

FOUR PILLARS BULLETIN



BULLETIN #13

Friday 25th August 2017

FIGHTING FOR YOUR FUTURE

The clock is ticking and Royal Mail is running out of time to avoid a dispute with our union. While talks continue and progress has been made on some issues, there are still serious gaps between us on the key principles around the issues of pensions, pay and pipeline.

Pensions - The company is still refusing to accept the key principles of a single, new pension scheme for all CWU represented grades and to work with the Union to remove the perceived barriers to our Wage in Retirement Scheme. Royal Mail are facing two ways on this issue – on the one hand they say our scheme is good and are willing to put money into it, but only if someone else is willing to run it on the company's behalf. If it comes to them running it, suddenly it's a bad scheme. If they cannot agree to the fundamental principle of a new pension scheme for all our members and equally pension provision for all, then we will be in dispute

Pay - Despite further talks there is still no sign of a decent revised pay offer from the company which responds to the CWU's claim for standard of living and income security for our members. Neither is there a resolution on the important issue of holiday pay for part-timers which forms a crucial part of the current pay talks. While the debate continues about the current legal position, the CWU believe this is a matter of basic fairness and a moral issue for our part-timer members that Royal Mail need to address as a matter of urgency. Failure to resolve these issues will see us in dispute.

Pipeline - Royal Mail remain wedded to moving everything back later in the day, including core delivery times. This will create serious problems for members across the country, resulting in last letter delivery times of 17.00hrs or later and start times far later than now. This proposal creates the cheapest possible pipeline operation with major impacts on members in logistics and processing. CWU negotiators believe that Royal Mail's proposal will not only be unacceptable to our members but seriously damage the future of the business, accelerate the decline in letters and undermine the growth agenda. These are fundamental operational issues that will drastically change the service we provide and the future design of our members jobs. If it is not resolved we will be in dispute.

Conclusion - At this stage, the CWU negotiators believe that Royal Mail have not moved, in any meaningful way, from their short term, minimise costs - maximise profit agenda which lies at the heart of all the issues associated with our Four Pillars of Security Campaign.

IT'S TIME TO CHOOSE SIDES. CHOOSE THE CWU OR FOREVER ACCEPT LESS

SECURE THE FOUR PILLARS SUPPORT THE CWU

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