branch

Donation from Hilary May, EDS

Donation from Amicus Colchester Central Branch 1861

Donation from Mr & Mrs Gribbin, EDS

Donation from Fire Brigades Union East Anglia

Donation from David Knibb, Amicus Deputy Convenor at Automotive Products in Leamington Spa

Donation from M Richardson

The Netherton BEC (PCS) working on the Aspire account for Fujitsu, would like to send a message of support to your members whilst you are undertaking industrial action.

Good Wishes
Caroline Turner
Branch Secretary

**General Secretary**

9 Arkwright Road • Hampstead
London • NW3 6AB

Telephone 020 7317 8600
Email info@aslef.org.uk
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Web www.aslef.org.uk

Our Ref: PR/PP/DISPUTE/FUJITU

23 November, 2006

Ian Allison (AMICUS Senior Rep)
Fujitsu Services
Central Park
Northampton Road
Manchester
M40 5BP

Dear Colleague,

FUJITSU SERVICES DISPUTE

Please note that I write to inform you that your current dispute with your employers Fujitsu was discussed by the ASLEF political subcommittee at their recent meeting. The subcommittee referred the issue to the full Executive Committee recommending that all ASLEF Branches are circulated, making them aware of the current dispute and in turn asking them to consider financial donations.

Can I add that having read the correspondence from your union I have every sympathy with your action and fully understand you claim for decent wage levels, sensible working hours and proper negotiated agreements with your employer.

I also note the high levels of profits that the company enjoys which make the company's position even more damning.

Could you convey my best wishes and that of the ASLEF Executive Committee and all our members to your members that find themselves in dispute and wish them every success for a speedy resolution to the problem.

Yours sincerely

Keith Norman General Secretary

Apologies for today's rally but I am on holiday this week & attending the Scottish LP conf at the end of the week. Please announce my fraternal greetings and support.

Cheers Graham Goddard
(Amicus Deputy General Secretary and NW Regional Secretary)

Good luck with the industrial action, the out come may well affect how Fujitsu deals with trade unions across the board.

Illegitimi Non Carborundum
(Don't let the bastards grind you down)

Colin R Clement,
Fujitsu Swansea

Just a quick message of support from the Xansa@Boots account.

Wishing you and your members every success.

Julie Hague
Senior Analyst Programmer - The Boots Partnership Xansa

Donations from council workers, MAN05

Just a quick message to wish Fujitsu workers the best of luck in their strike action today. We hope that you win your fight.

Paul Rafferty
Chair of Unison AQA Branch

Donation from Amicus Liverpool Construction branch

Amicus members who work in Fujitsu, based in Bristol (Ex Lloyds/TSB) would like to offer their support for your action. They are a group of staff who transferred in ... and are very aware that if you lose this battle they could be next of the hit list for unwanted benefit changes.

[Terry Keefe](#)
[Amicus National Secretary](#)

I have transfered £5 into your account online, to help towards any costs that may incur.

From: Amicus member at EDS

To: Ian Allison

Solidarity and best wishes for your strike on the 20th November from UCU, (the teachers union), at City College Manchester.

The reasons for your dispute are sadly all too familiar across the public and private sector. We've recently been told by our management that they're 100% behind collective bargaining but because we won't agree to cutting our holidays and working longer hours they're going to impose it anyway for new starters. So of course we've voted unanimously to ballot for strike action and we're confident we can see them off.

How we got to the position where idiots, chancers and bullies have any control over our lives, we don't know. But we've had enough of it and we're glad you have too.

We hope that today's strike is enough to bring your management to their senses but if you need to continue we'll give you all the support we can.

Yours in solidarity,

David Swanson,

Branch Secretary, UCU, City College Manchester

Donation from Amicus Manchester and Salford Branch

Please pass on my personal best wishes to all AMICUS members at MAN05 & Central Park.

It's a sorry state of affairs when a Union is forced to take strike action but hopefully this will show the company that AMICUS is serious in seeking the maintenance of existing agreements and improving the terms & conditions of those it represents.

Good luck on Monday and I hope for a successful outcome.

I will be taking your appeal for support to my branch meeting tonight and have passed it on to my Regional Secretary for discussion at our next Regional Council

Yours

John Garvani (Fujitsu Wakefield)
Member of Amicus Yorkshire & Humber Regional Council
Member of Amicus Yorkshire & Humber Regional Political Committee

Best of luck with your dispute and please keep us posted.

Kind regards

Wendy Allison
Assistant Branch Secretary/Equalities Officer
UNISON
3-5 St John Street
Manchester

Hiya lynne

I would like to offer support in what ever way you need on behalf of all at JJB sports who have been involved in industrial action recently and whom you pledged your support to. You and as we found are entering anxious times and the felling of the unknown but as with us you will find that you are not on your own as a rep or as a collective. a message i would like to say to your members is that if you belive in what your fighting for and and you certainly must to be doing what your doing you will find out your not on your own as we at JJB found out your definitely not. your reps have been making all aware of your fight and you will find the suppot comming in sure enough.

