

LIVEWIRE

INSIDE THIS ISSUE

Childcare - p2

Views on the Company
Proposal - p3, p6, p8

Gains and Loss -
Centre spread

Performance Related
Pay - p7

Unison - p2, p7, p8

Holidays - p6

UNISON IS BORN

After almost 4 years pregnancy the birth is finally to be announced of the largest union in Britain - UNISON. With 1.4 million members in the Public Sector and Utilities, this powerful alliance has the potential to play a pivotal role in the protection of services and jobs.

Although in MANWEB we will see little immediate change, the increased strength a larger union will bring should provide extra resources to members and representatives in the new era of Company Bargaining.

p2 - Gen Sec. report
p8 - What you Pay

BALLOTING BEGINS

Balloting of all NALGO members on the proposed Company Agreement will be under way as you read this edition. The ballot starts Monday 21st June and runs until 12.00 noon on Wednesday 14th July. Each union is ballotting its own membership and NALGO will not sign any new agreement unless a majority of members voting in the ballot vote to accept the package.

A reconvened meeting of all trade unions will be held on 15th July to discuss the outcome of the ballots.

Attempts by the Company to entice NALGO and the other unions into a company ballot of all staff received a unanimous thumbs down. NALGO have resolved to have nothing to do with any company ballot and will boycott any attempt by the company to organise one.

The same NALGO

Branch Executive meeting also had a further discussion on the issue of Company Bargaining. Attempts to ban the previous edition of Livewire were quashed as the BEC clearly reaf-



The company give their considered response to staff concerns on Saturday working

firmed the role of Livewire as a campaigning Newsletter. The BEC also reaffirmed a neutral stance of not making any recommendation in the ballot, but leaving the decision to members.

We urge all branch members - read the articles and make up your own mind, and remember, this agreement could be with you for the rest of your working life at MANWEB.

HAPPY BIRTHDAY—UNISON

UNISON.—On July 1, to COHSE, NALGO, NUPE members a healthy new union.

WELCOME TO UNISON!

After all the years of debate and campaigning, balloting and preparation the new union has finally arrived.

UNISON's Vesting Day on 1 July 1993 was a momentous event in trade union history.

And with 1.4 million members you are now part of the biggest and most powerful trade union in the country.

Facing the challenges

As well as eliminating unnecessary duplication the merger of COHSE, NALGO and NUPE will give you a stronger voice to tackle the challenges of the future.

Many of you work for the same



Alan Jkinson

employers and confront the same problems and uncertainties. In the present climate you need all the help you can get in the face of opt-outs and cuts in jobs and services.

UNISON is a union which no employer can afford to ignore, with equal opportunities and fair representation at it's heart.

Help—where you need it

There are now more stewards and UNISON representatives to deal with your problems and queries and more full-time professional officers with specialist knowledge, ready to help you.

As a member of UNISON you will receive a guaranteed standard of advice, representation and professional help, when and where you need it.

I know UNISON will bring us together in the common pursuit of better services, pay and jobs. We have created a modern forward-looking union which will benefit the trade union movement as a whole.

Let's move forward together in UNISON.

**Alan Jkinson UNISON's
General Secretary**

CHILDCARE

— STILL UNDER DISCUSSION

Those with long memories may remember that the issue of childcare has been on the agenda for discussion with MANWEB for over 2 years. The talks were postponed by the Company several times in the run up to Company Bargaining despite the union tabling clear proposals on the issue over two years ago.

Representatives were then told, MANWEB intend to take the discussions as part of the discussions on a new Company agreement. In good faith this was accepted by the trade unions. Unfortunately however, our good faith has been rewarded with further excuses and finally, as the final offer discussions took place the question of childcare was 'put off' by the Company until after the New Agreement is in.



Hints of a possibility of some form of voucher as part of a company 'policy' on childcare and a verbal acknowledgement that NALGO proposals could form the basis of something, really are

irrelevant. ACTIONS SPEAK LOUDER THAN WORDS. If MANWEB want to top the league table in progressive staff relations they should start to act now!

