



LLOYDS BANKING GROUP TERMS AND CONDITIONS HARMONISATION PROPOSALS. UNITE UPDATE NO: 3. FOCUS ON HOLIDAYS AND BANK HOLIDAYS. DECEMBER 2009

Following on from our previous updates on the Bank's proposals for harmonisation of terms and conditions across LBG here's our next update... this time focusing on Holidays and Bank Holidays. You can catch up on all our previous bulletins by going to www.unitetheunion.org/lloyds

Members are reminded that these are only the Bank's proposals. It is not a done deal. Unite has rejected the proposed package of proposals including the changes to Holiday and Bank Holiday entitlement. We will not consider agreement unless we believe our members were happy for us to do so through democratic means of consultation. Our reps are telling us that many colleagues believe that because the Bank have gone to the trouble of producing glossy brochures for all colleagues that these proposals will definitely be implemented and

there is nothing anyone can do about it. Not so! Please read on.

First of all, the chart below shows in summary

- what the current heritage arrangements are for Holidays and Bank Holiday
- what the bank's proposals are for future entitlement
- What the transition arrangements are.

Holidays and Bank Holidays

CURRENT	PROPOSED																																								
<p>LTSB</p> <p>Bands 6-8</p> <p>20 yrs + 27 days 10-19 yrs 26 days 5-9 yrs 25 days 3-4 yrs 23 days Under 3 yrs 22 days</p> <p>Bands 1-5</p> <p>30 days</p> <p>8 Bank Holidays</p> <p>Life event leave 5 days once during employment</p> <p>Holiday Banking Scheme for colleagues with 10 years plus service. (enables colleagues to bank 35 hours holiday per year and take an extended holiday of up to 455 hours)</p> <p>HBOS</p> <table border="1"> <thead> <tr> <th>Level</th> <th><3yrs</th> <th>>3 yrs</th> <th>>5yrs</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>22 days</td> <td>25 days</td> <td>27 days</td> </tr> <tr> <td>2</td> <td>26 days</td> <td>28 days</td> <td>29 days</td> </tr> <tr> <td>3</td> <td>28 days</td> <td>29 days</td> <td>30 days</td> </tr> <tr> <td>4/5</td> <td>30 days</td> <td>30 days</td> <td>30 days</td> </tr> </tbody> </table> <p>9 Bank Holidays in Scotland</p> <p>8 Bank Holidays + 1 "shopping" day in England and Wales</p>	Level	<3yrs	>3 yrs	>5yrs	1	22 days	25 days	27 days	2	26 days	28 days	29 days	3	28 days	29 days	30 days	4/5	30 days	30 days	30 days	<p>PROPOSAL for LBG</p> <p>To take effect from Jan 2011 for existing colleagues and from April 2010 for new colleagues</p> <table border="1"> <thead> <tr> <th>Grade</th> <th><3 yrs</th> <th>3-5 yrs</th> <th>>5 yrs</th> </tr> </thead> <tbody> <tr> <td>A/B</td> <td>22 days</td> <td>24 days</td> <td>27 days</td> </tr> <tr> <td>C</td> <td>24 days</td> <td>26 days</td> <td>28 days</td> </tr> <tr> <td>D</td> <td>28 days</td> <td>29 days</td> <td>30 days</td> </tr> <tr> <td>E/F/G</td> <td>30 days</td> <td>30 days</td> <td>30 days</td> </tr> </tbody> </table> <p>No Life event leave</p> <p>No Holiday banking Scheme</p> <ul style="list-style-type: none"> • 8 days bank holiday England and Wales (with immediate effect) • 9 days bank holiday Scotland (wef. Jan 2011 for LTSB Scotland) • 10 days bank holiday Northern Ireland <p>End to protected 2 days local holidays in Scotland wef. Jan 2011</p>	Grade	<3 yrs	3-5 yrs	>5 yrs	A/B	22 days	24 days	27 days	C	24 days	26 days	28 days	D	28 days	29 days	30 days	E/F/G	30 days	30 days	30 days
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What do these proposals mean in real terms for holiday entitlement?

