

PARCELFORCE MEMBERS

- WHY YOU SHOULD VOTE YES



DEAR MEMBERS,

Together we remain in the most difficult ever dispute with the employer over the very future of the company, the service we provide, terms & conditions, working practices and job security. We thank you for your tremendous solidarity and courage in facing up to relentless attacks by the employer over the last year.

You will be aware the existing group wide ballots undertaken in 2022 in relation to both Pay and the Change Agenda are due to expire. The law therefore requires the CWU to re-ballot our membership to seek to seek support for any continuing action. The re-ballot will include all members of the Communication Workers Union in Royal Mail, Parcelforce and Fleet.

The CWU do not take any re-ballot and subsequent industrial action that may be called lightly and appreciate that you have been unwavering in your support, during what has been an extremely trying and difficult period over recent months. There is also no doubt that your support has drawn a number of concessions from RMG/PFW and the CWU remains fully committed to a negotiated settlement that rewards and protects you now and in the future.

In Parcelforce the stakes remain high. PFW's vision for the future is for a drive toward a gig economy employment model. The company wish to move to an unlimited Owner Driver model. To achieve this effectively CWU members become legacy employees with OD's being prioritised, a fundamental breach of current National agreements. We cannot accept this. At the time of writing PFW are actively recruiting OD's across the Network. ***Make no mistake for our C&D members PFW do not want to support or reward you, they want to replace you.***

While proposing devastating levels of change PFW are currently offering 2% less in terms of pay than Royal Mail. However, instead of settling the dispute PFW have spent fortunes bribing our members not to strike through short term incentive payments rather than long term guaranteed pay.

Attacks and Executive Action by the business are continuing and they are choosing to disregard National agreements to push through unagreed change. Changes that will have a massive impact on you and your future employment.

The CWU at National level have been making every attempt to find a resolution to the issues concerned and talks with RMG/PFW have been taking place over recent weeks. A number of issues of contention remain however, not least:

- *An acceptable resolution to the 2022/23 pay award, which properly recognises and rewards you.*
- *An end to the continual disregard and non-adherence to National agreements by RMG/ PFW, including but not limited to the MTSF, IR Framework, Attendance, Conduct and Mixed Resourcing agreement.*
- *The removal of unagreed Revision activity based on unagreed formula, out with the key principles in National agreements: affecting start times, attendance patterns, increasing Weekend working and productivity levels.*
- *Attacks on allowances (at the Hubs this could amount to a reduction in guaranteed pay of over £2k for some members)*
- *Reductions in sick pay.*
- *Disgraceful and unwarranted attacks on members and representatives who have taken strike action*

All of the above are designed to drive down the terms, conditions and job security for our hardworking members and this cannot be tolerated.

We must therefore once again ask you to back your union and stand shoulder to shoulder with your colleagues to return a massive **Vote Yes** in the upcoming ballot, in order that we can continue to fight to protect you and your future.

Solidarity,

Davie Robertson
Assistant Secretary

#WeAreStillHere

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