

# FIGHT FOR A FRESH START



## WHY ARE WE IN DISPUTE?

The company has breached the 2007 Pay and Modernisation Agreement by walking away from Phase Four of the deal, which sets out how we can jointly introduce change into our industry.

Royal Mail has imposed a pay freeze, despite latest financial results showing £321 million in annual profit and told your union that you will not receive any benefits from further changes.

Having turned their backs on partnership, managers are now unilaterally imposing route revisions, shift changes, driving up workloads and slashing jobs, while refusing to enter meaningful talks on a delivery blueprint, the mail centre network, the structure of our industry or the future of our pensions.

## WHAT DO WE WANT?

A shorter working week and an increase in our basic pay – our members have worked hard to create these profits and we should receive our fair share of the company's success.

Negotiation not imposition – let's return to the spirit of the 2007 Pay and Modernisation Agreement and work together to introduce agreed changes at work.

A positive future for Royal Mail – the modern and successful company that we all want can only be achieved through mutual respect, negotiation and agreement.

**FOR YOUR JOB:**  
*PROTECT YOUR RIGHTS AT WORK*

**FOR YOUR UNION:**  
*CHANGE BY AGREEMENT NOT DIKTAT*

**FOR YOUR FUTURE:**  
*A MODERN AND SUCCESSFUL POSTAL SERVICE*

**JOIN THE CWU  
NATIONAL DAY  
OF ACTION ON  
JULY 17<sup>TH</sup>**

**CWU**  
The communications union

**FIGHT FOR A MODERN AND SUCCESSFUL ROYAL MAIL**