

# FOUR PILLARS BULLETIN



**BULLETIN #06**

## **DISRESPECTED, PATRONISED AND UNDERVALUED**

Following the Unit Rep briefings, it is clear that Royal Mail are not being open and clear about their message on pay. Comparing the pay and conditions of a dedicated and loyal workforce to some of the lowest paid and most exploited workers in the UK is insulting. Royal Mail's assessment of what our members deserve is as follows and totally undervalues the contribution and effort involved in delivering this excellent public service:

### **YEAR 1**

- £250 lump-sum payment subject to CWU agreeing all Royal Mail's proposals with a chance of 30 minutes off the working week, if work is absorbed without additional cost.
- Introduction of lower starter pay for new entrants at 80% of OPG rate.
- Loss of first three days' sick pay for all grades.
- Removal of RRIS, TPM and all legacy payments.

### **YEAR 2**

- Providing trials are completed in 2017/18, any pay rise must be fully performance related and linked to management's imposed and unachievable productivity targets.
- That means no pay rise unless national WIPGH of 3% is exceeded.

### **YEAR 3**

- Same as Year 2, with any pay rise linked to national WIPGH for 2018/19.

Increased shareholder returns and excessive managerial bonuses should not be at the expense of your standard of living security. You deserve better.

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

# **SECURE THE FOUR PILLARS SUPPORT THE CWU**