

# FOUR PILLARS BULLETIN



**BULLETIN #11 – Friday 11<sup>th</sup> August 2017**

## **TIME FOR ROYAL MAIL TO LISTEN TO THE CWU**

The latest set of talks with Royal Mail concluded without any significant progress on the Union's Four Pillars of Security being achieved.

Management have announced that they have withdrawn some elements of their pay restructuring proposal, sick pay, two-tier pay rates and monthly pay. A development which has clearly been brought about by the massive support that the Union's members are showing for the Four Pillars campaign and agenda.

Management may say the reason for them conceding these points is because they are listening to their employees but if that's the case, listen to the collective voice of CWU members on the critical issues of pay, pensions, adherence to our agreements and other elements of the Four Pillars agenda, rather than cherry picking!

We welcome the fact the business have, in the light of pressure from the Union's Four Pillars campaign, withdrawn their unwelcome and unnecessary proposals all of which were in breach of our current Agenda for Growth agreement, which committed the business to not worsen terms and conditions.

To be clear on pay, the company have not provided a substantive pay offer from April 2017, despite increased productivity, continued profitability and higher shareholder returns, insisting that any increase this year (beyond a £250 lump sum) and in all future years must be tied to management's own unagreed productivity targets, so no reward for your contribution for another successful year!

On pensions, the company still refuse to enter serious talks on developing a pension scheme for all CWU members and overcoming the remaining barriers they believe exist in relation to our credible, costed and workable Wage in Retirement Scheme. The only pension promise the company are prepared to make is to guarantee that members will lose thousands in future pension benefits. This is despite overwhelming opposition to their plans to close our DB scheme - revealed in their own consultation exercise and in the response from CWU members.

The message is clear to Royal Mail, its employees want a Defined Benefit pension that guarantees a decent wage in retirement for everyone. They don't want inadequate and divisive DC or cash balance alternatives which will mean lower pensions and uncertainty and insecurity in retirement. Even Royal Mail's own managers have rejected the company's cash balance scheme in a recent consultative ballot.

The Union will continue to seek a negotiated settlement. It is time Royal Mail started listening to the voice of the CWU, honour our mutual interest agreement and provide the income, employment and retirement security members need and deserve.

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

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

**🐦 @DaveWardGS 🐦 @CWUNews 📺 The Communications Union #TheCWU WWW.CWU.ORG**