Unfortuanatly I cant make it to support you in person as we are in for the ballot over our dipute. but i have made all aware of your fight at JJB's and from all they send their full support we have discussed what we can do for you if your dipute isn't solved and i will be in constant touch with Lynee and Ian as to your progress.

having been to the conferance in London where I met Lynee and Ian and the many other activists i was taken aback by the solidarity from all over the country for people like yourselfs and ourselfs. when your a trade unionist you hear words like brother, sister colleague and commrade but you only fully appreciate it at times like this and the true meaning and feeling of it, the solidarity is out there and fully with you.

appreciation for your support and now may we return it.

regards

Chris Riley and all at JJB sports



Sergio Requena-Rueda
Joint Staff Unions
Ericsson-NCP
Coventry

E-mail : sergio.requena-rueda@marconi.com

2nd November 2006

To
Fujitsu Workers
Manchester

Dear Brothers and Sisters,

The Electrical Engineering, Electronics and IT National Sector Committee in Amicus sends our support to you. We offer our best wishes for success in your fight for full trade union recognition, against attacks on your redundancy and redeployment rights and for decent pay.

Fraternally

Sergio Requena-Rueda,
Chair, Amicus EEE&IT
National Sector Committee

Donation from Mick Matysiak, Amicus Rep, EDS

Donation from Martin (Fujitsu employee)

Good luck!

Tony
Tony Burke

Donation from Amicus Liverpool South and Halton Branch

Collection at Organising For Fighting Unions conference

Best wishes for Monday's action from Amicus here in Reuters and the Amicus members working on the Reuters Fujitsu account. We fully endorse your efforts to defend your bargaining rights in Fujitsu and protect the terms and conditions of your members.

rgds,
alan

Alan Burn
Senior Workplace Representative

Amicus in Reuters

Good Luck with your action on Monday and further action in the coming weeks.
You are leading the fight for Union collective bargaining rights within Fujitsu, hopefully there can be some sort of collaboration with PCS in the future.

I have donated £10 to the hardship fund online.

Best Wishes

Brian

Brian Gilligan
Application Services
FUJITSU SERVICES
3rd Floor York House Mercury Court Tithebarn Street Liverpool L22QP



MANCHESTER TRADES UNION COUNCIL



Established 1866
(Incorporating Trafford TUC)

Secretary: Geoff Brown, Mechanics Institute, 103 Princess Street, Manchester M1 6DD.

E-mail : geoff.brown@gmail.com

Phone: 07905327690

Friday, 03 November 2006

Ian Allinson
AMICUS Senior Rep
Fujitsu Services
Central park
Manchester
M40 5BP

Dear Ian,

Please accept this message of solidarity with your struggle with Fujitsu to defend your rights, your battle for full recognition, for proper pay and conditions. In particular we wish you a successful outcome of your strike ballot.

Here in Manchester AMICUS and its members at Fujitsu have a fine record in supporting fellow trade unionists. It is time for us to return that solidarity. Never was it more true that unity is strength and an injury to one is an injury to all. Please keep us informed of developments and how we can assist you in your fight.

In solidarity,

Geoff Brown
Secretary

Congratulations on your fantastic result for strike action. This strength of support has to be a kick in the teeth for the aggresssive management tactics you have been exposed to. Can I assure you of our continued support in your campaign from Manchester Community and Mnetal health UNISON branch.

karen reissmann branch chair.

ps we have website now on www.stopthecuts.co.nr

Donation from AMICUS Chadderton 991 Branch

Donation from Sheila Cohen, Solidarity

Donation from AMICUS CMA Sector Chesterfield PHQ Branch 40011

On behalf of all AMICUS members in Glasgow please be aware we are all watching your dispute with interest and wishing you every success in your campaign to defend hard fought for Union recognition. There is a growing groundswell of support for the type of action you are currently engaged in as Fujitsu staff reach the end of their tether with duplicitous management behaviour. Failure to pass on the success and profits of the company to those who generated it is slowly but surely producing a more politically aware and militant workforce. Your struggle and eventual success will be the first of many more witnessed across this organisation.

Alan Black
AMICUS Rep & UKCF Candidate – Glasgow

Collection of £82.12 at Central Networks joint trade union meeting

Ian, on behalf of Amicus Members and Reps at EDS, please accept our good wishes for a speedy and successful resolution to your dispute. It's depressing to know that managements in several of the IT companies we work for are opting for confrontation rather than dialogue but I know that you and your colleagues won't be intimidated.

