

ON BEHALF OF ITS MEMBERS, THE CWU STRIVES FOR:

1. **Annual pay rises** above the rising cost of living.
2. **Fair pay** to reflect skills and responsibility.
3. **Equal pay and opportunity**, regardless of gender, age, ethnicity, disability, sexual orientation or any other characteristic covered by the Equality Act.
4. **Access to good occupational pension schemes** with a meaningful employer contribution.
5. **Access to training and skills development** that maximises employability and encourages career progression.
6. **Annual leave entitlement above the statutory minimum**, and freedom to take leave to meet family and personal circumstances.
7. **Work life balance** in the length of the working week, the pattern of attendance and the provision of family friendly policies.
8. **Equal treatment** for agency, contract, temporary and home workers.
9. **High standards of health and safety** in all working environments.
10. **Freedom from bullying and harassment** and an environment that fosters dignity and respect.
11. **Excellence in management style** that inspires workers to achieve their potential and ensures fair and consistent treatment of individuals.
12. **Trade union recognition and rights of representation** for all UK telecoms and financial services workers wherever they are employed.
13. **Employer adherence to employment rights** including the operation of effective information, consultation, disciplinary and grievance procedures.



WELCOME TO THE CWU

HOW THE CWU SUPPORTS YOU AT WORK

Information for new
members in companies
where the CWU is not
currently recognised
for collective
bargaining purposes



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Billy Hayes General Secretary www.billyhayes.co.uk

WELCOME to the CWU and congratulations on joining the largest union for UK communications workers, with over 204,000 members. This leaflet provides a brief introduction to what the CWU does to represent your interests in the workplace.

The CWU provides individual representation and support for members in the workplace. If you face a problem at work, such as a discipline or grievance or the need for more flexible working, the CWU can offer you advice and we can accompany you in meetings with management.

The CWU offers **free legal advice** and help with legal aid if you have an accident or if you are treated unfairly at work. A total of £667,563 in financial compensation was won for CWU members via settlements and employment tribunal awards during 2012.

Find out more on the CWU website:

www.cwu.org/member-services.html

A total of £24,068,276 in compensation was obtained for CWU members in respect of personal injury claims during 2012.

In addition, the CWU holds a **24-hour personal accident insurance scheme** for our members, and we offer a range of member services including low cost motor and home insurance, family protection cover and hotel and travel benefits.

The CWU negotiates with employers on pay and working conditions where we have 'collective bargaining' rights. We are currently building membership in your company so that we can secure this right to seek better pay and conditions for you and your colleagues. To make this happen, we need around half of your colleagues to be members of the CWU. We are not there yet but you can help us by telling your colleagues about the benefits of the CWU and encouraging them to join us.

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Research shows that on average, union members receive higher pay, better sickness and pension benefits, more holiday and more flexible working hours than non-union members. **Once we have the right to negotiate with your employer, the CWU can seek to achieve many things on your behalf including:**

- **Annual pay rises** that lift pay at least in line with the rising cost of living. On average, union members are paid 18.1%* more per hour than non-union members
- **Fair pay** that reflects levels of skill and responsibility
- Access to **good pension schemes** with a meaningful employer contribution

The CWU is organised into local branches across the UK so that you can call on a union representative near you when you need the union's advice or support. Your local branch contact details are printed on your CWU membership card.

For more information please contact a union representative near you or the CWU's membership department on 020 8971 7447.

* Trade Union Membership 2011, Department for Business Innovation and Skills/ONS Labour Force Survey, 2012