

WORKERS'



LIBERTY

postalworker

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FIGHT JOB CUTS! REJECT “MAJOR CHANGE” DEAL!

We've been kept in the dark about the new deal on pay and “major change” for so long, and now we can see why. It's a complete sell-out!

- The so-called £26 per week increase we get in return for implementing “major change” and achieving their targets includes up to £5 from existing bonuses and supplements.

- The delivery targets are based on “the unit manager's assessment of a 3.5 hour span and the introduction of a five-day week.” I.e., the same deal Dave Ward was telling us to reject in October because it would divide office against office and handed over all the power to the local governor.

- It assures us that any “issues” arising from this jobs-slashing process will be dealt with under the Industrial Relations

Framework... but also that a new IR framework will be agreed by March 2004. What is the union's policy for this? (Answer: it doesn't have one)

- On London Weighting, the next measly £300 increase will not be paid until April 2005. The inner/ outer London inequality will remain. What happened to “Parity Not Poverty”? Oh, and we get a “formal review” every two years from 2006... don't hold your breath.

- The increases in Recruitment and Retention Incentive Supplements (RRIS) will be funded wholly or in part from existing bonuses and supplements. Again, no new money.

- It allows only that “Saturday attendances will be significantly shorter than weekday attendances” — but in all likelihood will be significantly longer than current Saturdays.

- The agreement boasts of a “30% reduc-

tion” on previous savings targets; Ward talked about 12,000 jobs being cut on delivery in the summer — now it's “just” 8,000?

We should not accept any further job losses. After all the increases in productivity they've extracted from us over the years, we should demand more jobs and shorter working hours. Instead we're offered a five day week that is completely “self-funded” — in other words, no gain to us at all. Like the rest of the agreement, this is a con to make it look as though there's something in it for us, when it's all been robbed out of our back pockets!

Royal Mail (and the union leadership) were in a very tight situation during the unofficial strikes, but as soon as we returned to work, Ward was able to regain control, the pressure was off the bosses, and a couple of months later we end up with this shameful sell-out. Ward wants us to think that it's all a done deal. It is not.

The first thing we need to do is reject this deal. Then tell management that we won't accept their “savings targets” and demand that revisions are based on:

- No loss of duties
- Permanent jobs for contractors, and
- Five-day weeks 100% funded by Royal Mail.

**Vote no!
Every office must fight
job cuts!**

WHO WE ARE

THIS bulletin is written by postal workers who are members of the Alliance for Workers' Liberty, an organisation fighting in the unions and the workplaces for a socialist alternative to both capitalism and Stalinism, based on common ownership and democracy.

Postalworker stands for a decent pay rise for all postal workers and an immediate 35-hour, five-day week for all with no drop in pay. We are for a major increase in full-time and permanent jobs in the post office, against any sort of privatisation, and for public ownership with democratic workers' and users' control.

Want to get every issue of Postalworker sent to you? Send us a fiver (cheques payable to AWL). We welcome and will publish reports from all postal workers. So get in touch!

P O Box 823, London SE15 4NA. Phone: 020 7207 3997; Email: office@workersliberty.org.

Web: <http://www.workersliberty.org/postalworker>.

To get Postalworker by email, send a message to postalworker-subscribe@yahogroups.com.