

A MESSAGE TO FLEET MEMBERS FROM CARL MADEN

VOTE YES

#IAM THE UNION



Dear Colleagues,

You will shortly be receiving your industrial action ballot paper and your union is asking you to return a **YES** vote.

This letter from me, your acting national industrial officer, explains why we have concluded the actions of the company over recent months have left us with no alternative other than to take this step.

I'm also taking this opportunity to set out in detail the reasons why we are asking you to **VOTE YES** in the ballot.

Why we are balloting you

Just two years ago, in 2018, the union and Royal Mail Group management signed off on the Four Pillars agreement.

The Four Pillars was not just any old pay deal, it was a shared vision for the future.

This is a vision that we, the CWU, still passionately believe in.

But sadly, the people at the top of Royal Mail Group who shared this vision were removed and replaced with new leaders who have a completely different perspective.

Commitments to the Four Pillars, commitments to the union and to our members have been breached – particularly in terms of the agreed flight path to a

four-hour reduction in the working week and the agreed commitment to introduce the change, the redesigned operational pipeline which we need, through agreement.

There has also been a threat to separate Parcelforce from Royal Mail Group – which would breach commitments to keep the company together.

Your DGSP Terry Pullinger and the group of CWU Postal Department national officers – myself and the other three national officers representing other Royal Mail functions – have made numerous attempts to bring the company back to Four Pillars compliance, to engage in meaningful negotiations and not introduce any unagreed change pending these talks.

But senior RMG management have refused our constructive proposals, time and time again, and they have started to introduce unagreed changes – changes that have the potential to impact severely on jobs, job security, earnings, and terms and conditions.

It's time for us all to show to the employer, once again, the members of this trade union will not accept a race to the bottom.

It's time for us to show to the employer, once again, the members of this trade union will stand together, stand up and fight, for the future of our industry.

*This is a fight for all of us. Please **VOTE YES** in the ballot to defend our industry.*

Defend Royal Mail Fleet

You, as Fleet members, do a fantastic job and thanks to your efforts, your top-quality skills, and the collective strength of this union in negotiations with the employer, your pay, terms and conditions are second to none in comparison with workers in similar jobs.

With regard to the operational pipeline, this directly affects our mail centre, logistics & distribution and delivery members – but there are significant knock-on effects for others such as Fleet.

If we carry out this change through agreement, then your rights, pay, terms and conditions will be fully protected going forward.

However, if Royal Mail are allowed to impose their programme of change unilaterally and without agreement with the union, this will be bad news all round.

Transfers and relocations could be carried out by management imposition – in which case you could be faced with imposed relocations, imposed terms of those relocations, attacks on attendance patterns, shifts and overtime.

Fleet management are already threatening executive action by attacking scheduled attendance (SA), but it's a myth to say that the SA is not required.

The commercial work which has gone is replaced by returning 'Red Fleet' which was outsourced during commercialisation.

Fleet management only want to remove the SA because of the issue of holiday pay – any hours taken out by this will certainly be put straight back in as overtime.

However, this argument would not even be necessary if we could return to the growth agenda – which was the overall vision set out in the Four Pillars agreement.

We want to strengthen the internal service that we provide to RMG and also to grow our external customer offering, particularly around the benefit of autocare, servicing and MOTs.

The union believes we need to recommit to commercialisation and win new business, to protect jobs now and for the future.

We, as a union, must be fully involved in the conversation around the green agenda – as petrol and diesel vehicles gradually start to be phased out and electric or compressed gas, or other alternative sources of power replace them.

We must fight to ensure Royal Mail Fleet continues to do this work, as an integral part of Royal Mail Group.

If the threatened separation of Parcelforce is allowed to take place, then as well as being highly detrimental to our Parcelforce colleagues, this could also set an extremely dangerous precedent for other parts of the Royal Mail Group, as previously witnessed in Royal Mail Fleet on more than one occasion.

It could encourage the business to outsource, or 'hive-off' fleet services.

*For all these reasons, it's imperative that Royal Mail Fleet members return the biggest possible turnout and **YES** vote in the forthcoming ballot.*

*Please **VOTE YES** to defend Royal Mail Fleet.*



Yours sincerely
Carl Maden,
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