

URGENT – MAKE SURE YOU VOTE IN THE RECOGNITION BALLOT



Pharmacists are trained in critical analysis and evaluating evidence. Immediately following some of Boots' recent communications, pharmacists drew our attention to inaccurate and misleading statements, and raised concerns about Boots' proposals to set up what they described as another "sham structure" – the Boots Joint Negotiating Committee.

We share pharmacists' concerns, and wanted to let you have the facts so that you can make an informed choice in the vote.

It's clear that even before the PDA Union is recognised, we are getting Boots to act, because they are putting huge effort into trying to stop you having an independent voice at work..

If Boots is doing this now, imagine what we could do together if you vote YES for PDA Union recognition.

...The need for an independent voice

Boots told you	The PDA Union clarifies
<p>“If you want a louder, more independent voice with the ability to deliver change then Vote No to the PDAU and together we will make that happen with the Boots Joint Negotiating Committee.”</p>	<p>By definition, Boots’ proposed Joint Negotiating Committee would be the opposite of independent and will mean the company doesn’t have to listen. The JNC would have only what powers and resources the company granted it and as such would be dominated by Boots. Boots has been absolutely clear in court that where the requests of its employees are at odds with what the company wants, the company position will prevail.</p> <p>The BJNC is a structure designed by Boots’ senior management to allow it to continue its unilateral decision-making over your terms and conditions at work.</p> <p>It’s the very reason that that last ballot result was 87% to derecognise the BPA. A company-controlled entity cannot meaningfully negotiate.</p>

...Negotiation on discretionary benefits

Boots told you	The PDA Union clarifies
<p>“Under a statutory recognition agreement the PDAU would have no automatic mandate to negotiate on discretionary benefits.”</p>	<p>Some benefits are non-discretionary even where the company claims the contrary. For example, Boots claimed that premium payments were discretionary but, as a result of legal action taken by the PDA Union, a court determined in 2012 that this was not true. The PDAU has the legal expertise to identify whether or not benefits are discretionary and in any case, if recognised will represent pharmacists views to the company even on discretionary benefits.</p> <p>If the PDA Union was recognised by Boots, Boots pharmacists could automatically negotiate on matters relating to pay, hours and holiday.</p>

...Representation of pharmacists

Boots told you	The PDA Union clarifies
<p>The Boots Joint Negotiating Committee will represent all pharmacists</p>	<p>All members of the BJNC would ultimately report in to the senior management sat at the other side of the table. That is not a basis for negotiation on pay, hours and holiday. Boots fought to exclude many of its pharmacists and all pre-reg's from such a negotiating arrangement with the PDA Union, arguing that it was “incompatible with effective management”. We believe it’s worried that if the PDA Union is recognised, you might actually get higher salaries and better working conditions. Pharmacists have been telling Boots for years what they want, but the company doesn’t seem to agree that you deserve more. If it did, it would have done something about it long before this ballot.</p>

...Working for Boots pharmacists

Boots told you	The PDA Union clarifies
<p>“I think that YOU are the best people to represent you.”</p>	<p>We agree. We have been saying this for some time, and if Boots’ proposals were not so disrespectful to pharmacists, we might be flattered by the fact that it appears to have copied our messages and ideas from the BPA derecognition ballot, and this ballot.</p> <p>A vote for the PDA Union is a vote for a brighter future for you at work, and ultimately a brighter future for Boots itself. We’re not sure why Boots is so negative about the PDA Union, but the actions of senior management have shown that they have constantly resisted you having an independent voice at work.</p>



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...Forced distribution of performance ratings

Boots told you	The PDA Union clarifies
<p>“Boots has never operated a forced distribution model for Performance Leadership.”</p> <p>Andrew Caplan, January 2019</p>	<p>Boots has operated a forced distribution model for performance leadership for years.</p> <p>Its 2018 End of Year Toolkit states:</p> <p>“Ensure that each function/division arrives at a view of performance which is consistent with business performance and the normal relative distribution:</p> <ul style="list-style-type: none"> • Exceptionally Performing (5) – 5% • Above Performing (4) – 10% • Performing (3) – 70% • Approaching Performing (2) – 10% • Not Performing (1) – 5%” <p>A Boots document from 2015 called “How do our People Forums support our Performance Leadership Ambition” states: “We expect each function or territory to achieve the ‘normal’ relative distribution of performance ratings...”</p> <p>Internal Boots documents from 2004 makes it clear that there’s an “expected performance rating distribution”.</p>

What matters to Boots pharmacists and pre-regs	A YES vote for PDA Union Recognition means	Would a 'NO' vote give you this?
A meaningful, independent voice	✓ The PDA Union is certified as an independent trade union and as such is not controlled by Boots management.	✗ No. If the result is "NO" you will be blocked from trying again to secure PDAU recognition for 3 years
The ability to collectively bargain for better terms and conditions (e.g. relating to and including pay, hours, holiday entitlement) on behalf of Boots pharmacists	✓ The PDA Union will be able to do this if you vote YES	✗ If the result is "NO" you will be blocked from trying again to secure PDAU recognition for 3 years
A statutory agreement with legal backing, good governance and independent oversight	✓ A PDAU/Boots agreement would be legally recognised and have oversight from a government body – the CAC	✗ If the result is "NO" you will be blocked from trying again to secure PDAU recognition for 3 years
Negotiation free from interference, tending towards domination or control by Boots (according to the Trades Union Certification Officer)	✓ The PDA Union is a certified independent trade union.	✗ If the result is "NO" you will be blocked from trying again to secure PDAU recognition for 3 years
Health and Safety Representatives chosen from among you	✓ The PDA Union would appoint a network of Boots pharmacist Health and Safety representatives, with the legal authority to investigate incidents and represent you on safety matters such as staffing levels	✗ If the result is "NO" you will be blocked from trying again to secure PDAU recognition for 3 years
The independent infrastructure, resources and legal expertise to represent you	✓ The PDA Union is the largest pharmacist representative organisation in the UK – now larger than the Royal Pharmaceutical Society	✗ If the result is "NO" you will be blocked from trying again to secure PDAU recognition for 3 years
A Joint Negotiating Committee	✓ The PDA Union will set up a Joint Negotiating Committee with Boots, with the PDAU team lead by Boots pharmacists	✗ If the result is "NO" you will be blocked from trying again to secure PDAU recognition for 3 years
Exists to protect the Terms & Conditions of the Members individually (or collectively) and where appropriate secure adequate remuneration for their services and improvements in their conditions and material wellbeing.	✓ The PDA Union has spent 8 years fighting for the interests of Boots pharmacists. We have the experience of tens of thousands of episodes of support for Boots pharmacists over the years. Supporting pharmacists is the entire purpose and ethos of our organisation.	✗ Boots' is retail pharmacy run for profit. If the result is "NO" you will be blocked from trying to secure PDAU recognition for 3 years
Negotiation on professional matters	✓ The PDA Union will represent Boots pharmacists and pre-registration pharmacists on the matters important to them, including their pay, breaks, conditions at work and health and safety. We will also be listening to pharmacists and putting forward whatever they tell us is important to them, including on professional matters.	? Nothing about PDAU recognition would prevent Boots from engaging and interacting with its pharmacists however it wants, just as it does now
Legal protection for representatives	✓ The Boots pharmacists acting as representatives through the PDA Union are protected in law from any detriment by virtue of their positions.	✗ No. If the result is "NO" you will be blocked from trying again to secure PDAU recognition for 3 years