VIEWS VIEWS VIEWS – WHO SAYS WHAT?

The time has come to put right the 'scaremongering' that has been going on regarding the proposed Company Agreement. I shall relay facts as opposed to ill informed, politically motivated comment!

FACT: All of the Unions, including NALGO support harmonisation.

FACT: The Company Agreement will cost MANWEB several £m to implement.

FACT: Flexitime continues as now until changed by agreement.

FACT: The proposed grading structure provides equal pay for work of equal value.

FACT: All of the Unions at their last joint meeting supported the changes in the Disciplinary Procedure whereby a Trade Union Assessor would sit with a Divisional Director at the final, internal appeal stage.

FACT: There are no proposals, nor have there ever been any, for Performance Related Pay.

FACT: Guidelines on expenses state, for example, that for an overnight stay all staff will have a

room with ensuite facilities. This indicates that standards will improve not decrease.

FACT: Members present terms and conditions provide for general availability – it is not new!

FACT: The proposed Agreement will provide for stronger Local Machinery as all the Unions' Accredited Representatives will meet together in a forum which does not have any restrictions like those for Staff Committees and LJCCs. All agreements made have to be in writing!

FACT: The proposed agreement for Shops/Retail is the best in the county providing the same core terms and conditions as for staff in the main business.

FACT: The ballot will be run by the Electoral Reform Society at the request of NALGO, EPEA and EETPU. The ballot paper, which has been agreed by all Unions was prepared by myself based on advice from the ERS. The Company is balloting non-Union members separately. All Unions have informed the Company that they will give no credence to the ballot of non-Union members.

FACT: Any change in members' existing hours of work can only be implemented following agreement and ratification of that change by the MANWEB Joint Council.

FACT: Representatives of the TGWU and GMB have stated that if there is a majority in favour of the Company Agreement then they will sign it regardless of the vote of their membership.

It would be possible for me to continue similarly at great length but the essence of the issue is straightforward. The main negotiators have been dealing with the Company on the basis that: **"we say what we mean and mean what we say"**. It is our experience, over many months, that the Company acts likewise! I would urge NALGO members to vote for the "Package" and remember the record of those politically motivated people who urge a no vote. Their record is one of lost jobs, declining membership and mediocre pay and conditions. **Vote for the "Package" and for sane, sensible and reasonable Trade Unionism in MANWEB.**

Keith Mann
District Officer

JUST SAY NO!

VOTE NO! It's not an instruction – it's just my personal view. The final choice on the new agreement will be yours.

Why reject the agreement?

There are a large number of elements in the agreement which together present a powerful argument for rejection. These include:

- the fact that the annual pay settlement is mixed up with the question of a company bargaining agreement
- the large number of increments and consequently their smaller size compared with current agreements
- the absence of any protection for new staff in their probationary 6 months
- the fact that there are no set rates for most expenses
- the absence of any right of reference to ACAS in the disciplinary agreement

Possibly one of the major weaknesses in the new agreement relates to working arrangements and

payments. As union members it is not our wish to oppose the extension of good service to the customer. In the past we have shown that we are willing to work unsocial hours, but we have two small conditions – it should be paid for properly and it should be voluntary. Get the first part right and the second point ceases to be a problem.

The question has been asked – What will happen if we reject the proposed agreement? Obviously what we would want is for the company to sit down with us and renegotiate – and this time get it right! If the company refuse to do this, then it would be necessary to come back to you and ask for a mandate for industrial action. Such action could take various forms short of a full strike and even at this stage NALGO and the other unions would be attempting to reach an agreement with the company on an acceptable set of company bargaining arrangements. An overwhelming "no vote" would strengthen the arguments of your negotiators. Should industrial action prove necessary it will be because the company has not acted "reasonably".

Mike Gregory
Vice-President, MANWEB NALGO

GAINS

Maternity

- Improved leave entitlement (see chart below)
- A total of 16 weeks at half pay can be reclaimed if you return to work for 3 years.

Disciplinary

- The right of managers to give written warnings and withhold increments outside the formal procedure has been withdrawn.
- The interview procedure has been improved.
- The right of access to documentary evidence has been introduced.

