

***Dear Colleague,***

Let's all be honest about the challenges we have faced up to.

A year ago there was no agreement – no negotiations – no job security. Royal Mail was imposing modernisation on its terms. New machinery was being introduced in a way that meant there was a real prospect of creating a part time industry and the company were determined to reduce your pay and reward package to the level of our competitors.

Now we have an agreement.

It's not just an agreement about the here and now. It's about your future – preserving jobs and securing the future of the company – in what we all know is a much harsher and increasingly competitive environment.

Before you cast your vote we have stressed the need for an informed debate. To support this we have been out holding face to face meetings with all our local representatives.

These meetings have been very helpful in explaining the detail and rationale behind the agreement and we have asked your local reps to give you direct feedback. Having listened to the debate the vast majority of local representatives recognised the strengths of the agreement and the need for all of us to confront change that was never going away. However, those meetings have highlighted legitimate concerns over door to door, Saturday's and Mail Centres and it is crucial you know all the reasons behind these elements of the agreement.

- Door to Door - The case for change is undeniable. Put simply if we want to preserve full time jobs then we must accept that the current delivery and payment arrangements are unsustainable.

The new agreement makes door to door part of your normal duty and workload. This means you will get time for prep and delivery of these items in all future revision activity.

The current variable door to door payments are insecure and would be lost in the future if we don't act now. Some people will lose money in the short term – but the truth is Royal Mail are set to introduce further technology to reduce the number and payments for door to door items by packaging them together. Whilst most benefit from this agreement now – everybody will benefit in the future. A similar logic applies to the early shift allowance which is an ever decreasing pot of money.

The new agreement captures these monies forever and turns them into a delivery basic pay supplement of £20.60 per week – paid 52 weeks per year – which will increase in future pay rises (separate monies have been used to support new basic pay supplements for other grades).

In tackling door to door the overriding principle is that we cannot pretend to be interested in securing the future of the company and your jobs whilst we continue to turn work away.

- Saturdays – The introduction of the new machinery means we cannot avoid a standardised 6 day service. Neither can we ignore our obligations to deliver on Saturdays – but the agreement guarantees more Saturdays off for those who want them. This is a real opportunity to develop new work patterns that suit your circumstances. A menu of options will be provided to ensure more Saturdays off are delivered in practice.
- Mail Centres – With or without an agreement there will be a rationalisation of existing mail centres. This has happened in postal services worldwide. However, the agreement means we can influence the future shape of the Network and we have secured improved terms for members who are affected by mail centre closures.

Enclosed is a summary of the agreement.

The new job security arrangements, alongside the stability of a 3 year improved reward package compare favourably with anything in British industry. This has been achieved during a period of business decline, recession and at time of uncertainty for the postal industry. Rather than being dragged down by the competitors - this agreement sets a new benchmark for them to follow.

To explain the agreement in more detail we have filmed a web-cast and a DVD is being prepared. You can view the web-cast in full at [www.cwu.org](http://www.cwu.org) Please take a moment to watch.

You can also download a full copy of the agreement at [cwu.org](http://cwu.org) by clicking on the Royal Mail Business Transformation agreement link on the front page. Alternatively, you can obtain a copy of the agreement at your workplace.

There was never an option to face away from change. This agreement ensures a fresh start and a fairer approach to local deployment and all workload issues. It means your interests are as important as those of the company and the customers.

We know this is not going to be easy and actions speak louder than words - but this time both parties have to make it work together. Royal Mail now knows they cannot deliver business transformation without you – we know we cannot sustain jobs and the future of the company without change.

Everybody is affected by this agreement – please use your vote.

Yours sincerely,



**Dave Ward**  
Deputy General Secretary (P)



**Billy Hayes**  
General Secretary

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