

AGREEMENT BETWEEN CWU & PARCELFORCE WORLDWIDE ON 2012 AUTUMN PRESSURE AND CHRISTMAS REMUNERATION PROPOSALS FOR ALL CWU GRADE DEPOT EMPLOYEES

1. Introduction

This agreement has been reached to ensure that the expected increased volumes of traffic during the pre-Christmas period can be delivered to meet customer requirements and maintain the magnificent quality of service performance currently being achieved. It also confirms the payment arrangements for December 2012 and the operating arrangements for the holiday period.

2. Pressure Period Working

It has been agreed between both parties that during the pressure period the following terms will apply for all CWU Graded Depot employees.

Weekdays: additional hours to be put in if necessary to handle increased workload, with scheduled attendance offered where appropriate and subject to normal conditions

Weekends: Local discussions will identify the requirement for scheduled attendance working on Saturday and Sundays for the period Saturday 1st December to 21st December 2012 inclusive. Where workload requires attendance for Saturday or Sunday working, employees will be invited to enter into an advance commitment to attend for any or all of the required Saturdays or Sundays. Upon the signing of this advance commitment, employees will be eligible for a special payment of **£18.12** an hour for those days worked, equivalent to double the normal duty hourly rate, instead of the normal pre-scheduled or overtime rates.

In addition, employees who sign for an advance commitment for two or more of the three Saturdays/Sundays highlighted previously and perform the work will receive a single payment of **£33.00** in addition to the above rate.

The special payment will be offered for attendance of a minimum of six hours on each of the Saturdays/Sundays as required.

Anyone committing under these arrangements to attend for more than one Saturday/Sunday who fails to fulfil their commitment will only receive the pre-scheduled rate of pay for any days attended and any previous payments made will be rectified accordingly on the next pay date.

Operations managers will meet unit reps to discuss the work and manpower plans required in each office. These meetings will identify the extent, if any, to which additional attendance over normal is required. Against this backdrop both parties commit to work together to ensure that the appropriate number of applicants required in each of the depots, on all of the days covered by this agreement, is fully met. In advance of signed commitments being made, volunteers will initially be sought on a

without prejudice basis in order to gauge demand and assist in matching attendances to planned traffic levels on each of the relevant days.

It is also agreed that if it becomes evident that extra resource will be required for the 22nd and 23rd of December then further discussions will be conducted to determine special reward structures to ensure robust staffing commitments and reward recognition.

3. Payment Arrangements

December salaries will be paid on 24th December 2012, and will include variable payments for the weeks commencing 19th November, 26th November, 3rd December and 10th December.

4. Attendance Arrangements

Parcelforce Worldwide depots will be open for business on all days, including Saturdays, that are not designated bank or public holidays. December 24th, Christmas Eve is a normal working day. Local discussions will take place over any necessary adjustments or reductions to duties, in line with previous agreements, on shifts either just before or just after the public holidays due to changes in network arrangements affecting the flow of work.

Any enquiries appertaining to this agreement should be referred directly to the respective Headquarters.

Terry Pullinger
Assistant Secretary
Communication Workers Union

Sharon Sherriff
Head of Employee Relations
Parcelforce Worldwide

16th October 2012