

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 financial services workers wherever they are employed.
13. **Employer adherence to employment rights** including the operation of effective information, consultation, disciplinary and grievance procedures.



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WELCOME TO THE CWU

HOW THE CWU SUPPORTS YOU AT WORK

Information for
new members
in the financial
services sector

WELCOME to the CWU and congratulations on joining the financial services section of the union. This leaflet provides a brief introduction to what the CWU does to represent your interests in the workplace.

The CWU meets with management to address problems on behalf of members and to seek better pay and conditions of work for you and your colleagues. 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.

On behalf of you and your colleagues, the CWU works to achieve:

- **Annual pay rises** that lift pay at least in line with the rising cost of living. On average, union members are paid 16.4%* more per hour than non-union members
- **Fair pay** that reflects levels of skill and responsibility
- **Equal pay and opportunity** regardless of gender, age, ethnicity, disability or sexual orientation
- Access to **good pension schemes** with a meaningful employer contribution
- Access to **training and skills development** that maximises employability and career progression
- **Annual leave entitlement** above the statutory minimum
- **High standards of health and safety** in all working environments
- **Work life balance** and the provision of family friendly policies

* Trade Union Membership 2013, Department for Business Innovation and Skills/ONS Labour Force Survey 2014

The CWU and GMB have joined forces to create Unionline, the only law firm owned by trade unions.

With Unionline, we aim to provide the very best free legal advice and representation to almost one million members and their families, who will receive 100% of their compensation awards with no deductions. In addition, Unionline also runs a free motor claims service – these are services you will never get on the High Street or by responding to an advert, a real benefit of union membership.

Unionline allows us total control over our members' claims. This means putting our focus on a reliable one-stop-shop legal service for our members.

This is your law firm working for you.

Find out more on the CWU website:

www.cwu.org/member-services.html

For free legal advice call **Unionline** on **0300 333 0303** or visit **www.unionline.co.uk**

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.