

AGM
Edition
Jan '95

Livewire

**The UNISON AGM takes place on Tuesday 17th January in the Head Office canteen at 7pm (Buffet from 6pm).
ARE YOU GOING TO BE THERE ?**

Reasons to attend

- Its time to find out more about what's really going on at Manweb.
- I want to make sure the union is fighting for me.
- We need to make sure we have unity around a pay claim for 1995.
- I don't want to sit back and leave the company to decide who gets what. I want to have my say.
- I want to find out what my representatives have been doing for the last year.
- I want to make sure that we elect representatives who will stand up for me.
- We need a strong union to be able to defend our agreements. That means turning out to the AGM in large numbers. We need over 80 for a quorum. **No quorum, no elections, no representatives.**

Reasons to stay away

- 'Contact' keeps me fully up to date with all the hot news!
- Our future is perfectly safe in the hands of our executive.
- The directors are all hardworking chaps who need a decent break.
- The company is facing stiff competition so we should all muck in together.
- I'll give up my pay rise this year to help that nice Mr. Roberts out.
- The Sun says the unions are run by Russian spies and Gerry Adams so it must be true.
- UK Gold are running a 3 hour special of Hectors House.
- My sock drawer needs a good tidy.

**Who's
union
is
it
anyway?**

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**Fact
file**
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- ◆ 85% of Manweb shares are now owned by 3.8% of the shareholders.
 - ◆ Last year staff received a 2.95% pay rise, shareholders got an increase in dividends of 15.95%.
 - ◆ Manweb made a profit last year of over £25,000 per employee.
 - ◆ More than 33,500 jobs have gone in electricity since privatisation.
 - ◆ Manweb is in the top half of the league of REC's with an 18% cut in jobs since 1990.
- (Electric Points October 1994)*

As the UNISON AGM meets, negotiations are about to begin with the company on this years pay claim. In a year in which electricity companies appear to be distributing dividends like confetti, staff will expect to receive an equally generous reward for all our efforts.

We need to make clear our determination to win a substantial increase in the basic pay for all staff, especially the low paid for whom a small percentage pay rise makes very little difference to take home pay.

Although the final claim has not yet been submitted by the joint trade unions, there are also plenty of other areas for improvement.

What do YOU think should be in the claim. What should YOUR union be fighting for this year. Don't sit back and let others decide for you. Come to the AGM and take part in the discussion on this years pay claim. The best way to win is to agree and unite around a common claim to benefit all staff.

Pay Claim 1995. What do we want?

Counselling Your Rights

The Regulatory review has ushered in a new period of uncertainty for many staff. In the reorganisations which are being planned there should be full discussions with all staff and their representatives IN ADVANCE of any changes, including the right of staff to

proper individual counselling. Counselling should include:

- ◆ Notification well enough in advance for the individual to be able to prepare for counselling (days not hours).
- ◆ The right of the individual to have present a representative of their choice. **We advise you take this option.**
- ◆ The aim of the meeting should be to identify what the member of staff wants or prefers to do.
- ◆ A record should be kept and agreed by both parties at the end of the counselling session.

Make sure your rights are being observed. Keep your rep informed.

The views and opinions expressed in Livewire are not necessarily those of the UNISON Manweb branch

We need at least 80 members in attendance to be able to elect reps and officers. Without a quorum we will not officially exist !!
DON'T STAND BACK - JOIN IN. ATTEND THE AGM AND HAVE YOUR SAY.

Job Watch

Have you noticed an increase in the number of contractors and agency staff recently? So far the Company has been 'unable' to provide the Trade Unions with details of how many agency staff and contractors it employs. If you have contractors or agency staff working in your area make sure your union rep knows about it. **PROTECT YOUR JOB - KEEP WATCH!**

Childcare

After years of hard work by UNISON reps Manweb have finally been persuaded to introduced a childcare scheme. If you have children under school age who need childcare and you are the primary carer make sure you put in your claim for childcare allowance.

JEEVES

After 18 months, almost all initial appeals have now been heard. Over two years after the original job evaluation however, many jobs have changed. If you think your job has changed - more work, same pay - now is the time to put in a grading appeal. See your local rep about how to appeal and make JEEVES work for you!!