If the current proposal was implemented

- 16,300 HBOS heritage colleagues would lose between 1 & 2 days holiday
- 2,900 Lloyds heritage colleagues would lose 1 & 2 days holiday
- 23,200 Lloyds heritage colleagues would gain 1 & 3 days holiday

Colleagues could of course use money from their 4% flex pot to buy back the additional holiday. However, for Lloyds colleagues this would erode the value of the 4% flex pot they have enjoyed for some time and HBOS colleagues who would qualify for the 4% flex pot for the first time, need to remember that their on target bonus level may have been reduced by half

Clearly Unite is not happy with any reduction in contractual benefits and we believe the very least the company should do is to protect current holiday entitlements for existing colleagues.

What about Bank Holidays?

Whilst it's good to see that all LBG colleagues in Scotland would in future benefit from the Scottish Bank Holiday on 2 Jan, many colleagues from both heritages would lose the extra 2 days protected holiday they currently receive in lieu of local holidays.

HBOS colleagues in England and Wales would lose their additional day they have previously enjoyed which gave them an equal number of days to their Scotland colleagues.

Again, colleagues could use their flex pot to buy back what they have lost but, as previously mentioned, this would simply erode the benefit of the flex pot.

Again, Unite cannot understand why the company will not consider personal protection of Bank holiday entitlement which they clearly have felt was appropriate in the past given the example of the 2 days local holidays that was protected when Halifax and Bank of Scotland merged.

And Life Event leave?

This would cease almost immediately with Lloyds colleagues being expected to give notice by the end of March 2010 that they intended to take their 5 days life event leave by the end of March 2011. Life Event leave is a popular benefit very much appreciated by Lloyds heritage colleagues. It's a once in a career lifetime benefit which not every colleague gets around to taking. Unite maintains this is an excellent benefit which in reality costs the business very little but which buys a substantial amount of good will.

On this basis Unite have told the company they should be extending this to all colleagues not withdrawing it.

Clearly what is likely to happen now is that Lloyds heritage people will all try and reserve their leave in the period stipulated causing great disruption to business units when trying to fit it all in. We have already heard that some colleagues are being asked the reasons for the leave when trying to book it since the proposals were made clear on 3 Dec proving that this is already causing management a headache. Remember colleagues don't have to stipulate the reason for wanting to take the leave.

Holiday Banking scheme

The proposal to end the holiday banking scheme currently available in Lloyds has also gone down badly with our members. Again we believe this is relatively low cost benefit which is much appreciated by the colleagues who use it. Also there's likely to be another unseemly scramble from colleagues who have banked leave in this way as they try to take the benefit within the timescales laid down possibly causing unnecessary disruption to business units.

So what can members do about it now?

The only chance we will have of gaining improvements to the current proposals when we go back into negotiations, probably in February, is if we are able to demonstrate the strength of our members' feelings about the proposed cuts in their

benefits. As mentioned in our previous bulletins it's vitally important that you let the Bank know what you think about their proposals. Unite members will also be consulted in detail during January. Also look out for our petition to be circulated in the New Year.

Remember:

- visit our website www.unitetheunion.org/lloyds for previous bulletins
- Let the Bank have your reaction to the holiday proposals through the Interchange facilities so that they are in no doubt what colleagues think
- Email lbg.support@unitetheunion.org to let us have your thoughts

- **Unite is the only union recognised in all areas of Lloyds TSB.**
- **Unite is the only union recognised in both Lloyds TSB and HBOS**
- **Unite has a network of 150 MPs and has broad political and media influence**
- **Unite has a workplace reps structure of 150+ to ensure your voice is heard at negotiations**

Only Unite and Accord members will be able to take part in our Consultation exercise in January.

To join Unite you can do so by going on line at www.unitetheunion.org or by calling the LBG helpline on 08081 449595.

Alternatively contact your local rep who would be only too happy to help. If you are interested in being a rep, please click on www.unitetheunion.org/lloyds for more information

Working for you in Lloyds Banking Group

Gwyn Bates/ Wendy Dunsmore, National Secretaries, Lloyds Banking Group