

UNITE'S POSITION WITH TERMS AND CONDITIONS - INCLUDING PENSIONS

Unite has today seen the disgraceful inaccurate claims regarding our position with the Company's Terms and Conditions proposals. Unite has not and will not accept any proposals from the Company without first consulting our members. This has been an ongoing commitment to our members and our members know this. In addition to our recent members' survey, Unite has carried out a hugely successful petition for all colleagues, calling on the Company to get back to the negotiating table to improve the current proposals. Only when we get to a position that the Company has made improvements will we then go back to our membership.

Unite is a union run by members for members. Unite members are always encouraged to be vocal on all aspects of their employment. The results of our recent survey speak for themselves. Unite members have overwhelmingly rejected the Company's proposals and the Company have been informed.

Ongoing talks are taking place and Unite will keep members informed of any developments.

PAY 2010 - ACAS TALKS

Unite members have rejected the Company's proposals on Pay 2010. Unite believes that LTU have accepted the Company's Pay 2010 proposals.

The next stage of the pay negotiations is reference to the conciliation services, ACAS. This will take place on Tuesday, 16 March. Unite will keep members updated on developments.

WHAT NEXT

From your feedback, Unite members do not wish for the unions to act like school children fighting in the playground - this is not our intention but we do need to respond when the union is being grossly misrepresented. Unite is not going to reduce ourselves to the scaremongering tactics that the LTU are famous for. Instead we have every faith in our membership knowing that we are and will continue to campaign on your behalf. Over the past few weeks and months, LTU have been around the large sites in both LTSB and HBOS criticising Unite and Accord. We have to ask why.

At a time when negotiations regarding Terms and Conditions, Pay and Pensions are at a crucial point, it is shameful that the LTU has turned on the other unions rather than working together or actually state what they are doing themselves.

Unite believes that for complete transparency, there should be one-table bargaining so that the combined strength of all Unions is heard. This will also ensure that the LTU cannot misinterpret what Unite and Accord are doing in negotiations and therefore will be able to communicate with far more accuracy.

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
- LTU is not recognised in any part of HBOS
- Unite has a network of 150 MPs and has broad political and media influence
- Unite has a workplace reps structure of 170+ to ensure your voice is heard at negotiations

For further information contact your local rep or call the LBG helpline on 08081 449595.