Procedural

- Local managers will be obliged to explain and put all changes in a local unit to staff for discussion IN ADVANCE of implementation.

Avoidance of Disputes

- The trade unions have the right to require existing conditions (status quo) be maintained in the event of a dispute over changes.

Provision of Information

- Written guarantees have been established on access to certain types of information for the purposes of collective bargaining and representation.

Holidays

- Carry over of leave will be allowed "at the discretion of the local manager".
- CA grades will gain an extra 1-5 days holiday depending on grade and length of service (see chart).

IMPROVED MATERNITY PROVISIONS

	Existing	Proposed	Pay
	6 WEEKS	6 WEEKS	FULL
	12 WEEKS	16 WEEKS	HALF
	22 WEEKS	30 WEEKS	NONE
Total	40 WEEKS	52 WEEKS	

Paternity Leave

- 3 days paternity leave is introduced for staff with more than 2 years service.

Salaries

- Progress on Equal Pay for work of Equal Value has meant 340 staff have had their jobs upgraded (including NJB and NJIC).
- A job evaluation scheme has been introduced in determining job 'values' and grades.
- Standby fees have increased for a complete week from £84 to £104, although this now includes the provision of meals. An additional £20 payment is available for the person who would normally receive the first telephone call.
- 66% of staff gain increased head-room by mapping across to salary bands with increased maxima.
 - 43% have increased maxima of up to £80
 - 16% have increased maxima of between £112-£780
 - 7% have increased maxima of between £1150-£1930
- Annual Pay date has been brought forward a month to April.
- A one-off tax free payment of £300 for facilitation will be paid to all staff.

LOSSES

Maternity

- Obligation on the company to notify staff of provisions has been removed.
- The minimum period required for a return to work to avoid paying back maternity pay has increased from 3-6 months.

Contracts of Employment

- A probationary period is proposed which would allow MANWEB to sack staff in the first 6 months of employment without appeal or reference to any agreed procedure.
- A contractual obligation is proposed which would prevent disclosure of information deemed by the company to be "confidential" to MANWEB.
- Staff are to be banned from undertaking, in their own time, work which is deemed by the

WHERE DO

The last edition of Livewire was to provide the information on the company's "glossy guide" to the

As members go to ballot we following pages a full balance sheet for clerical staff, should the New... followed by a number of contracts. WEB NALGO Branch Executives' comments for and against the New

company to be "work of any kind undertaken by MANWEB PLC or its subsidiaries".

Expenses

- Overnight allowance (£35-£51) abolished. Instead "reasonable" accommodation or costs of accommodation will be reimbursed by the company.
- All meal allowances (£1.60-£10.56) abolished. Instead expenses will only be paid on a production of a receipt where local managers deem the cost to be "reasonable".
- Night allowance (£3.06) abolished.
- Lodging allowance (£75-£95) abolished. The maximum period for payment is reduced from 6 to 3 months. Costs will only be paid if the company "considers it necessary" and then they will only reimburse "reasonable costs".
- First class rail travel is withdrawn from those currently entitled - staff travelling overnight, PAG staff or those travelling with PAG staff. Now it is proposed to be available only for those doing "preparatory work".

Transport

- Regular User rates are being reduced and this category is being phased out.
- Casual and Temporary User rates are being cut for most staff (see below).
- Mileage outside MANWEB area will no longer be paid.

YOU STAND

is a special edition which sought which was sadly lacking from the proposed new agreement. Now try to summarise in the fol- of all the gains and losses for agreement be introduced. This is tutions from members of MAN- tive Committee putting argu- Agreement.

Disciplinary

- The right to "a representative of the employee's choice" is removed.
- Representation other than by a Full Time official is restricted to an employee or rep from "the same business unit".

Procedural

- Employees will be required to work flexibly by undertaking work "at a lower or higher level than their existing grade".

Capability Procedure

- The number of stages has been reduced.
- The right to "a representative of his or her choice" is removed.
- Representation other than by a Full Time official is restricted to an employee or rep from "the same business unit".
- Penalties which are harsher are available earlier in the procedure.