We support your fight because it is our fight, too. If you are weakened by this unjustified and disgraceful onslaught on our members, we're all weakened because nothing's more certain than that we'll be next.

If it comes to a strike, we'll organise a collection and donation from the members and branch.

Good Luck. Together, we will prevail.

Mick Matysiak
Amicus Senior Site Representative (Derby)

Re: AMICUS: Fujitsu Manchester BALLOT RESULT

Congratulations
In Solidarity
Tony Benn



Public and
Commercial
Services Union

Arndale House
Arndale Centre
Manchester M4 3EQ
Fax 0161 838 8312

Equal Opportunities Commission Branch

Chair:	Sue Bond	0161 838 8335	sue.bond@eoc.org.uk
Vice Chair:	Mary Bryan	0161 838 8252	mary.bryan@eoc.org.uk
Secretary:	Linda Hylton	0161 838 8214	linda.hylton@eoc.org.uk

19 September 2006

To Amicus members working for Fujitsu Services

Central Park
Northampton road
Manchester M40 5BP

Dear colleagues

We were pleased to give our support for your equal pay dispute in 2003, and are more than pleased to convey our support to you again as you fight to defend union recognition and pay.

Many of the contracts you work on are for central government, and you will be aware that our own members there also face low pay awards and job cuts as a result of Gordon Brown's public sector policies.

You are to be congratulated on recruiting more members and strengthening union organisation in such difficult circumstances.

Good luck with your campaign. A victory for you will be a victory for all of us.

In solidarity

Linda Hylton
Branch Secretary
PCS Equal Opportunities Commission Branch

I hope that everyone in Fujitsu will hear about the Amicus campaign in Manchester and will give it their full support, as I do.

Our experiences in the UKCF show that Fujitsu management want to appear to consult and listen to employees, as long as they don't have to do anything significant about it. They totally fail to recognise that genuine employee engagement would mean a willingness to change things in response to what employees think, and a readiness to discuss important issues before they are committed to decisions. We've tried to get that message through, but with little success. Only a minority of senior managers really want to work with the Company's biggest asset. The Company wants us all to go through the Reputation programme - but it doesn't want realism from employees, let alone representation that is in tune with them, tenacious and straight talking!

Amicus members in Manchester have advantages, flowing from union recognition, that most other employees don't. The Company has to discuss major issues with them, or at least pretend to. Fujitsu management are keen to undermine those advantages, and to bring Manchester employees more under their control. Every Fujitsu employee will benefit if the Amicus campaign is successful, if Manchester members are able to negotiate a sensible pay settlement, and if union recognition is preserved and extended.

I don't think that the work of the UKCF is a waste of time. But it will only achieve what it could if the Company starts to listen seriously to employees. They show no sign of doing so of their own accord; an effective union organisation throughout Fujitsu is the only way to change their behaviour.

Best of luck!

From: Robert Dimmick
Chair of the Employee Representatives' Committee of the UK Consultative Forum, Fujitsu Services
writing in a personal capacity

Good luck with the dispute, the turnout and vote are very impressive I hope now that the employer now returns with a resolution that is satisfactory to its staff

Andy Walsh
Manchester trade unionist

Very encouraging ballot result – well done!

Andy

Andy Fryer
PCS Branch Organiser
Fujitsu Swansea Branch

Donation from UNISON South Manchester Hospitals Branch

To all Fujitsu staff,
Just a note to say to all comrades good wishes in your fight for improved pay and conditions. Hope that your ballot votes in favour of industrial action, this will really hurt Fujitsu's pocket. 'Strength in Unity' Hopefully this dispute will strengthen the Union and encourage others to become Unionised.
From Anne (SWP)

I have today transferred £20.00 to your fund.

Best Wishes

Dave Badminton

Retired & Ex CS Rep.

I am Amicus Deputy Convenor at Automotive Products in Leamington Spa. I attended the National Shop Stewards Conference on Saturday, I heard you speak and picked up a leaflet that was distributed.

I have given a copy of the leaflet to our Branch (Warwickshire 0049) Secretary Geoff Hatcher and suggested that we should make a donation, Geoff agreed and he will bring the matter up at the our next Branch meeting on November 9th - there shouldn't be a problem, it will only be about £50 but I hope that it will help your cause.

All the Best,
David Knibb.

You can add the University of Manchester Students union to the list of supporters but I'm afraid we can give any money. As a union we are grateful for the support that the Amicus group at Fujitsu lent to our campaign against Student Fees and the marketisation of education. Many of our students go on to work for Fujitsu and similar firms and we take the view that any victory for Amicus members now is a victory for our students in the future. If you want to come and address our student council at some point in the future it can be arranged.

