

# ROYAL MAIL ENGINEERING – VOTE YES!



DEAR MEMBERS,

## Royal Mail Engineering (RME) Management are trying a different tactic to the rest of the group.

Part of this tactic is the roadshow which the new Engineering Director is embarking on. It is very easy to be taken in by a new Director telling you things are going to be different, "I don't want to do what the previous regime did, I want you doing Engineering tasks, you are skilled and we are going to listen to you" - How many times have we heard this before?

On the roadshow, you are being told the future of Engineering is fantastic, however, behind the scenes, Royal Mail Engineering are planning their attacks. Changes to Engineering practices are being worked up and the idea is to bypass the national union and go direct to the members. The question you have to ask yourself is what is it you are not being told?

Why doesn't the Engineering Director want to meet Nationally? The other part of the tactic is not to meet in negotiations and divulge any information. This way, we cannot ask questions and uncover what we are not being told and share with you.

We know there are plans to reduce or remove the Standard Maintenance Procedures. This will mean less workload and in turn less jobs. We also know there is a plan for continuous improvement, which again will mean less workload and less jobs. However, why don't Royal Mail Engineering want to discuss this with us Nationally? Is it because we will find the truth about their whole plan?

Whilst we have been in dispute, we have been asking for meetings and for this information to be shared, however RME management have been reluctant to meet, preferring to do the roadshows. They know we will look for mutual interest solutions, not solutions which just give them everything. Therefore, we believe they want to keep their plan under wraps for as long as possible and attempt to get you bought into it in advance. We cannot allow this to happen. RME have to come clean at a national negotiation and lay out their plans for Engineering. They have to allow us to scrutinise them, challenge them and put counter proposals. This is what they are attempting to avoid.

### What do Engineers have to lose?

#### Attendance Patterns

Engineering Members have unique attendance patterns, which suit each mail centre. Royal Mail Engineering have previously spoken about fixed attendance, not just on shifts, however, a four on four off rota. This will take away your rota and compel you as Engineering Members to work weekends, something which is currently optional and paid at a premium rate. If we do not win this dispute, the above could become a reality.

#### Standard Maintenance Procedures (SMP's)

A reduction in standard maintenance procedures will result in a loss of workload, which will result in a loss of jobs or earnings. We have always been involved in the construction of, frequency, workload measurement and replacement etc. We cannot allow RME to arbitrarily remove agreements and our influence. We are happy to discuss SMP's, however we have to influence them

#### Paid Meal Breaks

When the NW Hub opened recently, we had to fight to ensure we kept paid meal breaks. RME's ambition is to move to unpaid meal breaks, we must continue to fight to defend paid meal breaks.

#### Pay

We need to have negotiations to ensure there is a sufficient pay award for Engineering members. We cannot assume what other grades are being offered will flow through to Engineering. We also need to ensure the percentage and not the cash value flows through. RMG attempted to offer Parcelforce members less and are currently offering Fleet members less than the rest of Royal Mail Group in this dispute. All members need to vote Yes – no member will be left behind.

#### Outsourcing?

Royal Mail have announced the outsourcing of Fleet Maintenance and buying future maintenance with future contracts. RMG could be thinking the same about Engineering. Royal Mail are looking at the Mail Centre estate, this could mean a further

reduction in Engineering jobs. We need to be involved in the Negotiation.

Many of you have dedicated years working for Royal Mail Engineering and some of you will want many years of employment going forward, we need to win this dispute to ensure it is in a thriving industry with decent terms and conditions which will continue to be negotiated by the CWU.

It is not unreasonable for us to want answers to questions about our future and if RME are saying the future is bright, sustainable and their proposals are not controversial, then why have they not put them forward?

In our recent exchange of correspondence with Royal Mail, they have committed to ensuring the Engineering Director is going to be in the negotiations. We can only be successful in negotiations and hold RME to account with the backing of you, our members. If you want to ensure you work for RME in the future, you have to vote YES in the re-ballot. Despite it not being 'in your face' Engineering members potentially have far too much to lose.

Vote Yes in the re-ballot to ensure you and the union have a say in your future. To ensure we maintain what we have fought for over generations and continue to do so for future generations, you have to vote Yes in the ballot.

We don't get what we deserve, we get what we fight for. **VOTE YES** and secure your future.

*Solidarity,*

Carl Maden  
Assistant Secretary

## #WeAreStillHere