Holidays

- PAG grades will lose 1-3 days holiday entitlement depending on grade and length of service, and therefore have to receive personal holiday protection (see chart).
- Holiday entitlement will be reduced proportionally for staff who are off sick for more than 3 months.
- The day off in lieu for staff who are sick on a public or single day holiday is removed.

Trade Union Recognition

- The company can withdraw from Check-off arrangements for payment of union subscriptions with just 6 months notice.

Negotiating Structures

- Local Joint Councils and staff committees are to be replaced by "Local Forums", which have no formal structure, rules or constitution. Minutes of meetings do not have to be kept or ratified, the only obligation is that "agreed notes on decisions taken and actions recommended" are necessary.

Accreditation

- All representatives have their recognition limited to their local business unit.
- The ratio of representatives to members is restricted. No business unit, however large, is to be allowed more than 4 representatives.
- Where a union has less than 15 members in a local unit they have no right to an accredited representative.
- The number of shop representatives is reduced.

Salaries

- 740 jobs have been downgraded (including NJB and NJIC).
- Incremental values are to be reduced by between 7% and 41%.
- The number of years to progress from the top to the bottom of the scales has been increased for all grades by between 1 to 4½ years.
- A salary bar has been introduced in the top band.
- Increments are to be subject to "satisfactory performance" rather than "satisfactory service".

Hours and Working Arrangements

- The existing working window has been increased.

	Existing	Proposed
Mon-Fri	7.45am-6.15pm	7.00am-8.00pm
Saturday	None	7.00am-6.00pm

- All rostars organised during the new windows will be paid at plain time rates. One off facilitation Payments of £200 - £1350 (before tax) are to be made available to staff depending on the specific rostar.
- The right of staff to veto rostars at a local level is removed. They can now be imposed by agreement at Company level.

- A new clause is introduced in determination of rostars which states "the overriding consideration in such determination is the needs of the business and the requirements of customers".
- All call out fees are abolished (£43-£64.50).
- Normal Day Off fees are abolished (£54, £64.50).
- Late Night Opening fee is abolished (£7.70).
- Saturday Fees are abolished (£12.70-£24.10, Full day). Payments for staff working 6 days out of 6 reduced to £500 per year from between £600 to £1200 per year depending on grade.
- Extra Standby Fee for Christmas Day and New Years Day is reduced from £43 to £25.
- Christmas Day and New Years Day work fee abolished (£25).
- Flexitime arrangements are only available for "discreet groups of staff" where "operational arrangements permit".
- There is no clear "ownership" of flexitime agreements by any formal committee.
- All staff will be contractually required to be available for work "in emergency situations".
- The standby fee is to include "giving of telephone advice" and also includes the provision of any meals necessary.
- Although shift arrangements are to continue as at present they will be reviewed. A formula has already been introduced to provide for a phasing in of any "diminution or cessation of shift payments" over 3 years.

REDUCED PETROL ALLOWANCES

Annual Business Miles	Allowance Per Mile	
	Current	Proposed
Over 3,000 miles	A 63p	44p
	B 44.4p	44p
	C 35p	44p
Under 3,000 miles	A 63p	33p
	B 44.4p	33p
	C 35p	33p
A = Over 1475cc B = 1014cc-1475cc C = Up to 1014cc		

HOLIDAYS

The following chart summarises the changes in provision of holidays which would be introduced if the new agreement is accepted. All new holiday provision is based on length of service only.

LENGTH OF SERVICE (YEARS)

		0-3	3-5	5-10	10-15	15-20	20-25	25+
CAI/SGI	Now	23	24	25	26	27	28	28
	Proposed	23/25	25	26	28	30	31	33
	Change	0/+2	+1	+1	+2	+3	+3	+5
CA2-7/SG2-6	Now	25	25	26	27	28	28	28
	Proposed	23/25	25	26	28	30	31	33
	Change	-2/0	0	0	+1	+2	+3	+5
PAGI-3	Now	26	26	28	29	31	31	31
	Proposed	23/25	25	26	28	30	31	33
	Change	-3/-1	-1	-2	-1	-1	0	+2
PAG 4+	Now	28	28	29	30	31	32	33
	Proposed	25	25	26	28	30	31	33
	Change	-3	-3	-3	-2	-1	-1	0

VIEWS VIEWS VIEWS

THE NEW AGREEMENT, WHAT DO YOU THINK OF IT?