A Victory for One is a Victory for All.
Cessons d'être raisonnables.

Rob on behalf of UMSU

--

Rob Owen
General Secretary
University of Manchester Students Union

Please pass on a message of support to our comrades at Fujitsu from all Fire Brigades Union members here in the North West.

Our members in Merseyside who have recently ended 25 days of strike action witnessed first hand the solidarity shown by Trades Unions from around the UK not least of which from AMICUS members in the area

We know that employers in both the public and private sector are attacking the pay and conditions of all workers and the ONLY way we can combat this is by staying strong and staying united.

Should you require anything do not hesitate to contact me

Yours in Solidarity

Kevin Brown

On behalf of Amicus Chadderton Branch I would like to wish you and your colleagues at Fujitsu all the best in the battles ahead.

We have a branch meeting on Tuesday 14th November at 7:30pm at Moston Labour Club if you would like to give a talk on the dispute.

Fraternally

Martin Gleeson

I have forwarded this appeal to branch which I hope will set aside a contingency when action is called. In the meantime, please send my personal greetings to all members at Fujitsu Manchester in their struggle for recognition. This is a just cause and whilst the hurdles are large the rewards will be greater.

Lee Jeavons, Branch sec.
Dudley 0754 Amicus

Donation from Neil James, ex-employee.

Please convey my best wishes for a speedy and successful outcome to your dispute.

Trade unions matter, a victory for you will mean we all walk that bit taller.

We have a branch meeting on the 21st November, I hope that you could send a speaker to explain the background to your dispute and the up to date situation.

I will keep in touch

good luck.

Yours fraternally

Mike Gaskell

secretary Amicus Liverpool construction branch

Thanks for the information that you have been supplying in relation to your dispute. I have asked that the ASLEF political sub committee deal with the issue and is recommending that we support you and the members affected in your struggle against an aggressive employer. I will be in contact when they have decided what support they will be offering. I will ensure that our branches are advised as well.

With my best wishes to you all in the struggle

Andy Reed
National Organiser
ASLEF

Best of luck in your industrial action. My Fujitsu colleagues are up against it here with them wanting to derecognise our union.

David Lawrence | Union Representative | Telford
Public & Commercial Services Union

To: Amicus members in Fujitsu Manchester

As a Branch Committee representing PCS members working for Fujitsu Services in Swansea, we note with concern the on-going treatment by the Company of our Amicus colleagues in Manchester. We in Swansea continue to have a number of difficulties working with this Company over our four year association with them here, and we could still be heading for industrial action ourselves over elements of our April 2006 pay review.

However, our problems are minor compared to yours. For Fujitsu Services to be attacking your rights to union recognition and your negotiated redundancy rights and to be arbitrarily changing the rules for those in collective pay bargaining is reprehensible, and we commend Amicus members for their stand against the Company. We realise also that, should the Company succeed against Amicus in Manchester, then all union activity amongst Fujitsu Services staff would be under much greater threat in the future.

We wish you success in your campaign.

Cofion/Regards

Branch Committee

PCS Fujitsu Swansea

We the members of Manchester TUC Pensioners' Association send our fraternal greetings and wish to convey our full support for Amicus members in their dispute with Fujitsu.

There was a full and frank discussion of the issues involved at our last meeting on Thursday October 26th 2006. It was clear that our members fully realise the problems in such a dispute and with this in mind they passed the above motion and also that we should send a cheque for £150 as a donation to your funds for a ballot.

We also wish to thank your branch for its past support of our association and wish you the best in winning this dispute.

Yours fraternally

John P Johnston (Secretary Manchester TUC Pensioners' Association)

John P Jay

Dear Colleagues

We discussed your dispute at our Branch Committee on Tuesday 31st October – we were appalled to learn about the various devious and blatant anti-union actions which Fujitsu has taken against you all. We fully support you in your fight for justice, and wish you every success in your struggle.

We are sending a cheque for £500 to support your campaign.

Please keep us informed.

Caroline Bedale

Joint Branch Secretary, UNISON Manchester Community & Mental Health

**TO ALL AMICUS MEMBERS AT FUJITSU, YOU HAVE THE FULL SUPPORT OF
AMICUS MEMBERS AT BRUSH ELECTRICAL MACHINES IN LOUGHBOROUGH, AND
WE INTEND TO SUPPORT YOUR CAMPAIGN BY MAKING A DONATION THROUGH
THE LOUGHBOROUGH BRANCH.**

GOOD LUCK IN YOUR FIGHT, UNITY IS STRENGTH.

Regards Paul.

Paul Welsh
Amicus Works Convenor

I send my best wishes and solidarity in your dispute.
I am a pensioner activist and a life retired member of UNISON.
By post I am sending my cheque in support.

Bartley Willcock
