



POSTHORN

Communication Workers Union
BOURNEMOUTH & DORSET AMALGAMATED BRANCH

**WHY
YOU MUST
VOTE
YES**



A YES VOTE IS A VOTE FOR FAIRNESS:

- Only a **YES** vote will maintain the pressure on Royal Mail and secure a national agreement with a shared vision of modernisation in the interests of the workforce and our customers – not just the company.
- Only a **YES** vote will secure a new Job Security Agreement that reflects the sheer scale of change we are all facing. Sustainable jobs, an agreed full-time/part-time resourcing mix, no compulsory redundancies and genuine choices for our members over their future.
- Only a **YES** vote will ensure our members are rewarded for change. Higher pay, a shorter working week, better attendance patterns, quality time away from work, including weekends.
- Only a **YES** vote will deliver a better and fairer local working environment. The pace of change can only be dictated by what people can cope with and workload must be based on agreed standards – not unachievable budgets.
- Only a **YES** vote will keep the pressure on Government to resolve the pensions problem and end unfair competition.
- Only a **YES** vote will stop Royal Mail imposing change by diktat and restore the principle that under-pinned the 2007 deal – “that we would work together and introduce change by agreement”.

A NO VOTE WILL MEAN:

- Royal Mail will do whatever it wants – the pressure on CWU members will become unbearable – there will be no union to turn to.
- A No vote will give the company the green light to turn Royal Mail into a part-time industry and this will lead to compulsory redundancies.
- A No vote will give Royal Mail the green light to intensify their attacks on our members’ pensions, pay, earnings and conditions.
- A No vote will give Royal Mail the green light to introduce change on their terms and their alone.

**WE CANNOT AFFORD TO LEAVE ROYAL MAIL TO ITS OWN DEVICES.
POSTAL WORKERS DESERVE A FAIRER FUTURE**

VOTE YES **X**

STATEMENT FROM DAVE WARD FOR ALL CWU MEMBERS

The issues involved in this ballot are fundamental to your future and the future of the company. Everybody is affected.

We are committed to building a modern and successful Royal Mail. This requires properly negotiated national agreements – not management diktat.

All we want is for you to be treated fairly. We need a shared vision of modernisation that is in your interests and the interests of the public and business communities – not just the company.

In recent months we have tried every conceivable angle to avoid the current situation.

In January we wrote to the Chief Executive following the criticisms contained in the Hooper Report and offered a fresh start on industrial relations – this was rejected by the company.

We have offered several no strike guarantees if Royal Mail would negotiate change and step back from arbitrary job cuts – all these offers were declined.

We want agreed work standards. We have offered independent measurement of workloads to ensure a fair day's work for a fair day's pay – this has been rejected by the company.

Given the increasing and unfair pressure our members are being placed under we have called for an independent enquiry into bullying and harassment of postal workers – this has been rejected by the company.

These are the actions of an unreasonable employer. We cannot afford to leave Royal Mail to its own devices – services and jobs will be destroyed forever.

The union remains determined to secure a settlement through negotiation. The current industrial action and the threat of a national ballot has finally brought Royal Mail to the negotiating table.

We continue to work hard for an agreement and we are making progress. Only a **YES** vote in this national ballot will maintain the pressure and secure a fair and just settlement.

It is a fundamental right for you and your union to have a say over the future of this industry and your jobs – vote **YES** for a fairer future.

VOTE YES FOR JOB SECURITY

VOTE YES TO BENEFIT FROM CHANGE

VOTE YES FOR A BETTER WORKING ENVIRONMENT

**Communication
Workers Union**

CWU Branch Office
122, Station Road,
New Milton,
Hampshire

Phone: 0844 484 9593
Fax: 0844 484 9936
E-mail: posthorn@unioncwu.org



Alder Hills LDO
Saturday 5th September 2009



Dorset Mail Centre
Tuesday 1st September 2009



Poole LDO
Saturday 5th September 2009

The recent local Industrial Action that took place at the Dorset Mail Centre, Alder Hills and Poole Delivery Offices who received excellent support from the membership within those units. Bridport Delivery Office is currently taking a ban on overtime and Scheduled Attendance, this action is proving that the workload cannot be completed and proves that there are not enough hours in the office to maintain the Quality of Service.

This publication provides the opportunity for the Branch Committee to thank the membership who has supported the union in the local disputes. Although the issues surrounding the Pay and Modernisation have not been resolved, it is important for the membership to support the union in the National Industrial Action ballot that starts on 17 September 2009.

Thank you for your support