“Some good bits”, “Some bad bits”, “Some bits unchanged.” All true depending on who you are, where you work and what you’ve been told.

The idea of having one Manweb Agreement, with the same conditions and payscale for all employees seems to be a very much simpler idea, and a much more straightforward way of approaching things, and can only be a positive step forward.

Outside Manweb, other Company Agreements are wide and varied, with mergers and closures putting their mark on the way staff are paid. The Manweb Agreement would be unique in that it affirms that quality staff deserve quality pay throughout the business, and that no group of employees would be paid less for doing an equivalent job.

6 months ago, it would be fair to say, we didn’t know what faced us, whereas now we are in a position to embrace an Agreement which protects jobs, basic salaries and holidays (and in some cases improves them). I need not go into

the details on the areas of loss, as you have no doubt heard them on countless occasions. Yes, I will lose Saturday fees and call-out fees, and don’t like it. However, I am a realist, and can see that Trading do not have a money tree with which to pay us. The Green Circling exercise will certainly cost a lot of cash as the previously undervalued Manweb Trading Staff are rightly paid for the excellent service they provide.

I, like you, am committed to the highest standards in Customer Service, with the achievement of £1.5 million profit by the end of 3 years in the Trading Account. I see this New Agreement as a guarantee of job security for 3 years and a promise that if we deliver what is required, we will become the centre-pin of Manweb in the future and thus become an invaluable asset after that, as we continue to deliver Customer Service each day. As valuable assets in the future, make no mistake, we will be highly prized, (and highly paid compared to the other REC’s staff), but only if we make it work.

I intend to have a job in 3 years, how about you?

Paul Meacock
Rep, Chester Shop

VIEWS VIEWS VIEWS

SATURDAY WORKING – NO PREMIUM PAYMENTS, NO CHOICE!!

The key issue for many members in the proposed New Terms & Conditions is Saturday Working. The expectation, which most members enjoy, of keeping Saturdays free to do whatever THEY want will no longer be guaranteed.

We are told that no changes to working hours will be made without the agreement of those concerned. How will you be able to prevent yourself from having to work Saturdays if you are asked to do so? The time of decision is NOW, not in 3, 6 or 12 months. By then it will be too late, you will have already conceded the main point.

The abolition of Saturday working has been progressively negotiated in our Industry over the last 30 years, from 1 in 3 Saturdays to none at all except for essential work. In addition, Saturday working is currently voluntary and attracts Premium Payments.

With the stroke of a pen, all of this is to be lost – IF the package is accepted. THIS IS NOT GOOD ENOUGH.

We have been told constantly by our negotiators that the package we have before us is “the best that can be achieved by negotiation”. Maybe it is at this stage, but that doesn’t mean that it is very good and it doesn’t mean that we must accept it.

If we are told that we MUST accept the package because it is the best we can get, then that is imposition, not negotiation. Negotiation means choice. I have a choice, you have a choice. Don’t let anyone tell you otherwise. Don’t let hard won improvements in working conditions be given away cheaply.

Jonathan Price
Steward, Head Office I.S.

WHAT A PERFORMANCE

PERFORMANCE RELATED PAY

Withdrawal from National bargaining and the Introduction of new Company agreements across the electricity supply industry is being used by management as an opportunity to attack main long established gains.

A number of companies are clearly intent on introducing performance related pay as part of a process of driving down wages and weakening the collective strength of union members.

