

Standard Life update

Prize draw

Join Unite – Stronger together

All Unite members are being invited to take part in our holiday prize draw.

1st prize - £300 Thomas Cook holiday vouchers
2 runners up - £100 vouchers.

Members will receive one entry into the draw for every colleague they recruit from now until the end of the CAC process. The more colleagues you recruit into Unite the bigger your chance of winning. New members are also welcome to take part in this campaign by recruiting additional members.

To enter please complete an application form and remember to include the name of the person who recruited you and return it to:
Jan Duffus.
Unite/Amicus
John Smith House
145 - 165 West Regent Street,
Glasgow
G2 4RZ

Paul Neilson
Unite Regional Officer

Willie Gibson
Unite Regional Officer



Unite (Amicus section) took the campaign for recognition in Standard Life to their first annual general meeting (AGM) as a public limited company in May.

A very fat cat with a bowl of double cream joined Standard Life staff to protest over pension cuts and the reluctance of the company to enter into any meaningful discussions with Unite, the union.



Your questions asked

As well as distributing information to shareholders, staff attended the meeting to ask direct questions of management.

What became clear at the AGM is that Sandy Crombie and the board would prefer that employees did not have any opportunity to have collective representation from a professional, independent trade union such as Unite. Their reluctance to enter into discussion over the last few months, despite our numerous attempts at a cordial dialogue, indicates their hostile attitude to any trade union approach.

Since the AGM it has become even more apparent the company intend to do all in their power to prevent any possibility of recognising an independent union.

Now is the time

It appears that Standard Life's senior management have never had any intention of allowing you the opportunity to decide on the representative arrangements that you want. They clearly intend to decide this for you. In the next few weeks Unite will be preparing the groundwork for a case for formal recognition at Standard Life (a CAC claim). The union will also ask our lawyers to examine the legal aspects of the pension changes facing you.

At the same time the company will continue to make increasingly negative claims about the damage having a properly independent union will inflict on Standard Life and its future success. Managers within the company are currently being forced to relay this negative and misleading message.

The truth is that Unite have long standing recognition agreements with the UK's most successful financial institutions, including Barclays, RBS, Scottish Widows, AXA and HBOS, to name a few. The market competitive reward package these staff enjoy has had no effect on the ability of these organisations to grow to the significant benefit of all stakeholders. Trade Union recognition simply makes these employers more accountable and responsive to the voices of the staff they employ.

STANDARD LIFE STAFF DESERVE AND CAN HAVE AN INDEPENDENT TRADE UNION VOICE

Why Join now?

The success of any union recognition claim is largely dependant on the density of membership when the application is looked at. The CAC must be convinced that there is sufficient strength of feeling from staff towards recognition. By joining Unite now, or recruiting your colleagues, you will strengthen our current position and send a powerful message to your employer that you want change.

The many hundreds of you who have joined us over the last months have clearly demonstrated your desire for positive change and engagement. The success of our claim may be in the hands of your colleagues who have yet made your commitment.

Who is Unite?

Unite as it exists today has evolved for more than 150 years. We have represented countless union members. Whilst being proud of our traditions we have also become a modern, progressive and professional trade union, playing a central role in progressing a better working life for all.

In the thousands of organisations where we have representation, we negotiate and consult with employers on all major issues affecting staff from pay and other key terms and conditions to dealing with restructures, pension changes, outsourcing and takeovers. All of this work is undertaken with the full involvement of committees made up of members.

It is also a proven fact that well organised unionised companies have better terms and conditions than other non-union companies:

- On average six percent higher basic rates of pay
- Less sexual or racial harassment
- Less workplace bullying
- Better health and safety performance
- Better trained staff representatives and more effective procedures
- Better equalities awareness and work life balance arrangements

All of these benefits exist within companies amongst the most successful and profitable throughout many industries.

Standard life management have nothing to fear from recognition. Their key concern is that for the first time they will be properly accountable for their actions to an independent staff body.

For more information about unite visit: www.amicustheunion.org