



AXA UNION NEWSLETTER

July 2007

AXA sign new agreement



Pic: Group HR director Sonia Wolsey-Cooper and Unite Official Hugh Jones-Glass after signing the new agreement at Wortley Hall earlier this month.

AXA and Unite (Amicus section) have signed a new recognition agreement covering AXA Insurance, AXA Life, AXA Shared Services and AXA UK. This new agreement consolidates the previous separate operating company agreements and ensures a consistent approach to industrial relations within AXA.

The new agreement includes a number of improvements on its predecessors including the inclusion of a set of principles on consultation that will ensure Unite is brought into the consultation process at the earliest possible stage to enable us to influence the decision making process to the benefit of our members.

The agreement also formalises the relationship between local reps and their workplace management team, promoting the process of dialogue and consultation on the shop floor as well as at a national level.

Local workplace reps will also benefit with the agreement of the company to provide additional paid time off for training which will not only benefit the reps in their role and career development, but also members by ensuring their workplace reps are up to date in a rapidly changing industrial relations world.

Meet our rep of the year...

At the annual AXA reps training seminar this month, the inaugural AXA-Unite Rep Awards were held and Group HR Director Sonia Wolsey-Cooper presented the awards to the winners.

Seconded Rep Steve Gooden explained why this was introduced; *"It is often forgotten by members that the role of the local union rep is entirely voluntary and they do not get any financial remuneration for undertaking it (unlike First Aiders for example), despite the fact that it can be quite tasking. Consequently we felt that it was time we took the opportunity to recognise the efforts of certain individuals and teams of reps who have stood out over the last 12 months, whilst still thanking all reps for their efforts"*.

The 2007 Awards were as follows:



Pic: Group HR director Sonia Wolsey-Cooper presents Ann Starkey with her Rep Of The Year award at Wortley Hall.

- **Rep Of The Year:** Ann Starkey (Coventry)
- **Extraordinary Award:** Kulsum Jiwa (Bolton)

- **Organising Site Of The Year:** Ipswich
- **Best Campaign Of The Year:** Coventry
- **Union Learning Site Of The Year:** Morecambe

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