At MANWEB the proposed new agreement states that increments will be subject to "satisfactory performance" rather than the existing phrase of "satisfactory service". Despite assurances from Human Resources that this is merely semantics and that there will be no change in the payment of increments, there are disturbing reports now coming to light about how increments will be handled in the future. The existing Payroll system



Another increment bites the dust

which calculates monthly salaries, automatically applies increments to salaries at the appropriate time. To withhold an increment a request has to be submitted by the appropriate manager and applied as an exception. Human Resources have requested that in future the system should, as a standard, give NO increments. Instead any increments due would have to be submitted by the appropriate manager and applied as an exception.

The only logical explanation for such a move is that withholding of increments will no longer be the exception to the rule. On the contrary, management clearly see payment of increments as their next target.

COULD IT HAPPEN HERE?

The move to Personal Contracts has already effectively introduced Performance Related Pay for top managers in MANWEB. Although originally aimed at Directors on six figure salaries it has rapidly spread downwards, as far as the top PAG grades in numerous cases. Many staff are suspicious that the Appraisal scheme, which was proposed last year and

has currently only been accepted by Trade Unions on the proviso that it is voluntary, could mark the first steps in the direction of Performance Related Pay.

Whatever happens to the New Agreement, staff would take a dim view of any attempt to replace incremental progression and collective pay bargaining with Performance Related Pay.

WHAT HAPPENED TO THE TAX MAN?

Up until April this year the Inland Revenue operated a system of incremental progression not dissimilar to ours. Staff were in pay bands and progressed from minima to maxima through annual increments. They also had an appraisal scheme, similar to the controversial scheme introduced this year at MANWEB, which set personal targets and objectives and which provided for a performance grading on a 5 point scale.

From April 93 Inland Revenue staff will no longer receive increments, they will instead receive pay rises in accordance with their performance as assessed by their manager, using the performance appraisal scheme.

Unions negotiate 3 pay rises, A, B and C. All staff receive A%. Staff who achieve their targets also receive the extra B%. Staff exceeding their targets receive the extra B% and C%. Staff getting B% or C% also have their targets increased.

When higher graded staff had this system introduced a few years earlier they discovered that their grades in performance appraisal assessments quickly fell to the bottom two points once they became linked to pay.

What you'll pay in UNISON

Many thousands of COHSE, NALGO and NUPE members will pay reduced subscriptions in UNISON.

■ Most members earning between £10,000 and £20,000 a year will pay much less than they do now.

■ Members earning £3,000 or less will have their contributions frozen

■ Those earning between £20,000 and £25,000 will pay only 10p a week more—half the increase originally proposed.

Salary	Monthly Subscription	Weekly Subscription
Up to £5,000	£3.77	£0.87
£5,001-7,000	£4.85	£1.12
£7,001-10,000	£5.94	£1.37
£10,001-15,000	£7.02	£1.62
£15,001-20,000	£8.62	£1.99
£20,001-25,000	£12.22	£2.82
Over £25,000	£15.17	£3.50

These figures include the Political Fund contribution

VIEWS VIEWS VIEWS

John Roberts, in his introduction to the company guide to their package states "For the Agreement to be successful it must have the support of our staff . . .". If one lesson can be drawn from the consultations and Roadshows it should be that the proposals as they currently stand do NOT have the support of staff.

Despite the superior advantage of resources and time available to MANWEB, and the attempts by various union officials to clamp down on stewards and reps who refuse to "toe the company line", the issues of Saturday and late night working and premium payments refuse to be laid to rest. AND WHY SHOULD THEY?

Staff have shown loyal service to MANWEB for many years, they have been prepared to put in extra hours both day and night to deal with emergencies, to meet deadlines and ensure the success of MANWEB. The increase in profits to £111 million this year is surely a testament to this.

All MANWEB's goals of customer service could continue to be met in the future so long as staff feel they are receiving proper recognition for their sacrifices. Premium payments for work outside the 8am-6pm, Monday-Friday period is widely recognised inside and outside MANWEB as being a reasonable expectation. The right of staff to decline work rosters outside these hours is also an entirely reasonable expectation.

It is unfortunate that MANWEB believe that under privatisation veiled threats to job security are now more appropriate than the establishment of healthy industrial relations.

