



# KEEPING YOU POSTED



*The communications union*

North East Division

## PART-TIME IN ROYAL MAIL? HOW THE DISPUTE AFFECTS YOU AND WHY YOU SHOULD VOTE YES!

CWU members who are part time workers have a big say in this dispute and the changes that Royal Mail want to introduce by executive action have a major affect on your day-to-day terms and conditions. The CWU have been trying to negotiate new fair terms and conditions for part time workers in our industry however, because of Royal Mail's announcement on a pay freeze they are refusing to discuss the following points that have a major affect on our part time members.

### **VOTE YES TO SECURE A PAY DEAL**

**Shift allowances:-**Royal Mail at present only pays part time workers pro-rata of any shift allowance they might get for working unsociable hours. This is the case even though you could be working right next to a full time worker doing the same unsociable hours they receive 100% of the allowance for a 40-hour week and you receive pro-rata of the allowance depending on the hours you work. In a "nutshell", if you are on a 20-hour contract and work 6pm – 10pm, which goes into a shift payment, you will only get half of what a full time worker gets even though you are working alongside them for the 4 hours!

**Holiday pay;-** If you have a part time contract for 20 hours but continually work over those hours on a weekly basis when it comes to your annual leave you are entitled to be paid an average of the hours you have worked over the previous 12 weeks up to 40 hours whilst you are on annual leave based.

**Share in the success of the industry;** - We want you to have a fair share of the success of the industry and receive a share of any savings made in your offices through improved efficient working.

**If you believe Royal Mail are discriminating against you, and would like some advice on what to do next. Please contact us on the e mail below so we can expose Royal Mail and ensure you get fair and equal treatment, which is what the CWU are fighting for in this campaign.**

### **VOTE YES FOR A NEW JOB SECURITY AGREEMENT**

**Job Security:** - We want an agreement that ensures we have an industry that sustains full time jobs to ensure part time workers can progress to full time with an agreed ratio mix of full time / part time job in the industry ensuring.

### **VOTE YES FOR A NATIONAL AGREEMENT ON THE FUTURE OF DELIVERIES, MAIL CENTRES AND NETWORK**

**Balanced workloads and knowing what and where you are going to work in the future;-** We want you to have a balanced workload that you can do within your paid hours and not have to come in early just to cope with unfair, unbalanced workloads and targets. We want an agreement on the future of deliveries, mail centres and the network

### **VOTE YES TO FIGHT FOR A SHORTER WORKING WEEK.**

**Decrease in hours means Increase in pay:-**A decrease in a full time workers week from 40 hours means that hourly pay increases. It is in the interests of part time workers to help the campaign for a shorter working week from the current 40 hours a reduction in the working week means an increase in your hourly rate of pay.

### **VOTE YES TO A UNION VOICE IN THE WORKPLACE**

**Campaigning Union:-**Supporting the CWU and voting Yes means we can try to put right the discrimination that is taking place within the industry now. If you think its bad now you cannot even imagine what it would be like without the CWU.

### **VOTE YES FOR A SETTLEMENT ON PENSIONS**

**Government;-**Voting Yes is a message to this current Government that they cannot just let the pension deficit continue if they can bail out train companies and banks then they have a duty to assist us.

**Support your Union's campaign to achieve a National Agreement on all of these issues within our Industry VOTE YES!**