

# RMSS/RELAY MEMBERS – WHY YOU SHOULD VOTE YES



**DEAR MEMBERS,**

**Together we remain in the most difficult ever dispute with Royal Mail Group over the very future of the company, the service we provide, your terms and 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 does 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.

Attacks and executive action by the business are continuing throughout RMG and they are choosing to disregard national agreements to push through unagreed change. Changes that could have a massive impact on you and your future employment. Remember RMSS terms and conditions are aligned to RM, so the company's attacks on our national agreements affect you. What is happening to your colleagues in other parts of the business in terms of future employment, working practices and job security could very soon be happening to you. The proposal to employ new OPG entrants on lower terms and conditions is a very real threat and has the potential to make you legacy employees.

Equally, RMSS/Relay provides tailored customer solutions, which could be threatened by the drive by RMG to concentrate operations around a low cost parcel operation and the move to a gig economy, Owner Driver based resourcing model.

The CWU at national level has 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:

- *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, including but not limited to the MTSF, IR Framework, Attendance & Conduct.*
- *Attacks on allowances.*
- *Reductions in sick pay.*
- *Disgraceful and unwarranted attacks on members and representatives who have taken strike action.*
- *Introduction of reduced terms and conditions for new employees. If the business sets this precedent, then no terms and conditions are secure.*

In addition to the above the company's outsourcing of Fleet work sets an extremely dangerous precedent and is totally unacceptable to the CWU. If they can outsource Fleet work, then what is to stop them from doing the same in other functions, it could be your work and jobs that they attack next.

All of the above are designed to drive down the terms, conditions and job security for our hard-working 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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