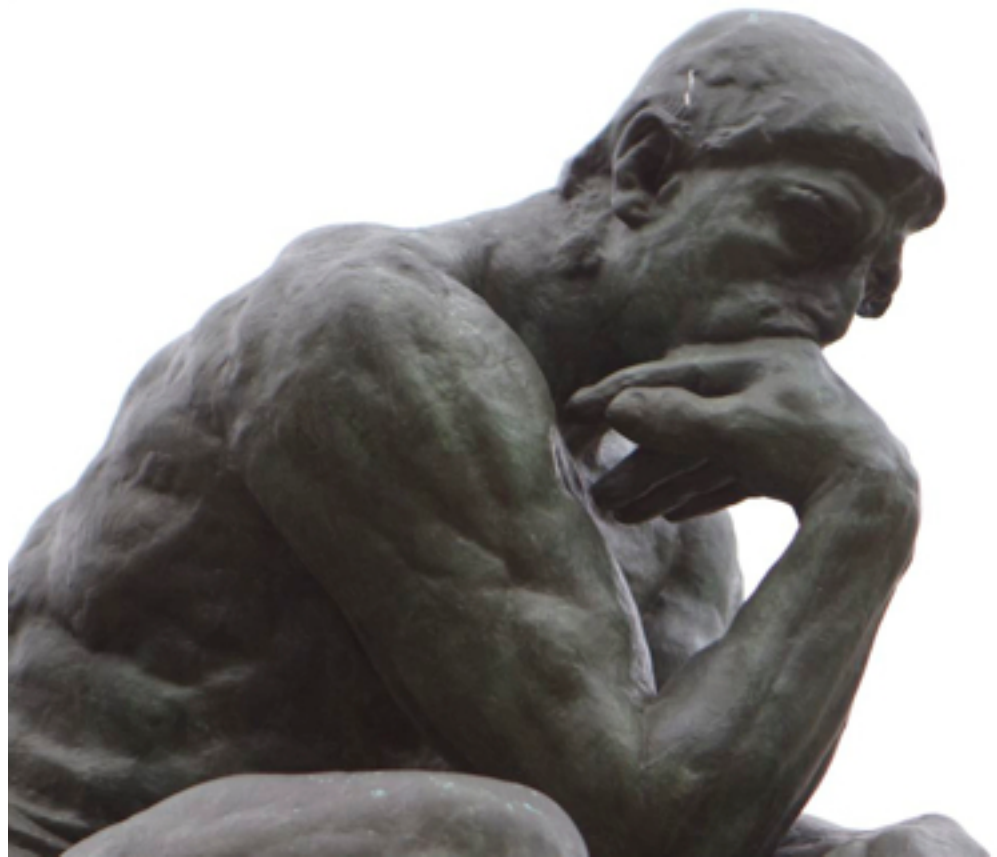


uniteinaxa

YOUR UNION . YOUR VOICE . OCTOBER 2013



What do you think?

It may be a little over six months until any increase would be seen in your pay packet, but Unite in AXA have already begun the process leading to the 2014 pay negotiations and ballot.

As you are no doubt aware 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 offer.

Therefore it is important for us to hear what you think and try to achieve what you want in our meetings with the company.

Over the first three weeks of November local union reps at your office will be holding one hour pay meetings with **Unite** members to discuss with you what you would like to see us try and negotiate. **AXA** are happy to agree that this is paid time off for the relevant staff so please try and attend so we can hear your views. Your local office rep will provide you with details of the when and where the meeting will be held at your location.

This year, as well as how much extra money you think **AXA** ought to put into your pay packet, we would like you to consider your benefits package and think about areas you would like to see some

improvement. Benefits have been squeezed over recent years but they are an important part of an employee's overall remuneration package and we have managed to negotiate some improvements in recent years.

So if you think you should get the same amount of holiday as your manager, that the redundancy terms could do with improving, or you would like to see an increase in paternity pay, let us know.

When we know what is important to you, we can put it at the centre of our negotiations. We can't promise we will get everything everyone wants, but we will do our best...