

#FourPillars



SUPPORT THE FOUR PILLARS!



TIME TO PICK SIDES!

HOW YOU CAN HELP...

We have had phenomenal support from all around the UK in the form of messages, Branch videos and social media pictures. We are seeing some fantastic work being done at ground level raising awareness of the *Four Pillars* amongst the membership. All around the country people are holding gate meetings and workplace meetings, morning and night, to convey the union's position and ensure that we are united around this campaign.

For all the latest news and communications material including videos, posters and internet graphics please make sure you like our official CWU Facebook page <https://www.facebook.com/ThecommunicationsUnion/> and our official CWU Twitter page @CWUNews. Please continue to share your photos with us by using the official hashtags #TheCWU and #FourPillars for maximum coverage.

PLEASE KEEP UP THE GREAT WORK

[@DaveWardGS](#) [The Communications Union](#) [@CWUNews](#) [#TheCWU](#)

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PICK THE CWU OR FOREVER ACCEPT LESS



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TIME TO PICK SIDES

The CWU is writing to every individual member in Royal Mail Group to update you on the union's *Four Pillars of Security* campaign and our pay claim and to dispel the myths and misinformation spread by Royal Mail Group management to justify their current proposals, which pose a serious threat to your future job, pay and pensions security.

Over recent months, the CWU has been in difficult talks with the company to secure a new settlement around our *Four Pillars of Security* – to secure a decent pension for all our members, a phased move to a 35-hour shorter working week to minimise the impact on workers of automation and the growing demands of the job, an extension of our legally-binding agreements and the redesign of Royal Mail's pipeline to ensure that we don't have deliveries starting later and later in the day and there is a genuine growth strategy.

Our ongoing campaign, backed by every part of the union, is consistent with our legally-binding agreements, meets the challenges Royal Mail Group faces from competition and automation and secures the employment, income and retirement security you need and deserve.

Royal Mail Group is continuing to push their short term, cost-cutting agenda designed to maximise profits and deliver even greater pay-outs to shareholders with dividends rising faster than wages in every year since privatisation.

This approach is announcing itself

through breaches of our agreements, the unwelcome proposals being put to the union and the way you are being treated in the workplace.

Royal Mail Group is now increasing their propaganda to you via WTLL, *The Courier* and even your PDA, telling you that you are on the best pay, pensions and terms & conditions. However, what they are failing to tell you is that their proposals will significantly worsen all of those benefits in some form or fashion.

PAY

In the last year alone, Royal Mail Group made £712 million in operating profit, saved £225 million in costs and shelled out £230 million in dividends to shareholders, yet they are only offering you a £250 lump sum for your efforts this year and not a proper pay rise. Equally, they are saying that future pay awards will be performance related and dependent on achieving above 3% of unagreed efficiency savings year on year before anything will be offered.

By comparing your basic pay to poverty rates at competitors like Hermes and Yodel, Royal Mail Group is effectively saying you are overpaid. This is unfair and insulting. You and past postal workers are what have built this industry over 500 years, maintained its relevance and delivered outstanding quality of service through all weathers. You have earned and deserved everything you get and don't let anyone tell you different.

Don't forget that if shareholders are receiving good dividends, managers are receiving their huge salaries and large bonuses and the business is making millions in profit, then this has been made through your efforts and off your back.

Royal Mail Group is deliberately using comparisons with terrible labour standards and dodgy employment practices to attack your terms and conditions and propose cuts to pensions, an end to basic pay awards, scrap allowances, legacy payments and sick pay and introduce different terms for new entrants. However, you will be aware that the company's position on some aspects of their pay agenda has changed which is clearly as a result of the incredible support the union's members are giving to the *Four Pillars* campaign.

PENSIONS

Defined Benefit (DB) schemes provide people with a lump sum and a wage in retirement which increases year on year and goes to your partner if something happens to you.

Defined Contribution (DC) schemes are money-saving schemes that cash out at the point of retirement (i.e. you receive a lump sum and nothing further after that).

For those of you in the current DB scheme, they are proposing to replace it with a DC cash out at the point of retirement scheme, which will see some members losing between 30% and 60% of their pension promise. Your union believes this is totally unacceptable.

For those in the current DC scheme, the amount you are building up is totally inadequate for your retirement. Offering two different schemes to people doing the same job is wrong and your union believes that this is the time to end unfair two-tier pension provision.

The CWU have never accepted the closure of the DB scheme and, in response, we have developed a pragmatic, positive, costed alternative that meets all the company's concerns about managing long-term risk, responds to the inadequacies of the DC scheme, would end two-tier provision and provide a proper wage in retirement for all.

Pension provision, new technology and the disgraceful employment models of zero-hours contracts, bogus self-employment and minimum wage reward, are the biggest challenges of our generation and the best way to protect yourself from that world is to support your union now.

OUR AGREEMENTS

The CWU signed the *Agenda for Growth Stability and Long Term Success* agreement in 2013 and we want the company to honour it. We are determined to ensure that the current agreement and its important safeguards and legal protections continue in the future – to stop any break up or sell off of parts of Royal Mail's business, to prevent use of zero-hours contracts, to guarantee CWU recognition, to limit the percentage of owner drivers, to stop the abuse of part-time and agency contracts and ensure there are no compulsory redundancies.

Contrary to their statements in the *Courier* that nothing will change until 2019, the company has proposed to introduce a series of changes to our current agreements two years before the agreed review date.

PIPELINE REDESIGN

Royal Mail Group's current plans for the future to introduce the cheapest possible pipeline will drive far greater part-time working, with

deliveries going out later and later in the day, and will accelerate the decline of the USO. It is not about growth or expanding our operations, it is about the cheapest possible model that enables them to respond to some of the parcel challenges and customer demands at the expense of the future of letters, the a.m. operation and full-time jobs.

The promises and commitments the company made in 2013 to deliver genuine long-term growth have not been met. Genuine ambition has been replaced by an aggressive 'minimising cost/maximise savings' strategy, which has driven inadequate resourcing and quality failures.

Instead of the constant doom and gloom and defeatist language about competition and the future, we believe Royal Mail Group needs to grasp the commercial opportunities available through pipeline redesign, honour our agreements and give CWU members the decent pay and pensions you deserve.

