

UNITE in HP/EDS



CUT MY PAY

**NO
WAY!**

www.uniteunion.com

ACT TO PROTECT YOUR PAY AND CONDITIONS

JOIN UNITE - THE UNION FOR HP/EDS

Why do you need a union?

HP/EDS is not a failing company and in the 2009 first quarter, increased its revenue and made profits, unlike many other companies.

However with every passing day, it becomes ever clearer that there are few terms and conditions which the company will not attempt to attack or remove, to benefit senior executives and shareholders at your expense.

- The company is seeking pay cuts of up to 5% - more if you are a senior manager. Our advice is just say no. Whilst the company has told us that in the UK any pay reduction will only be with employee agreement and that no-one will be coerced or put under any pressure to accept a pay cut, they have not been willing to confirm this in writing. Furthermore this pay cut is not temporary but permanent, and if you are in the defined benefit pension scheme, will affect your pension in retirement.
- Can you expect the threat or reality of further additional job cuts if most people in the UK and elsewhere in Europe refuse to accept a pay cut?
- For US employees, the company has unilaterally introduced a further temporary 10% pay cut.
- Changes to the EDS defined benefit pension scheme will affect your pension in retirement and for many years.
- Changes to the HP defined contribution (money purchase) scheme will increase employee contributions and reduce the HP contribution.
- Can you rely on current assurances that final salary pension arrangements will continue?
- There are also reductions in car allowances and food subsidies.

Can you afford not to be a member of Unite, the largest union in the UK, given the likelihood of yet further attacks on jobs, pay and conditions?

CUT MY PAY – NO WAY!

Join online at www.unitetheunion.com

Visit www.unitetheunion.com/hp

What has the union ever done for us?

- secured better pay and redundancy conditions for people on image terms
- negotiated an additional 60 days notice for people on image terms and 30 days for people on standard terms for the first phase of the job cuts
- strengthened the potential for redeployment
- ensured face to face appeal hearings and with representation where requested
- prevented HP/EDS from forcing people to sign away contractual and statutory rights on termination through redundancy.



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