

DIRECT CHANNELS TERMS & CONDITIONS – AGREEMENT REACHED

Over the past few weeks, Unite has balloted members in Direct Channels on the Company's latest proposals for the out of scope terms and conditions.

As a reminder, these were:

- Pay Ranges
- Bonus
- Overtime

The turnout of the ballot was very low which is extremely disappointing with an even split for accepting and rejecting the proposals.

It is with this background that Unite has reluctantly informed the Company that their current proposals are acceptable with the following commitments:

- All colleagues who are below the salary minimum will be uplifted to 90% of market midpoint
- This uplift will not be subject to the 2% pension cap which has previously been imposed on colleagues in the defined benefits pensions schemes
- All competent colleagues will be moved to 95% of the salary market rate after 6 months
- Overtime protections will be in place similar to those secured in the Group-wide T&Cs agreement
- Consolidation of the multi-skilled training allowance into salaries
- The out of scope terms and conditions will fall under the same equality proofing scrutiny as agreed Group-wide

Unsocial Hours negotiations have not been included in these negotiations. It is anticipated that this will be a group-wide negotiation which will begin late in 2011.

Next Steps

The new terms and conditions will be introduced in June 2011 with any additional payments being made in July salaries.

Unite is also conducting their own survey of members to ascertain why a significant amount of members chose not to take part in the balloting exercise.

Who Negotiates for You?

Unite is the only Union that negotiates for both Lloyds TSB and HBOS colleagues. Together with our sister union Accord, who also negotiates for HBOS colleagues, Unite works hard to get the best deal for our members. To clear up the LTU myth, LTU only negotiates for LTSB colleagues.

Unite and Accord have balloted members on these out of scope terms and conditions. Over the past few months, LTU has accepted the Direct Channels proposals on behalf of LTSB members and then withdrew their acceptance – without any reference to their LTSB membership. LTU cannot and have not accepted or rejected on behalf of HBOS colleagues – this is not in their gift.

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 workplace reps structure of 170+ to ensure your voice is heard at negotiations

To join Unite you can do so by going online at www.unitetheunion.org or by contacting your local rep who will be only too happy to help. If you are interested in becoming a rep, please go to www.unitetheunion.org/lbg for more information.

WE DESERVE BETTER