

LIVEWIRE

Company Bargaining . . .

Terms not for Sale

As members will be aware, on the 23rd January 1992 Manweb announced its intention to withdraw from national agreements and replace them with a company agreement. NALGO's position is and has always been that we would prefer to stay with National Agreements. In the forthcoming negotiations, which will involve other unions in Manweb we will be seeking an agreement which preserves and extends the current benefits members enjoy.

Irrespective of whatever may be produced by the company or other unions, it will be up to members in a ballot to decide on whether a new company agreement is acceptable.



Just sign here - We'll fill in the details later !

SINGLE TABLE

The company has proposed to replace the current negotiating bodies of the NJC NJIC and NJB with three single tables, ie. all unions together but in three separate units of the company.

Whilst not opposing the principle of single table bargaining, a unified salary structure and harmonisation of terms and conditions NALGO is currently discussing initial Company proposals with the other Trade Unions.

However the proposal by the company to split up negotiations into stages with agreement being reached at the end of each, before moving onto the next stage is unlikely to be supported by the trade unions.

NALGO will not prejudice its members right to decide on the final package by committing itself to any one stage of negotiations. In the next few months of negotiations we will keep members informed via bulletins, noticeboards and union reps of all new developments.

COMPANY PROPOSALS

July - company has produced its proposals on trade union recognition. This suggests three bargaining units and presumably three separate agreements. The bodies would be based upon Contracting, Trading and the remaining business. It is proposed that certain unions be de-recognised in each of these bodies. This highly controversial proposal would set a dangerous precedent for future negotiations and inter-union co-operation.

August - discussion on policies and procedures such as disciplinary, grievance and maternity leave.

September - conclude agreement on policies and procedures. Start discussion on "harmonisation" of terms and conditions.

October/November - conclude agreement on harmonised terms and conditions.

December - Deadline for concluding discussions on a common pay structure. No date has been given however for the company to produce its proposals on pay.

Consultation - the current arrangements of having separate bodies for consultation and negotiation are also under threat. Only limited proposals have been put

NALGO CONFERENCE

REPORT REPORT

EDITORS NOTE

The last two years have been a tumultuous time for many members, with voluntary severance, increased pressure for flexibility and productivity. Against this background the announcement of a further dramatic increase in profits and another round of bumper pay rises for top executives leaves a bitter taste in many mouths.

The rapid series of announcements by the company including withdrawal from the national agreements, creation of the new contracting business and demands for a swift settlement on a new company agreement seem to place little emphasis on the idea of consultation in the future.

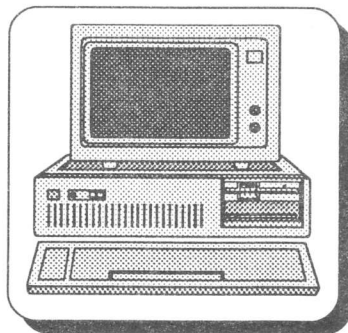
Separate negotiating units for different sections of the company is divisive and would weaken our collective bargaining strength. Likewise the attempt to steam-roller agreements through on a company package in separate stages would only give MANWEB the upper hand in negotiations and would prevent members from exercising their democratic right to participate in the discussions and decisions on the final package.

Our branch is clear, the final decision on bargaining and agreement on a new package rests with the members



The proposal to merge our union with NUPE and COHSE has now been approved by the annual conferences of all three unions. The decision now rests with all members in a ballot to be held around November this year.

While government ministers look on with horror at the prospect of a 1.5 million strong public service union being formed, millions of ordinary working people will see the move as a step towards the defence of the NHS and local services.



Jim'll Fax it !

Many Branch members will be aware that the Branch Office has existed since the early eighties. Apart from its inception and creation nothing much has changed since. That is, until the last three or four months.

During this time the office has been re-equipped with modern technology, ie. the provision of Personal Computing and fax facilities. Together these changes are providing the ability to produce much higher quality

The conference also took a strong stance on the question of new anti-trade union legislation. By threatening to effectively end the check-off system for payment of union subs, legislation could leave many unions threatened with bankruptcy.

CHILDCARE ON THE AGENDA

As discussions move into their final stages on Income reorganisation union negotiators have been given assurances that childcare arrangements will be put in place where staff require them.

All members who could benefit from childcare assistance should write to their district manager and send copies to the branch office. The more who enquire, the stronger the case is for proper arrangements to be put in place.

publicity and communications for the branch and its members.

This once again demonstrates the Branch commitment to improve and extend the services to its members.

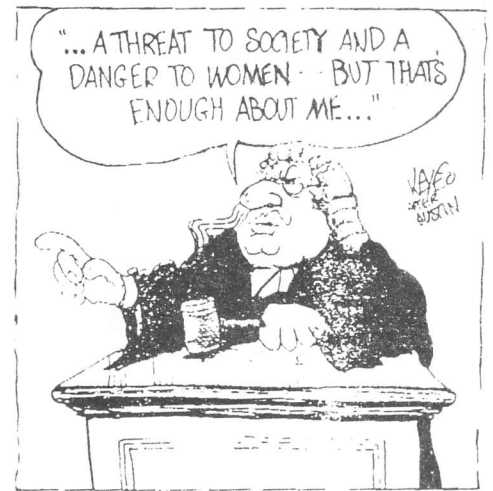
Stop Sexual Harassment

We've all heard the jokes haven't we? "Sexual harassment - yes please", "Sexual harassment - not enough of it about". But for victims of sexual harassment it is not a joke and should not be to any of us.. It saps the confidence,

intimidates and makes working life miserable.

