

No progress on pensions Industrial Action Ballot To Start



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Update on meeting with Capita

Following the deferment of the industrial action ballot to allow time for talks with Capita Life and Pensions, Unite the Union met again with the Company on the 5th of August. In effect the revised Proposals that Capita put forward were more detailed but no different in substance to those first tabled to Unite in June.

The union maintain that entering into discussions with Capita to see if a negotiated settlement could be reached as a way of avoiding industrial action was a responsible course of action but we are very disappointed that Capita ultimately maintained a very inflexible approach on the pensions issue.

National Company Committee agrees to strike ballot

The Unite senior workplace Reps met the following day to discuss the position and were disappointed to conclude that the principles of the deal that Capita were offering were the same as those that Unite had previously confirmed to Capita as not doing enough to address the pensions issue. This taken in the context of the overwhelming consultative ballot results calling for industrial action and the continued feedback from members led Unite to conclude that there was no merit in returning to members for further instruction as the offer on the table was too weak. As a result your reps unanimously agreed to proceed to ballot members for industrial action through a series of one day strikes and a ban on weekend, overtime, on call cover and a general work to rule at Reading, Craigforth, Quadrant Court, Manchester and Glasgow (Bothwell Street).

A question of trust?

Unite believe that Capita has missed a big opportunity to restore some trust between Capita and its workforce and that a negotiated settlement on pensions is the only way of achieving this. Unite also believes that Capita's reputation will suffer further if it fails to meaningfully address the pensions issue and forces Unite members to strike and campaign for a negotiated settlement.

Vote Yes!

As a result Unite are strongly recommending that all Unite members within the five Capita sites back the call for action. We are urging members to vote for action as the surest way of defending pensions and forcing Capita back to the negotiating table. Unite have pledged to be available for meaningful talks with Capita at any time should they decide to return to the table.

Unite has also pledged its support by agreeing that strike pay will be payable to all members who support industrial action.

Timetable for action and next steps.

As the law requires, Unite will shortly formally serve seven days notice of our intention to ballot our members in Capita.

Ballot papers should start arriving after the 25th of August and members are being asked to vote "Yes" to both questions on a series of one day strikes and action short of strike. The ballot period will be for three weeks and will close on the 15th September. The result will be declared on the same day. Your senior reps will also meet on the same day to consider the ballot result and agree the next steps.

More details and members meetings will follow but if you have any immediate concerns please contact your Unite representative/activist on site.

Daryl Williams, Finance Sector Officer, Unite

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