

LLOYDS BANKING GROUP HARMONISATION OF TERMS AND CONDITIONS

HAVE YOUR SAY!

Members will recall from previous bulletins that Unite plans to hold a detailed consultation ballot about the LBG Terms and Conditions harmonisation proposals during January. Members are reminded that the Unite LBG National Committee has taken a decision to reject the proposals and we will not contemplate any agreement without our members' approval. Unite is a democratic union and decisions are made by members not full time union officials. That's why the ballot to take place shortly is so important.

The ballot arrangements have now been approved.

If members still feel they do not have all of the information needed to make an informed decision about how to vote you should refer again to the Company's booklet "ONE BANK. Our Terms and Conditions" and also to the previous Unite bulletins which can be found on our website. Visit www.unitetheunion.org/lloyds and click on "Newsletters".

In addition, we have had further talks with the Bank about band sub-levels, market data, pay ranges and the proposed distribution of the 2010 pay pot.

The Bank has committed to publishing all of this information on its Interchange system week commencing 25 January so you should also try and check this out before voting. On that date the independent scrutineer, Electoral Reform Services (ERS) that Unite and Accord have appointed to supervise our ballot will send a letter to each member's home address.

- The letter will give you a unique two part code which you will need to take part in the secure on-line ballot. It will be a secret ballot and the independent scrutineer will not tell Unite how you vote. The confidentiality guarantee from Electoral Reform Services will be included in the letter.
- You will be able to vote at home or at work. If you vote at work the voting site is totally secure and the Company will not have any access to the information that you submit.
- You will be have the option to accept or reject the proposals overall. If you wish to reject the proposals you will be able to specify which aspects you believe must be changed to make the overall proposals acceptable. If you are wholly opposed to the proposals, you will have an opportunity to call for a further ballot to call for support for industrial action to seek to

stop the Company implementing the proposals.

- The ballot will close at noon on Friday, 5th February and Unite will have a meeting with the Lloyds Banking Group on or around 10th Feb to have an initial discussion about the outputs from the ballot and the key issues that emerged from it.

The Unite LBG National Committee will then meet to decide what further steps should be taken and will both inform members and seek your support for these steps.

It is hugely important that you vote in the ballot – this is your future and we want you to have your say. Please encourage every other member you know to vote too.

Now back to the detail of the proposals!

Focus on Occupational Sick Pay

Do you realise that if the proposals for entitlement to Sick Pay in the future were implemented, all LTSB colleagues with less than 4 years service and all HBOS colleagues, irrespective of length of service, would have a lower level of benefit than they currently have?

Unite have accused the Company of proposing these lower levels of entitlement as a way of solving their perceived problems with the level of sickness absence in LBG.

Unite have asked for statistics to compare levels of sickness absence in LTSB and HBOS heritages to check whether the more generous entitlements in HBOS have resulted in higher levels of sickness absence.

These statistics have not been provided and the Company has stated that they are simply wishing to bring LBG in line with the external market.

It is very reassuring to note that colleagues currently on long term sickness absence will continue to be dealt with under existing heritage policies until they return. However, Unite believes that the proposals would in future adversely affect those employees who need the support of their employer at the worst time in their lives...when they are facing serious illness, a time when an employer of the size and scope of Lloyds Banking Group can clearly afford to be compassionate. After all, we are not talking about a small local firm here who might be able to show they could neither afford to pay nor function adequately when their employees are sick!

The Company has told the unions that managers can apply discretion in exceptional circumstances though they have not published that fact in their booklet. We all know that applying discretion does not bring equality of treatment and those who most need to ask for the discretion to be applied are likely to be those least able to do so.

Unite believes the proposals for the future are simply not good enough. What do you say?

Focus on Working Hours and Flexible Working

LBG has proposed there would be a standard 35 hour working week for full time colleagues with each persons contracted number of hours per week set out in each individual's new contract. The contract will also state that the time and days colleagues will be required to work are as agreed with line managers.

Many LTSB colleagues currently have a contract which states their set working hours (e.g. 9-5 Mon-Fri); others have more flexible arrangements written into their current contracts. HBOS colleagues on the other hand have a flexible contract which states they have a core working week of 35 hours to be worked as requested by their manager within a working window of Mon-Sat 8am-8pm,(although personal circumstances must be taken into account when rotas are drawn up.)

The proposal for the new harmonised contract has caused a lot of feedback to Unite with members expressing the concern that their manager will in future be able to change their working pattern at whim and that they would be forced to work hours which do not suit their lifestyle or commitments outside work. These fears appear well founded as we have already had examples of members telling them that their manager has already interpreted this notion of a "core 35 hr week" as meaning they can rota people as they wish without agreement.

Unite does accept this is NOT what LBG intends and is happy that each persons current agreed working pattern will be maintained but we don't believe this is clear to colleagues and managers thus far.

Unite needs to hear from members if you are being told the new contract would mean full flexibility.

Unite is happy that current practices regarding the right to request flexible working hours (e.g. LTSB Work Options) would continue under the new terms and conditions and it should be noted that both heritages currently go beyond what is legally required in this respect. Members are reminded that they can seek help and advice from Unite when making such applications for flexible working hours and we can represent members at formal meetings held under the procedures to discuss such requests.

Please give further thought to how all of these proposals might affect you and let us and the Bank know how you feel. You can email us at lbg.support@unitetheunion.org.

Gwyn Bates/ Wendy Dunsmore National Secretaries, Unite

REMEMBER:

- **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