

## AMICUS EC ELECTIONS 2003 FINANCE



**EBRAHIM TAVASOLI**

I work as an Engineer Surveyor for Zurich Risk Services. In the past I have taken an active role in MSF affairs and I currently serve as the Vice Chair and Treasurer of South Eastern branch of the surveyor section. I am a standing committee member representing more than two thousand engineer surveyors who are drawn up from a number of companies within the insurance sector.

If elected my main goal will be to ensure that motions passed at the conference are carried forward and developed as Amicus policies. With Derek Simpson at the helm, it is very important to elect a progressive NEC that is able to support him in moving the Union forward. Amicus must be a campaigning union, concentrating on the defence of all of its members' jobs, wages and conditions in all sections of the Union whether the campaign is taken to the employers' doorstep or that of the Government's.

Amicus must be there for all its members.

One of the main concern of our members is the trend towards off-shoring.

Jobs are being lost in the UK by moving them to developing countries with cheaper labour cost and lower living standards. For our economy to grow and prosper, jobs need to be created not lost. We must act now to safeguard these jobs if we are to prevent a situation similar to that of our manufacturing industry. In cases where jobs have gone to the developing countries we must ensure that through government legislation and union pressure on the companies that workers enjoy the same employment rights as their counter parts in Britain.

The new union must be committed to act against all discriminatory practices, particularly in pay where the gap has remained at about 18% between men and women since the introduction of Equal Pay Act in the seventies.

We must reaffirm our basic beliefs and oppose the greatest inequality of all, which is that between the rich and the poor. Management performance should be the basis for large pay packages not institutional greed.

Over the last few years we have witnessed the demise of final salary pension schemes to the extent that such schemes are now broadly closed to new employees. We must resist any further erosion of the pension rights within our sector by exerting pressure on the government to modernise the pension rules to ensure that our members are treated fairly. This includes restoring the link between state pension and earnings. Abolishing stealth tax, preventing employers from taking pension holidays, more frequent valuation of pension funds and the use of more realistic growth rates by actuaries should contribute towards preventing some of the spectacular pension scheme collapses which we have witnessed in recent times.

The proposed amalgamation of UNIFI and Amicus will make our union the biggest union in the sector. We must use our increased bargaining power to further improve our employment rights as well as to protect our jobs.

**Amicus unity gazette**

***For a democratic union controlled by the members***

We are standing for election as part of a group of candidates committed to returning the union to its members. We are supported by Amicus Unity Gazette, the grouping that was central to Derek Simpson's election campaign, bringing together activists from both AEEU and MSF.

For more information, see [www.amicusunitygazette.com](http://www.amicusunitygazette.com) or write to Bill Young, 22 Swale Road, Rochester, Kent ME2 2TT.  
If you want to send a donation, please make cheques payable to "Engineering Gazette".



## **TRADE UNION CV:**

- **Joined union in 1984 when I started work at Scottish Widows.**
- **Became Scottish Widows union representative in 1986.**
- **Member of the MSF Youth Committee between 1986 and 1990.**
- **Elected to the Scottish TUC Youth Committee in 1988 and 1989.**
- **Regular Regional Council delegate and representative at Annual Conference between 1988 until 1999.**
- **National Executive Committee member of MSF, representing Scotland, from 2000 up to date.**

## **ADDRESS**

**The days of having a job in the Finance Sector for life now appear long gone. We are continually hearing about one company after another cutting jobs; reducing pension benefits or doing work abroad.**

**It seems that once one employer has made a decision to worsen terms and conditions, the rest follow suit. Despite the varied companies we work for, it seems we often face common problems.**

**Therefore we need to ensure that at the Amicus Finance Sector we work effectively together. As a member of the Finance Insurance National Advisory Committee (FINAC), I work with union representatives in: Norwich Union/Aviva, Prudential, Royal Sun Alliance, CIS, AMP, Axa, NFU, Legal and General, Cornhill, Brittanica, and Royal London to name a few. We work together in order to try to combat the concerted efforts of our employers to undermine our rights in the workplace.**

**Going forward, it is vital we build upon the role of FINAC, and extend it. Soon we would hope that the banking union, UNIFI, joins Amicus to make our union the biggest finance union in Western Europe. Unity, after all, is strength. I would seek to help build that relationship. Within Scottish Widows I work closely with UNIFI colleagues in LloydsTSB - which Scottish Widows is part of. I also have contacts within UNIFI as a whole. By working together we make a better case for you, the members.**

**We also need to work closely with other industries in Amicus. Often the problems we face in the Finance Industry are common to other industries. We can learn from them, and vice versa. Only if we work actively across the union will we make the best of being part of one of the biggest unions in the UK.**

**Finally, we need to ensure that the union is accountable to you as the members. That means we ensure we use the union to effectively represent you. We need to listen to our members.**

## **IF ELECTED, I WILL SEEK TO ENSURE THAT AMICUS:**

- **Listens to the members;**
- **Strengthens ties across the union representatives among the different companies we work for;**
- **Sees a Finance Sector with Amicus and UNIFI working together;**
- **Sees the Finance Sector in Amicus getting the resources and benefits it needs.**

**LET'S WORK TOGETHER TO MAKE OUR NEW UNION  
A SUCCESS FOR US ALL**