



'MAJOR OPERATIONAL TRANSFORMATION' UNITE UPDATE NO. 2

Senior Unite officials and Reps met with Aviva management again on 12 June to discuss in greater detail the plans announced on 6 June. At this meeting Unite took the opportunity to raise a number of points and concerns highlighted by our National Advisory Committee (NAC), which had met earlier the same day.

We expressed concern that with only two hours notice Unite had been unable to have Reps present on site when these announcements were made. We communicated to Aviva management the angry reaction from members that this had caused. Unite have now been given a preliminary timetable of moves and have agreement from the company that we will hold on-site surgeries at the appropriate time - this is a two year process and it is important that we target our resources at a time that will be of most benefit to members. These surgeries will be open to Unite members only.

We also expressed our unhappiness at the unacceptable number of compulsory redundancies envisaged. We have already discussed with the company ways in which compulsory redundancies can be avoided and are committed to continue working with members, Reps and the company to ensure that compulsory redundancies are an absolute last resort. We expect re-training and practical redeployment opportunities to be given top priority

Unite believe that Retention Bonuses are crucial in a situation like this and we have made the point to management that it is in the best interests of the company to ensure that the relevant staff receive a meaningful payment.

Our meeting was lengthy and productive; however this process is in its very early stages. We have impressed upon management the need for regular meetings with Unite as well as the provision of timely updates.

We will continue to meet with Aviva management with a view to protecting our members' jobs. We will keep you up to date with developments.

Only Unite has the resource, experience and independence from the company to engage with Aviva on a level playing field to protect the interests of staff. If you know a non-member - ask them to join Unite today. If you are reading this and are a non-member - consider the current situation and the benefits that Unite membership can bring you at this time.

Andrew Case, National Secretary



**You can join on-line at
www.unitetheunion.com**