

PROCESSING MEMBERS – WHY YOU SHOULD VOTE YES



DEAR MEMBERS,

Together we are in the midst of the most difficult ever dispute with Royal Mail Group 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 ballots undertaken in 2022 in relation to both Pay and the RMG Change Agenda are due to expire. The law therefore requires the CWU to re-ballot our membership to seek support for any continuing action. The re-ballot will include 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 the business and the CWU remains fully committed to a negotiated settlement that rewards and protects you now and in the future.

Members across the Processing function will be aware that some of the worst attacks have been experienced in Processing. Instead of settling the dispute RMG has spent millions on agency and casual employees, while attempting to starve CWU members. Attacks have included the prioritisation of agency workers, workload diversions and the removal of Overtime and SA, not to mention the latest denials of basic facilities in the workplace. These 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 have been taking place over recent weeks. A number of issues of contention remain however, not least:

- *A resolution to the 2022/23 pay award, which properly rewards you.*
- *The continual disregard and non-adherence to National agreements by RMG, including but not limited to the MTSF, IR Framework and Attendance and Conduct.*

- *Revision/realignment activity based on unagreed formulae, out with the principles agreed in the Joint Statement Regarding Resource Realignment in Mail Centres, including Model Week, Future Forecasting, Traffic Weighting, Productivity Flightpath and business productivity uplifts applied to planning assumptions.*
- *Attacks on Scheduled Attendance and Overtime*
- *Remodelling of the Pipeline and the impacts that this could have across all functions in terms of attendance patterns and start/finish times. In Processing these changes carry the very real risk of further Mail Centre closures*
- *Unagreed diversions of work to Automated Parcel Centres and between Mail Centres*
- *Unagreed reserve ratios*
- *Attacks on allowances (including TPM and Time Bonus)*
- *Unagreed headcount reductions and the associated processes being applied*
- *Reductions in sick pay.*
- *Disgraceful attacks on members and representatives who have taken strike action*
- *Introduction of reduced Terms and Conditions for new employees. If the business set this precedent, then no Terms and Conditions are secure.*

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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