

uniteinaxa

YOUR UNION . YOUR VOICE . DECEMBER 2014



We're listening...

Over the last few weeks Unite in AXA have running members meetings at a number of AXA sites as part of the process leading to the 2015 pay negotiations and ballot.

This is the only part of AXA's business where actual negotiations take place with the company and **Unite** members in grades 6a to 9 are the only employees that have the opportunity to accept or reject the company offer.

The feedback we have received so far has been very interesting and pretty consistent, which makes our job easier in formulating a claim that represents your wishes.

However, we can always do with more, and once again we are running an online survey that is open to all employees with **AXA**.

We have had good levels of response previously and it provides us with valuable ammunition in our negotiations, so hopefully you will complete this years survey and encourage your colleagues to do so as well.

When we know what is important to you, we can focus on that in our negotiations. We can't promise we will get everything but we will do our best. The survey is here:

www.surveymonkey.com/s/2015axapay

What about 2014?

In the meetings we have held we have been asked what has happened to the outstanding items from the 2014 settlement?

The 0.5% "targetted spend" has all been spent and the company will be issuing a communication with further details on when and where.

The review of the link between performance and pay is still outstanding and we are waiting to hear the company's initial thoughts on this.

The request for holiday harmonisation for grades 7-9 with grade 6 and a low-cost PMI option have recently been rejected by the company as "no market for holiday harmonisation" and "too expensive at this time" respectively.