I believe a wide rejection of the package in the forthcoming ballot will force a rethink by MANWEB Executive. I do not believe any company with the responsibilities MANWEB has would blunder into industrial confrontation on an issue which, when it boils down to it, is a question of trying to get extraordinary customer service on the cheap. I urge you to REJECT the current package in the ballot.

David Read
(Publicity Officer)

P&P MANWEB NALGO,
58 Chester Road West,
Shotton, Deeside,
Clwyd CH5 1BY Tel 0244 816773

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...and so much more!

For information contact your UNISON steward, or call the nearest UNISON office.

AN IMPORTANT REMINDER

One Agreement For All

When the company signed on to 'Harmonisation' we emphasised that this should not exclude *any* of our members.

As many of you may be aware R.E.C.'s all over the country have made radical changes where their retail divisions are concerned. In London large numbers of fellow members have lost their jobs due to stores being CLOSED, elsewhere it is not uncommon to see pay cuts of 10%, 7 days loss in holiday, 3 days off sickness allowance with all premium payments and fees disappearing with little or no facilitation.

However, thanks to skilful negotiation and the backing of the membership at last year's A.G.M. the company was made aware that the branch would not entertain a two-tier agreement. Therefore as part of the package that stands at the moment our members in Retail will be entitled to the same basic pay and conditions as everyone else.

If the package was voted down we are not sure that this offer would still stand,

as the company were less than enthusiastic in being persuaded to include our 500 members in the agreement. This is one of the major reasons why the branch would not campaign actively for a 'no' vote. Neither would it campaign for a 'yes' vote as we understand that there are contentious issues which other members have expressed reservations about.

Going back to last November's A.G.M. once again, the enabling motion which gave us the leverage to achieve this "unique" offer for Retail members stated clearly that "members would be balloted for industrial action should the company seek to exclude members in Trading from the main agreement" THIS MOTION STILL STANDS.

Derek Holmes
Trading Steward Head Office

The views and opinions expressed in LIVEWIRE are not necessarily those of the MANWEB NALGO Branch

Letter to the Editor
From Jim Brown National Representative
For publication in the next Livewire.
Subject: Proposed New Agreement

Dear Editor

I feel it is my duty as your National Representative to draw the attention of the membership of this branch to the proposed New Agreement. Before making my recommendation to you, I would like all members to be fully aware, of the background and history to the negotiations which have resulted in this 'package'.

Once upon a time! the wicked bad companies gave notice to their poor employees that they intended to terminate their existing terms and conditions of employment. Therefore, in response, the wise men and women of Manweb Nalگو set upon a quest for the Holy Grail, being a new agreement which would embody as many as possible, of the principles fought and paid for in the years since 1948 through National Bargaining.

At this stage I must be serious, your Branch appointed some 14 people to be involved in the whole process of Company Bargaining. During the last 14 months they have been proactive with members from other trade unions in Manweb. Some 1000 + hours of their individual commitment has been instrumental in the compiling of these proposals. At the same time, 6 Full time professional Trade Union Officers have also been masterminding the new document. This agreement has not been handed to the Trade Unions by the Company, without major contributions being made by the Trade Union movement. As late as the final debate on 10 June 1993, additions, improvements and clarification were being appended to the 'package'.

From my experience as your National Representative, I can only say that your Company , MANWEB, has throughout, acted and negotiated with Honour and Integrity. In comparison, other Companies have not been honourable, this is exemplified by some of the 'packages' being touted around the Industry. In particular, I wish you all to be aware that the 'package' being offered to the Trading Staff in Manweb, is in my opinion, the very best that has been achieved in the Industry, recognising as it does the value your Company places on it's staff.

If one is living in the real world and not Fairy Land, as some would have us believe, then one must take into account that in this time of economic decline and job losses, it has not been the time to achieve all the expectations that one would hope for.

I would therefore, urge all members to accept the Company 'package' taking into account that in my opinion, this is the best that we will achieve by negotiation.

I urge you to vote YES in the forthcoming ballot.

