

# Briefing for CWU members in O2



No 14

23 March 2012

Dear Colleague,

## **O<sub>2</sub> Pay Review 2012 - the CWU recommends rejection of final offer VOTE NO**

You will shortly be receiving a ballot paper at your home address which will ask whether you are prepared to accept the final offer from Telefónica covering 2012 and 2013.

The offer is for **2.75%** increase broadly across all grades for 2012 and an increase of **2.5%** across the board for 2013.

### **The CWU has rejected this offer and is asking all members to VOTE NO.**

This is an unusual situation as the CWU fully understands the commercial and competition pressures that Telefónica UK is facing. We are a responsible union and have not taken this decision lightly. We do not seek a dispute with the company. However, Telefónica is a hugely profitable and successful company and this offer does not reflect or compensate you for the contribution that you have consistently made throughout the year.

The **2.75%** is not consolidated for all grades and the CWU does not accept that the T&E and Business Support grades should be treated differently from the remaining workforce. The offer does not reflect the current average pay settlements in the UK and a two year pay deal which allows for **2.5%** in 2013 gives no assurances or guarantees on the cost of living increase.

In the latest Telefónica update the company has stated that they will not be making any pay progression payments in April pay. The CWU believes this is a provocative move as we believe there is a contractual entitlement for individuals to receive progression payments based on specific criteria which is not connected to the pay review. There is no provision for O<sub>2</sub> to unilaterally withhold these payments.

This is a further reason why you should reject the final pay offer as the company has failed to respond to our claim to reopen discussions on pay progression. Therefore, like the HR Director we are also frustrated and disappointed and we want the company to listen to our concerns.

Many of you have expressed worry concerning the forthcoming pension review and rightly so. There are fears for those currently not in a pension plan that you will have to fund this investment and this is money that you can't afford. For those of you already in the pension plan, particularly those in the final salary scheme, you have already had to pay more and you are worried about the outcome of the review.

**Please use your vote and VOTE NO and show O<sub>2</sub> that this offer is not acceptable and that you are worth more.**

If you have any questions contact details of your local representative can be found along with all O<sub>2</sub> Newsletters on <http://www.cwu.org/24120/o2.html>.

[www.cwu.org](http://www.cwu.org)



Yours sincerely

A handwritten signature in black ink that reads "Sally Bridge". The signature is written in a cursive style with a large initial "S" and a period at the end.

**Sally Bridge**  
CWU Assistant Secretary