

The CWU represents thousands of workers in the telecommunications and financial services sectors. We are committed to defending and improving our members' terms and conditions, including on pay, pensions, work life balance, training and career development.

CWU Manifesto for Telecoms and Financial Services Workers

HOW THE CWU CAN **SUPPORT YOU** AT WORK

Acting on behalf of all our members



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Dave Ward General Secretary

**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.

For more information please contact a union representative near you, call the CWU's membership department on 020 8971 7447 or visit our website:
www.cwu.org/member-services.html