Roadshow issues clarified

Those of you who have attended the Company's Roadshows will have heard a number of comments, reservations and objections to the 'package' explained by the Company. The Trade Unions have taken note of these concerns and have put these to the Company at a recent meeting, held at the conclusion of one of the Roadshows. These discussions have resulted in the Company clarifying their position on these issues.

1. The 2.85% increase in scheduled Salaries together with the improvements in Holidays will be backdated to 1 April 1993. It is suggested that for all other provisions the agreement run from 1 September 1993, unless specifically referred to below:
2. 2nd Level Facilitation Payment of £200, will be payable to Staff who are rostered to work beyond 6.30 p.m. not 7.00 p.m. as stated in the mini guide and the presentation.
3. Poor Facilities Allowance – The Company have offered an ongoing plus payment of £100 per annum.
4. A fundamental review of facilities available to Field Staff will be undertaken within the next 12 months, this will include an urgent review of the provision of meals. This latter part of the review will take place before 1 September 1993.
5. Standby on Public Holidays –
If not called out, a full day in lieu of the Bank Holiday will be given
If called out, Double time for the hours worked will be paid or Single time will be paid for the hours worked and in addition a full day off in lieu will be given.
6. Standby Responsibility Payment –
The Person who would normally receive the first telephone call in cases of standby, will receive an additional payment in the weeks he/she is on standby of £20.
7. Standby on Christmas Day –
All staff who are rostered on standby for Christmas Day will receive £45 instead of £20 the normal proportion of the weekly retainer, for a standby day.
8. General Availability on a Public Holiday –
Double time will be paid for the hours worked, subject to a minimum payment of 3 hrs, or Single time will be paid with time off in lieu being given for the hours actually worked.
9. Tool Allowances –
For those in receipt of a Tool Allowance the company took up the commitment to provide replacement tools as and when required.
10. Cars –
 - 10.1 Class 3 Regular User Rate
The switch over date for those staff in receipt of the present class 3 allowance and who have a car under 12 months old as at 1 April 1993, will be 1 January 1994. All others in receipt of class 3 regular user allowance will have until 1 July 1993, as previously notified directly to them.
 - 10.2 Home to Office Mileage
This will be reviewed on an individual basis for those staff who are accepted as working effectively from home.
 - 10.3 Car Allocation, Contract Hire Scheme
The Company believes this is not a negotiable time, but has agreed to consult the Trade Unions as and when any changes may be proposed.
11. Saturday Working, Premium Time
The Company were not prepared to move on what they consider to be a main plank of any proposed agreement.
12. Trading –
 - 12.1 Six Day Working
Those staff who are rostered to work 6 days out of 6, will receive an additional plus payment over and above any other applicable, of £500 per annum subject to review.
 - 12.2 Additional Supervisory posts Category 'A' and 'B' Shops
Additional plus payments will be made in these larger units to cover where necessary, the need for additional supervisory positions on the following basis:

<u>Level</u>	<u>Category 'A'</u>	<u>Category 'B'</u>
Asst Manager	Band 7 plus £3,000 p.a.	Band 7 plus £2,000 p.a.
2nd Assistant	Band 7 plus £1,000 p.a.	Band 7 plus £500 p.a.
3rd Assistant	Band 7 plus £500 p.a.	Band 7 plus £500 p.a.
 - 12.3 Loss of Saturday Fees
The disproportionate impact of the loss of these fees on part timers who presently work 2 or 1 day, one of which is a Saturday, is to be given further consideration.
13. Sleeping Time
The Trade Union proposal for specific rest breaks following late or all night working, is to be amended and incorporated into the proposed agreement.
14. Referred to the Manweb Joint Council
Petrol price changes – the impact on mileage rates, together with any review of the Travel time arrangements are referred to the Manweb Joint Council, providing the proposed 'package' is accepted by the membership.
15. ACAS – Disciplinary Procedure
Although all the Unions had accepted the proposed final appeal to a Company Director, assisted by two others, one full time officer and one company member from the Manweb Joint Council, in view of the number of queries raised on this issue by members the Company were again asked to reconsider this matter. They were not prepared to change from the proposed method of final appeal to the Company Director.