

# FOUR PILLARS BULLETIN



## BULLETIN #02

# ROYAL MAIL'S BROKEN PROMISES

In 2013, the CWU secured a five year Agenda for Growth Agreement with Royal Mail to protect your future pay, pension and job security. But the promises set out in our Agreement have been broken.

### PAY

*"Nationally collectively agreed terms and conditions as they apply to existing employees shall not be worsened in any respect or changed".*

**Royal Mail plan to worsen the terms and conditions of existing employees.**

### PENSIONS

*"The Company will not make any proposals which would have the effect of closing the RMPP to future accrual".*

**Royal Mail announce closure of RMPP to future accrual in March 2018.**

### TWO-TIER WORKFORCE

*"The Company will not engage any new employee on terms and conditions which are inferior to existing employees".*

**Royal Mail plan to introduce a two-tier workforce across all grades with lower pay rates for all new entrants.**

### GROWTH

*"The purpose of this agreement is to set out a strategy for growth and identify the key components of the growth agenda".*

**Royal Mail set out plans for long term managed decline of the business.**

### JOB SECURITY

*"The terms of the Job Security, Resourcing and Managing Change Agreement shall remain in force".*

**Royal Mail propose to change MTSF "to make it more cost effective".**

### IR FRAMEWORK

*"The IR Framework will continue to apply in Royal Mail Group".*

**Royal Mail propose to change the IR Framework with removal of Area Reps and move to two-stage IR structure.**

**IT'S TIME TO CHOOSE SIDES. CHOOSE THE CWU OR FOREVER ACCEPT LESS**

# SECURE THE FOUR PILLARS SUPPORT THE CWU