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On Tuesday 13th October, the Communication Workers Union (CWU) tabled a proposal to resolve the current postal strike. That offer has been published openly and is available on the www.cwu.org website.

If Royal Mail were really sincere about reaching an agreement with the Union that aligned the interests of customers, employees and the company as a whole, then they would pick up this offer, but Royal Mail managing director Mark Higson rejected it and, despite last minute talks as well, the union has announced a strike (76% of workers voted in favour of strike action).

Mark Higson is on a salary of £848,000 (plus a bonus of £313,000 last year). Adam Crozier, Chief Executive, 'earned' a salary of £3,612,000 with a bonus of £2,467,000! Together that's about 180 times what the average Postie earns. Royal Mail justify this by saying that in the year ended 31 March 2009, "Royal Mail more than doubled its profits in spite of the sharp drop in the market and tough economic conditions."

So why are they penny-pinching by closing post offices and squeezing workers?

Dave Ward, CWU deputy general secretary, has said: "Royal Mail has never really been engaged in modernisation. They've been running down the business, running down services & cutting costs & it's that business plan that postal workers have overwhelmingly rejected"

"We need a national agreement which secures a fair deal on modernisation & reward for the efforts of postal workers in transforming the business. We want reassurances on job security, covering both redundancies & full-time part-time ratios. Crucial to an agreement is fair workloads with agreed standards of measurement. Constantly disciplining postal workers will not improve efficiencies but will drive an ever bigger wedge between workers and what they are told is modernisation."