

# BARCLAYS

## Europe Union Alliance



### **Purpose of the Alliance**

---

The UNI Barclays Europe Alliance aims to develop strong coordination, build union capacity and increase the union density among the UNI Finance Affiliates improving global and local labour relations with the company in order to find mutually beneficial solutions to promote the business success of the company along with the interests and wellbeing of the workforce in Barclays and related businesses. The Barclays Alliance will provide a platform for providing support to the union members for organizing, national and international coordination, administrative and political skills, as well as promoting the negotiations of collective agreements at national level by UNI Finance affiliates and a Global Agreement which aims to secure the same good standards, rights and principles for all co-workers at Barclays. The Alliance will ensure consistency of action and communication at global, regional and national level.

### **Members of the Alliance**

---

The Alliance is open to all the UNI Finance affiliated unions (including their union members at Barclays, shop stewards and union organisers from these unions) which are willing to engage on the Barclays campaign. The Alliance will check the possible co-operation with representative unions in Barclays not yet affiliated to UNI and will check the opportunity to affiliate them.

### **Principles**

---

The Barclays Europe Alliance is a democratic association built on solidarity, mutual respect, inclusiveness, equal treatment of all alliance members and consensus building.

### **Alliance coordination**

---

The UNI Barclays Europe Union Alliance will be jointly coordinated by UNI Global Finance and UNI Europa Finance. A coordination group will be set up in order to help UNI with practical tasks.

### **Goals of the Alliance**

---

#### **Communication and campaign coordination**

- The Alliance will build a strong network among its members to exchange and promote good practice regarding working conditions and labour relations among its members, in order to have the same good standards implemented for all workers at Barclays.
- The Alliance will facilitate regular communication among its members by:
- Creating a mailing list for the Alliance
- Facilitating regular information exchange among alliance members and Barclays Group European Forum (BGEF) on a timely manner;

# BARCLAYS

## Europe Union Alliance



- Holding regular conference calls and meetings;
- Involving alliance members in joint media and communication strategies;
- Developing online communication materials and publishing related information;
- Building relationships and co-operation with the Barclays Africa Union Network

The UNI Barclays European Union Alliance will seek to increase the leverage of alliance members by:

- Carrying out joint activities and collective actions;
- Building up a solidarity network to respond to the impacts of restructuring in Europe
- Promoting information sharing at national, regional and global level, especially regarding corporate research, collective agreements, working conditions, good practice, etc.;
- Cooperating with other Unions if their affiliates also organise members in the company;
- Cooperating with other partners and like-minded organizations to create further leverage (eg: Share Action UK).
- The Alliance will develop a strategy and work plan to increase the visibility and added value of UNI Finance action towards the company and its employees.

### **Social Dialogue**

- In coordination with UNI Finance, the Barclays Alliance will work closely with the Barclays European Works Council to strengthen the relationship with the company's Headquarters in London and facilitate the emergence of EU-wide agreements (eg: Social Charter on employment based on the 10 point declaration adopted in May 2014)
- The Barclays Alliance aims to be a constructive social partner for the company on global level as well as European. As UNI seeks to negotiate a global agreement with Barclays and to work closely with the company, the Alliance will work with the Barclays Africa Union Network and the company to reach such an agreement.
- The Alliance will analyse the existing BGEF agreement in the light of the current EU Regulations dealing with workers' Information and Consultation.
- When there are meetings with the company, the Alliance will advise UNI about the composition of the delegation and the issues to be raised.

# BARCLAYS

## Europe Union Alliance



### Organising and Collective Bargaining

- The Alliance will seek to grow free and democratic unions to give Barclay's workers a union voice.
- The Alliance will support the development of strong union representation and for those unions to build a constructive social dialogue and negotiate collective agreements with Barclays in every European country where they are present.
- The Alliance members will support each other to organise more workers into trade unions and to seek recognition for effective representation of those workers.
- The Alliance will promote exchange of good collective bargaining practices. If necessary and desired it will assist alliance members in their negotiations.

### Logos of Union affiliates

