

I SUPPORT MY UNION



TO DELIVER THE FOUR PILLARS OF SECURITY

THE FOUR PILLARS OF SECURITY



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The critical challenge we face now is to connect our goals to a world that is experiencing a revolution of change and insecurity. These negotiations are not just about finding yet another plaster for our DB pension scheme, they are about the future jobs, standard of living and retirement security of all our members in the Royal Mail Group (including Parcelforce).

The commencement of management's pension consultation has kick-started a moment in time which will define the industrial stability and determine whether Royal Mail moves forward with its people or in spite of them. In order to re-establish confidence and cooperation with the future, we need to secure agreements on four key 'Pillars of Security'.

1 A PENSION SOLUTION FOR ALL

Defined Benefit (DB) Pension Schemes and Defined Contribution (DC) Schemes are failing everybody. A pension is defined as an income in retirement and self-defeating investment strategies and insufficient contributions are failing working people and denying them dignity in retirement.

We seek to end two-tier retirement provision in Royal Mail and negotiate a Defined Benefit (DB) 'Wage in Retirement Scheme' (WINRS) for everyone. A scheme with 'investment attitude' that will give all our members a genuine chance of a decent wage and dignity in retirement.

2 A SHORTER WORKING WEEK FROM 39HRS TO 35HRS FOR A FULL-TIME JOB

Working people are now facing the '4th Industrial revolution', we live in times of immense technological change, drones and driverless vehicles are moving from science fiction to reality, and letter & parcel processing machines continue to emerge.

The 'Drive to 35' will help us tackle the urgent problems that are effecting your daily lives from overwork, stress, pressure, delivery spans, automation, the decline of full-time jobs and job losses.

3 AN EXTENSION TO OUR LEGALLY BINDING AGREEMENTS

The Agenda for Growth legally binding Agreement was created on the basis of shared mutual interest values that would hold firm in a privatised environment. It laid the foundation to build a successful, sustainable and ethical business with a wide sense of corporate responsibility, offering industry leading jobs, living standards and retirement security.

The legally binding contract protected our Industrial Relations Framework, ensured that the company would remain a full end to end provider with no break up or sell off of RM Group businesses, no two-tier workforce and no zero hour contracts. It also guaranteed change without recourse to compulsory redundancy, full-time and part-time ratios, permanent contracts and other resourcing safeguards, the MTSF Agreement and, of course, pensions.

We all know that many of these have been tested by the employer as they have shown a tendency to revert to type when under pressure on costs. The agreement is up for review in 2019 but we cannot wait for that - we need an extension now.

4 A RE-DESIGNED PIPELINE

Re-design of Royal Mail is a necessity - the status quo is not an option. We are not resisting change we are advocating it. Failure to change our pipeline and the current managerial thinking will minimise our competitive edge and growth opportunities. It would see us vacate the AM period of the day and create a geographical lottery in respect of delivery start times moving to as late as midday and beyond. Ultimately, it would drive increasing numbers of part-time jobs and employment insecurity.

We need a pipeline that will enable deliveries right across the day from as early as possible e.g. 7am, most of our parcel competitors (where the growth and increased revenue opportunities exist) are on the street from 7am onwards. Our design is a predominately letter designed operation, but the growth in parcels and decline in letters (even though there are still millions of letters to be delivered) demands a design that compliments the expectations on parcels and letters more equally.

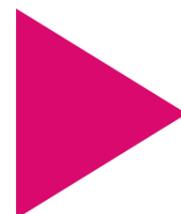
The current approach will drive inefficiency, reduce capability, restrict product growth and increase employment insecurity. A new design will liberate Royal Mail, drive growth, diversification, sustainability and employment security.

WE ARE STEALING A MARCH ON THE INEVITABLE AND SEEKING TO INGRAIN TRADITIONAL VALUES IN A MODERN SETTING.

If we do not secure agreement on these four 'Pillars of Security' now, if we fail to realise how critical this moment is, then our agreements, the relationship between the employer and the union and the future of this business will all unravel.

We don't get what we deserve, we get what we negotiate but only if we negotiate from a position of strength, join and stand with the CWU and secure your future.

HOW YOU CAN HELP YOUR UNION



ON THE REVERSE OF THIS LEAFLET IS A POSTER. WE ASK YOU TO SHOW YOUR SUPPORT FOR THE UNION'S POSITION ON FUTURE NEGOTIATIONS IN THE FOLLOWING WAYS:

- DISPLAY THE POSTER IN YOUR WORKPLACES
- TWEET US PICTURES OF YOU AND YOUR COLLEAGUES WITH THE POSTER TO: @CWUNews OR MESSAGE US VIA FACEBOOK AT: www.facebook.com/thecomcommunicationsunion
- ATTEND WORKPLACE MEETINGS YOUR BRANCH WILL BE ORGANISING IN THE COMING WEEKS

- RESPOND TO ROYAL MAIL'S CONSULTATION EXPRESSING YOUR VIEWS
- FOLLOW OUR SOCIAL MEDIA CHANNELS FOR REGULAR NEWS
- SHARE OUR LAUNCH VIDEO FOR THE FOUR PILLARS HERE...

<https://youtu.be/oFNUkGuKLJU>