



UNI FINANCE

AMICUS WORKING WITH UNI



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# @ work with AMICUS



## UNI – global campaigning

David Fleming is the Amicus National Officer for the Finance Sector for Amicus in the UK and Ireland. He is the lead negotiator for the insurance and banking sectors. David believes that UNI's major strength in the finance sector is its ability to support global campaigns - bringing affiliates from different countries and continents together to fight the ill effects of globalisation. "When we campaign against job losses, or for decent labour standards around the world we know that we are campaigning together with more than one and a half million finance sector trade unionists."

### ZERO TOLERANCE FOR 0% PAY

When staff in HSBC in the UK were offered a 0% pay rise in 2005, Amicus members took successful strike action to ensure a fair pay deal. This action started a campaign across the UK finance sector against employers who were making record £billions in profits but not rewarding their employees. Amicus members in the UK were grateful for solidarity received from our sisters and brothers in Indian trade unions and we look forward to more joint campaigning in multinationals across the world.



### EQUAL PAY

In spite of legislation there is still a pay gap in the UK between men and women. The national average is 19% but in the finance sector the gap between male and female earnings can be as much as 45%. Amicus believes that pay inequality is common where pay systems are complex and secret. We are calling on employers to be more transparent and to openly check their pay systems for inbuilt inequalities. We are very happy to share results with other finance sector unions who organise elsewhere in other countries.

### DIGNITY AT WORK

Amicus has launched the world's biggest anti-bullying campaign. The aim is to get employers and their trade union reps to sign up to implement policies and training to counter bullying and harassment in the workplace. Amicus employees are negotiating practical policies with multinationals like Legal & General and National Australia Group.



## Offshoring

Many of Amicus members' jobs in the finance sector have left the UK as a result of offshoring. While we campaign in the UK and Ireland to prevent compulsory redundancies, we also want to see those employers offshoring jobs to India and elsewhere, offer decent terms and conditions. We are calling for the right of UNI affiliates to organise and recruit in those new workplaces.



### AFRICA MATTERS

In 2005 UNI joined the global call for action against poverty. Amicus is playing its part with its Africa Matters campaign, building practical solidarity between Amicus members and trade unionists in southern African nations. We aim to work with sister unions to tackle workplace issues such as HIV/Aids and we are happy to engage with other UNI affiliates to do this. Currently we are working on the Dignity! Period campaign to get sanitary products to the women of Zimbabwe via the Zimbabwe Congress of Trade Unions. If you want to support this campaign please contact Action for Southern Africa on: [www.actsa.org](http://www.actsa.org)



### ORGANISING YOUTH

Young people are often the most vulnerable at work, and like all unions Amicus is looking to the future and we want to attract more youth to join. Amicus is supporting an award aimed at unsigned young bands who are looking to break into the music industry. We have also been raising our profile at music festivals around the UK and Ireland and students.



Pic Simon Clark



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**Amicus**

Hayes Court, West Common Road  
Hayes, Bromley BR2 7AU  
Tel: 020 8462 7755 Fax: 020 8315 8234  
[www.amicustheunion.org](http://www.amicustheunion.org)