To assess members views, a survey was recently conducted in two districts, the results of which were very illuminating and confirmed that it is a subject which is taken seriously. I would like to thank all those who returned their questionnaires.

Following on from this research, proposals have now been put to the company for a policy on sexual harassment. The basis of the proposals would be to agree a definition of what constitutes sexual harassment and then agree a formal policy to deal with its occurrence.



By introducing a formal policy the company would make it clear that behaviour which constitutes sexual harassment will not be tolerated. It makes clear to every employee that they have the right to complain about harassment and that when they do so, appropriate and prompt action will be taken, including where necessary disciplinary action.

Linda Ingram
(Equal Opportunities Officer)

A Definition

Any unwanted conduct of a sexual nature which is offensive to the recipient. It can include leering or gesturing, the display of offensive materials, suggestive remarks, 'jokes' or personal comments. There may be sexual propositions, threats or intimidation. Harrassment may involve physical contact from touching to rape.

PEROT - Meet the Man !

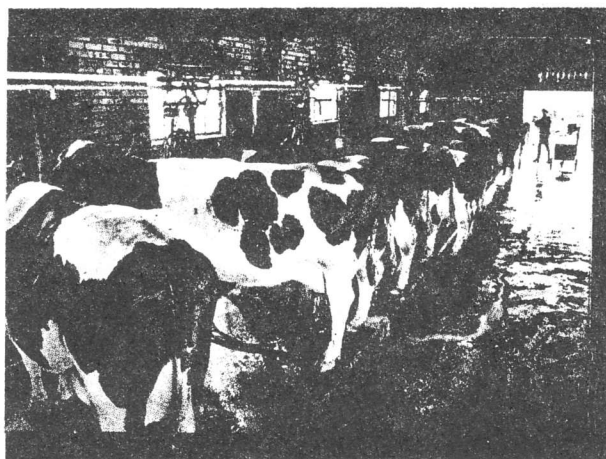
With a personal fortune of £3 billion, Ross Perot is careful not to allow this to get in the way of his prejudices. People with family problems, beards, moustaches, striped shirts or homosexuals need not apply for a job at Perot Systems.

Undoubtedly the 230 IT staff at East Midlands Electricity who discovered in May that Perot was their new boss are delighted. What's more, each member of staff is getting "individual counselling". Clearly this is another of the "exiting career opportunities" which privatisation has provided for us.

AD MAN Blasted !

According to company briefings and a highly paid group of consultants the "Meet the Man" campaign is not sexist. According to everyone else it is patronising tripe. Whilst trying, and failing, to be humorous it reinforces all the old prejudices about the role of men as providers and workers.

With the campaign set to "run for years", MANWEB could end up as the Sunshine Desserts rather than becoming the "Marks and Spencers of utilities".



ONE MAN HELPED TO
MILK OVER 157 MILLION
COWS LAST YEAR.

*But which man
got the cream?*

POLES ...

UNDERWORKED AND OVERPAID!

Remember the heart-rending stories we were fed about the increased responsibilities for our over-worked directors, and how the 180% pay increases properly reflected their new workload?

Now we are told that such is the pressure at the top that this year our revered chairman has been made part-time whilst picking up a cool £60,000 pay increase. A new concept in pro-rata payments.

Meanwhile at the other end of the scale, contracting staff receive their reward - a pay cut, increased working hours, reduced holiday entitlement - or the generous option

SHARES FOR ALL?

Now the company report is out we can see who is getting a share of the cake... and who is left with the crumbs.

Surprisingly, top of the list of cake eaters are the directors and chairman. With their special share options extending into the hundreds of thousands there should be enough cake to organise a tea party for most of the population of Britain.

... APART

p&p MANWEB NALGO
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Overworked and Underpaid

An increasing number of staff, under pressure to complete projects and urgent work to meet deadlines are now falling foul of the 12 hour flexi-time rule.

Those who exceed 12 hours at the end of the month lose all their excess hours WITHOUT COMPENSATION. Union representatives have discussed the situation and will be approaching MANWEB for a resolution of the problem.

ABOUT TO RETIRE?

Have you considered becoming a life retired member? No? The please read on.


Five invaluable reasons for becoming a life member.

1. Cost only £5.00
2. Holidays - You can enjoy NALGO holidays at home and abroad at the low rates available to all members. NALGO has its own travel and booking service plus an excellent travel insurance scheme.
3. Convalescent homes - NALGO have three which are at Bournemouth, Bridlington and Lytham ST. Annes. The homes are also available to Retired Members for rest and change of air holidays.
4. Financial Assistance - This is still available from the Welfare Fund for Nalگو Retired Members who may get into financial difficulty.
5. Insurance - The benefits of lower rates on house, Household Contents and Motor Insurance still apply to Retired Members, as well as low cost, high quality Road Recovery/Rescue Services.

Rights not charity



The subject of disability is an important issue for many NALGO members. Most facilities introduced to assist staff with disabilities in MANWEB are a result of pressure from NALGO.

If you experience problems or discrimination in your workplace we would like to know. In fact we would like to hear from you on any subject you think your trade union should deal with.



NALGO
Welfare Fund

Convalescent Homes



The views and opinions expressed in LIVEWIRE are not necessarily those of the MANWEB branch.