

APRIL 2013

UNITE

THE UNION IN AXA BUSINESS INSURANCE

Are you
unhappy with the
new working hours?
Talk to your local
workplace rep...

AXA CHANGE CONTRACTS

Local management today advised staff in AXA Business Insurance that they would be amending employment contracts with effect from 1st July extending the office working hours into the evening and the weekend. Unite in AXA do not support the imposition of changes of employment contracts on employees with agreement.

Last year management approached the union regarding the businesses requirement to cover the extended working hours needed to service new business agreements. The management proposal was that all staff would have their working hours changed from 8 to 6 Monday to Friday to 8 to 8 Monday to Friday and Saturday 9 to 2. The extended hours would be covered by the introduction of a rota.

Unite rejected this proposal. Working hours are contractual and as such covered by the collective bargaining agreement with **AXA**. Whilst we understand that the new contract is good news for the security of employment at the site, we pointed out that some employees may not be able to work evenings or weekends for a variety of reasons. After negotiation we agreed with the company that the extended hours should be covered by volunteers and that they would receive an additional payment for working Saturdays.

Following a survey of the staff in scope management have advised that not enough people have volunteered and that feedback from employees was that everyone should undertake the extended working hours.

Consequently they have advised that as we have been unable to achieve a resolution to the issue through negotiation, that they would be imposing the change of contract on all employees, albeit with the caveat that they would consider exceptional cases on appeal.

Unite are unequivocally opposed to imposition of contractual change. It is our view that the company should not impose changes of contracts on its staff but reach an acceptable settlement when change is needed.

As the proposal we negotiated of volunteers and additional payment appears to have been rejected by



staff, you will now need to tell us what you want so we can discuss this further with the company. We are currently obtaining legal advice from the union's solicitors as to whether the enforcement of contract changes allows members to make any kind of claim against **AXA**.

If you object to the changes in your contract please advise your local union rep and we will let you know what step to take next once we