

# UNITE *newsletter*



Unite – YOUR union at HSBC

August 2010

## Will new retail hours make us sick?

**Unite is the recognised union for clerical staff in HSBC. But we also believe that managers at the bank need their voices heard.**

Unite has recently been involved in some long awaited talks on Saturday working and the contracts of managers. This meeting took place at the beginning of July shortly after the closure of Global People Survey.

Discussions with HSBC came to an abrupt halt when the union discovered that on top of forcing through changes to managers' contracted hours of work, the Bank also wanted to reduce paid sick leave to a maximum of 26 weeks and halve the contracted level of benefit.

Unite the union has real concerns over the intention of reducing sick pay at the same time as the bank increases the expectations of managers in the network branches. The union believes this is unjustified.

Feedback from members across HSBC has told us that in those branches where opening hours have been extended to 6pm, and even later on Thursdays, this has already resulted in managers working an average of at least 55 hours a week over five days with some working six days a week as the cover is not in place to maintain any sort of work and life balance.

Unite has serious concerns that this proposal will only increase sickness levels for managers as the workload is not sustainable in the long-run.

Unite therefore has asked the HSBC why they would want to reduce sick pay at this time? The Bank has said that there is no link as the cut in sick pay for all staff is something they have planned for some time. So maybe it's just a coincidence?

History shows that cuts like this start with Managers and then are inflicted on all staff. We are all in this TOGETHER!

### RECOGNITION

Unite is campaigning for union recognition for managers in HSBC. Now more than ever this is necessary as managers see increases in pension contributions and reduction in sick pay benefits.

All managers need to ensure their membership records are up to date. This includes your job role. You can do this online on <http://www.unitetheunion.org/logon.aspx?ReturnUrl=%2fDefault.aspx>  
Or you can ring 0207 611 2561

ALL MANAGERS have the legal right to be a member of and represented by a trade union. Speak to your colleagues to ensure they are members of Unite so that by standing together we protect all of our pay and benefits.