

FIGHT FOR JOBS, PAY & PENSIONS

UNITE and PCS members in Fujitsu, right across the UK, voted overwhelmingly in consultative ballots to take industrial action if necessary over pay and pensions. Now the company has proposed 1200 job losses, convincing even more staff that it's time to say **"Enough Is Enough!"**

Fujitsu UK & Ireland is still forecasting profits, but isn't happy that these aren't still at "boom" levels. Employers making unnecessary cuts now risk jeopardising economic recovery, not to mention causing misery for loyal staff. Fujitsu is cash rich. It doesn't have to attack our jobs, pay and pensions – it can afford to ride out a dip without making us pay for problems we didn't cause.

Fujitsu can afford to protect jobs and provide decent pay and pensions for all of us.

The company broke its promises to staff on pay. It proposes to dismiss and re-employ 4000 staff to break its pensions promises. It has initiated a redundancy consultation process designed to divide and confuse staff rather than listen to them.

- Do you believe you can trust senior management to put your interests first?
- Do you believe you can influence company decisions on jobs, pay or pensions as an individual?
- Do you believe Fujitsu would treat staff this badly if we had stronger unions?

If the answer to these questions is "no", and you're not yet a union member, it's time you joined the rapidly growing numbers of staff throughout Fujitsu who are getting involved in UNITE or PCS.

We need to get organised if we are to have a real say in our own futures.



*"Miss Watkins...we're a little short handed.
Would you mind typing up your lay-off notice?"*

Our Goals

Individuals are affected by the company's attacks in different ways. To change the company stance, we need to be united behind agreed goals.

UNITE and PCS are campaigning on issues which can benefit us all:

• JOBS:

1. Minimise job losses.
2. Oppose compulsory redundancies.

• PAY:

3. A fairer pay system.
4. More money for employees.

• PENSIONS:

5. Defend the ICL DB pension scheme.
6. Improve pension provision for those with something worse.

Successfully defending the ICL DB pension plan will help protect all the others.

Pay

If we'd had good pay rises in the boom years, perhaps we might have accepted a pay freeze.

If the company hadn't announced record profits, perhaps we might have accepted a pay freeze.

If the company hadn't cancelled bonuses in 2008, then announced big profits, perhaps we might have accepted the pay freeze.

This pay freeze is not acceptable.

After Fujitsu announced its pay freeze, Steria, one of our competitors, tried to follow suit:

Steria originally proposed a 2.15% pay offer and then withdrew that offer, imposing a pay freeze. Following overwhelming votes for industrial action and formal notice being given to the company, negotiations at senior executive level produced a long term pay offer which was accepted by members to resolve the UNITE pay claim for 2009/2010 and provides for a 3 Year Pay Review Agreement, with increases above price inflation (RPI).

Campaigning works.

UNITE and PCS are campaigning for **better pay** for Fujitsu employees, and a **fairer pay system**. It is completely unfair that:

- You can do a good job but still be paid below guideline levels.
- You can do a good job but see your pay fall in real terms.
- People get widely different pay and benefits for doing similar jobs. Rather than justifying the differences, Fujitsu just tries to keep the facts secret.
- You can get little or nothing for taking on more work and responsibility.

Pensions

The pensions issue doesn't just affect the 4000 members of the ICL Defined Benefit (DB) pension plan that the company proposes to dismiss and re-employ on new contracts with worse pensions.

The pensions issue affects us all.

If you're in a different Defined Benefit (DB) scheme, you need to be thinking about the revelation that the company has, since 2007, had a strategy to exit **all** its DB schemes. If Fujitsu gets away with closing the biggest, how long have the others got?

If you're in the FJUK Defined Contribution (DC) scheme, you should be concerned about whether this will provide an adequate pension for you in retirement.

If you're in no pension scheme at all, you should be asking why the company gets to pocket the money it should be contributing to your pension – and you get nothing in return.

And of course if you are in the ICL DB scheme, you need to be worrying about where you'd find the extra money (typically around 20% of salary each year) to make up your pension shortfall if the company proposal goes ahead.

Fujitsu can afford decent pensions for all its employees, but it is clear that it would rather add to profits, shareholder dividends and directors' golden parachutes than look after the loyal and hardworking employees who built the company.

Will you let senior management undermine the financial security of you and your family?

Your Union Rights

1. You have a legal right to join a union, no matter what your role, location or pay.
2. Union membership is confidential – you don't have to tell your manager you're a member if you don't want to.
3. Fujitsu says *"The company acknowledges that all its employees have the right to be union members and to take part in legitimate union activity."*
4. Fujitsu says *"The company will ensure that, in their management capacity, managers, HR and others in responsible positions do not act to encourage or discourage union membership or involvement and that union members do not suffer any detriment as a result of their membership or legitimate activity."*
5. Discrimination for union membership or activity is illegal, and there is no limit on the compensation that a tribunal can award.

Jobs

Fujitsu's senior management haven't got off to a great start with their plan to cut 1200 jobs:

- They selected 6000 staff to put at risk, without consultation.
- They set up six parallel "consultation" forums, dividing employees and hampering communication and consultation.
- They bypassed the UK Consultative Forum (UKCF), the last straw provoking their mass resignation.
- They launched a VR programme before consulting about avoiding redundancies.
- They didn't consult on the specifics of the VR programme, leading to wrong quotes, accidental VR applications and general confusion.

Even if the company could justify job cuts, the company could handle the situation far better than this. It could:

- Make changes over a year or so, rather than the legal minimum 90 days. Many companies do this.
- Stop overtime (paid or unpaid) in jobs which could be done by people at risk.
- Increase redundancy payments – many staff are being "offered" little or nothing above the bare legal minimum.
- Tell all employees they can get a VR quote via the CafeVIK online appraisal system and apply, rather than hiding this from half the company. UNITE & PCS advise that regardless of whether you are currently at risk, you should get a quote, check it carefully (there have been plenty of mistakes) and keep it safely, whether or not you are thinking of applying for VR.
- Provide retraining and redeployment support, so that those who want to stay in Fujitsu can do so.

If Fujitsu offered VR terms matching the £1.6m "compensation for loss of office" trousered by two of our directors last year, the company could cut as many jobs as it liked with little opposition!

DEADLINE

While everyone will benefit from the work the unions are doing at a collective level, UNITE reps will only give individual support (in relation to these redundancies) to members who join before any selection for redundancy takes place.

Action Plans

Senior management make their decisions based on what they think is best for shareholders. They don't seem interested in behaving honourably towards staff or even the long term damage that their actions are doing to the company we've worked so hard for.

The company knows that anger is widespread over jobs, pay and pensions. But anger achieves nothing unless it is turned into effective action.

If the company won't listen to the strength of our arguments, we have no choice but to use the argument of our strength.

Following big YES+YES votes in consultative ballots, UNITE and PCS are starting statutory industrial action ballots of their UK members.

If members vote in favour, the intention is to combine industrial action with external pressure (e.g. media, MPs, customers) and organising to secure a decent settlement on jobs, pay and pensions.

If you're not a member yet, please join.

If you are a member, please return your ballot paper straight away.

**Vote YES + YES
to say Enough is Enough!**



JOIN UNITE THE UNION FOR YOU!

UNITE is one of the main unions in Fujitsu, and is recognised by the company to speak on behalf of employees in many parts of the company. We are working to make Fujitsu a better and fairer place to work.

UNITE membership currently costs less than £11 a month.

You can find out more about Unite and how to join at www.unitetheunion.org/fujitsu

