



KEEPING YOU POSTED

The communications union
North East Division

Keep it
Public...
keep it
Real!

A REPS BRIEF; IT'S TIME TO FIGHT BACK!

Royal Mail's behaviour towards the CWU is intolerable and we need the support of our members to turn back the clock and ensure we have national agreements that they will adhere to and include the CWU in the process of change to modernise the industry.

We need Reps and activists to "spread the word" with these key messages and inform our members of what is happening across the whole of the North East Division. As such, we have put together this brief for you to ensure that all members get the key messages and information that is needed to fight against Royal Mail's slash and burn policy and

continual abuse of our members, national agreements and the CWU.

1. **Royal Mail announces £327 million profit yet introduce a pay freeze for all of their employees our members!**
2. **Royal Mail continue to ignore phase 4 of the Pay and Modernisation agreement which sets out how we would introduce change across the industry jointly taking into account issues such as pay, shorter working week etc.**
3. **Royal Mail continues to abuse the Pay and Modernisation agreement with their flexibility and lapsing policies.**
4. **Royal Mail refuses to enter into meaningful discussions on a new delivery model for the future.**
5. **Royal Mail refuses to discuss the future structure of Mail Centres across the country and are continuing to close mail centres without the agreement of the CWU.**
6. **Royal Mail refuses to discuss the future network of how mail will be circulated around the country with the CWU.**
7. **Royal Mail refuses to enter into any discussions with the CWU on a shorter working week.**
8. **In recent surveys undertaken by the media Public opinion on the part privatisation of Royal Mail is that 9 out of 10 people are against it and it has no support what so ever throughout the country.**
9. **Royal Mail refuses to enter into meaningful negotiations on the future of our pension.**
10. **Royal Mail refuses to enter into any discussions that will involve a National agreement with the CWU unless it is pay and conditions, in other words they want to do whatever they want!**

We need Branches Reps and activists to call gate meetings to explain the current situation. We need our members to support our Union.

We are at a critical situation our members have to support the Union without their support Royal Mail will try and introduce all the changes set out previously without the agreement of the CWU and without any payment what so ever to our members.

Our policy is very clear we want to modernise the industry, we are not frightened of change, but we want a share in the success of the company and not just by phoney colleague shares.

- **We want an increase in our basic pay**
- **We want a reduction in our working week**
- **We want our pension safeguarded and a negotiated agreement**
- **We want a successful industry that is looking to expand not downsize.**
- **We want to have an industry that is predominately full time with an element of part time jobs for those members that want to remain at part time.** |

Support your Union's campaign to achieve a National Agreement on all of these issues within our Industry, We need to Fight Back!