

## LLOYDS BANKING GROUP HARMONISATION OF TERMS AND CONDITIONS UNITE UPDATE NO:1

First of all since our initial bulletin was prepared, as part of our democratic process, the Lloyds Banking Group Unite National Company Committee has met to consider the full proposals. At that meeting they voted to reject the package of proposals as it currently stands and the Bank has been informed of this. This decision endorses the actions of the Unite negotiations team who had made it clear throughout the negotiations meetings that the proposals were not acceptable to them. Based on the initial member feedback and the results of our detailed consultation exercise to be conducted in January we will go back into negotiations to seek to secure improvements wherever possible concentrating on the issues that our members tell us give them greatest cause for concern.

### WHAT HAVE YOU TOLD US SO FAR?

Now that Announcement Day has come and gone and Unite has not surprisingly received a huge amount of feedback from members about the proposals. It's not possible to cover all elements of feedback received but here's a flavour. We will be issuing further bulletins highlighting various elements of the proposals in the next few weeks.

Clearly the biggest fear before the announcement was that the Final Salary Pension scheme would be closed. Whilst members are expressing considerable relief about the continuance of the schemes, this is tempered now by serious concerns about the future effect of the capping which would affect the retirement income which they had relied upon for the future.

The proposed changes to overtime rates and eligibility is a huge issue for you. Many members are telling us that their departments could not operate to required standards without reliance on overtime and many are saying that the reduced rates for LTSB staff would make them very reluctant to volunteer in future. When HBOS removed premium rates of overtime some years ago it was on the understanding that the Bank intended to eliminate the reliance on overtime. Members tell us this has never happened in some areas and indeed we are aware that HBOS does need to offer enhanced overtime rates over and above the contractual single hourly rate from time to time in order to get the job done.

Also of great concern is the reduction in holiday entitlement for many, coupled with the removal of Life Event Leave for Lloyds TSB colleagues. Again whilst stressing that nothing is agreed on these proposals, Unite recommends that LTSB members submit any applications for Life Event leave as soon as possible in order to ensure they do not lose out on this valuable benefit as no-one can guarantee we will ultimately win on this issue. Currently the Bank is saying applications must be made by the end of March 2010 for leave to be taken by the end of March 2011.

**We welcome all your feedback so keep it coming. Remember to email if possible to [lbg.support@unitetheunion.org](mailto:lbg.support@unitetheunion.org) or speak to a local Unite rep**

## WHAT ABOUT PAY 2010?

Our earlier bulletin made it clear that nothing has been agreed on Pay for 2010 and we stated that publishing the Bank's intended pay Pot of 1.5% at this time, before the matter has been debated with the unions in any detail, undermines the accepted negotiations process. We believe the Bank's communication is therefore misleading in as much that it implies that the size of the Pay Pot is agreed and the only remaining debate with the unions will be around the method of distribution.

The Unite National Company Committee has now formulated its Pay claim and this has been communicated to the Bank. Further discussions on Pay will take place later this month.

### **The Unite Pay Claim is for**

- 2.5% across the board pay rise for all colleagues with no 0% awards
- a minimum salary of £8 per hour (which equates to £14560 per annum)

Unite is very clear that the 3rd year of the LTU pay deal for LTSB (based on market rate plus 1%) is now obsolete as it could not be imposed upon HBOS colleagues.

Members will be updated about the further pay talks in future bulletins.

### **Remember. The Terms and Conditions proposals are not a done deal:**

- Let the Bank have your initial reaction to the proposals through the Interchange facilities so that they are in no doubt what colleagues think
- Email [lbg.support@unitetheunion.org](mailto:lbg.support@unitetheunion.org) to let us have your initial thoughts

**Unite is the only union recognised in all areas of Lloyds TSB.**

**Unite is the only union recognised in both Lloyds TSB and HBOS**

**Unite has a network of 150 MPs and has broad political and media influence**

**Unite has a workplace reps structure of 150+ to ensure your voice is heard at negotiations**

Only Unite and Accord members will be able to take part in the Consultation exercise in January.

To join Unite you can do so by going on line at [www.unitetheunion.org](http://www.unitetheunion.org) or by calling the LBG helpline on 08081 449595. Alternatively contact your local rep who would be only too happy to help. If you are interested in being a rep, please click on [www.unitetheunion.org/lloyds](http://www.unitetheunion.org/lloyds) for more information

**Gwyn Bates/Wendy Dunsmore, National Secretaries, Unite**