

KEEPING YOU POSTED

THE MAGAZINE AND NEWS LETTER OF
CWU BRISTOL & DISTRICT AMAL BRANCH



CAPITA FAIR PAY DISPUTE CONTINUES
DETAILS INSIDE

EDITORIAL

Welcome to the November 2011 edition of the Bristol and District Amal magazine, 'Keeping you Posted'.



This edition of the magazine features the strike action being taken by members of our branch in Capita TV licensing. Members have just taken their second day of strike action— campaigning for a fair pay rise against the background of Capita making £1 million profit every single day. The whole branch has been keen to wish them luck in their dispute—many thanks to those who have sent messages of support.

We also have contributions from our members in Royal Mail. There is a discussion of 'Industrial Democracy' by Branch Youth Officer Kye Dudd. It may sound positive, but Kye looks at how it actually works in practise. We have also included the latest pay deal going out to ballot for members in POL and Supply Chain.

We hope you enjoy this issue of the magazine—and if you have anything you wish to contribute to future editions, please contact any of your local representatives or the Branch Secretary using the details on the back page.

RW

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DISCLAIMER

"Keeping you posted" does not necessarily represent the views or policy of the CWU either locally or nationally. All articles can be attributed to CWU Members, but in some cases the names have been withheld at their own request.

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Any items for inclusion in future editions should be sent to the Branch Office at 20 Church Road BS5 9JA or handed to your Rep. Additionally items can be sent by e-mail to davidwilshirecwu@btconnect.com

CAPITA DISPUTE; A TALE OF TWO PICKET LINES

Capita are in denial about the two recent one day strikes in the TVL section as well as the number of CWU members involved. Capita are burying their heads in the sand and hoping the dispute will go away. They have previously ignored an 88% rejection by members in a consultative ballot, a 77% vote for strike action and are now attempting to bully those on strike.

Capita is making £1 million profit every single day, yet is still refusing to give our members a decent pay rise.

Rather than adopt a responsible attitude Capita managers have issued a punishment charter that has meant those on strike are refused overtime and somebody who posted a picket-line photo of themselves on Facebook is now being threatened with discipline.

Capita are attempting to drive a wedge between those on strike but having been present on both picket lines it is obvious this is clearly not working or indeed impacting upon the morale of strikers.

16 OCTOBER IN BRISTOL

Its seven in the morning and already a picket line has taken shape. Royal Mail driver goes past and beeps support and is greeted with a cheer. A manager slithers by smiling in an awkward manner but it is not welcome.

Two minutes later a security guard who has obviously been building himself up tells us where the picket line should be. He is told that is a matter for us and to go away and have a cup of tea. He mutters to himself before scuttling off for a brew. It is clear that support from the Mailroom is solid.



At 0930 the pickets at the Pithay take a walk down Victoria Street and are greeted by cheers from the masses striking outside of the Temple Street site. There are an array of banners as well as a dodgy music system being carried around.



The picket line covers the three entrances to the building and clearly consists of six pickets and seventy passers by. It is also noticeable that a "David Brent" lookalike is standing on the main steps attempting to con people into work.

NEC member Tony Bouch arrives as does CWU Assistant Secretary Andy Furey to show support. The line is bolstered by Lynn Simpson, Aggie LJ, Karl Stewart and the Head of Communications who starts taking interviews for CWUTV in an aggressive manner.

The CWU pay campaign t-shirts are prominent and the mood is superb. Andy Furey addresses the assembled pickets and talks about Capita challenging the ballot. Capita managers who have come out to listen crawl nearer and are told in no uncertain terms that a failure to re-open talks will result in further action. The double act is completed by Wilshire who talks to his usual standard.



A car pulls up and a guy gets out to inform us he has handed sausage sandwiches to a man with a chefs hat on at the back of the building. This is met with gasps, shock and horror and he is politely told to get them back. He departs.

Minutes later to loud applause the guy from the car, a guy in a chefs hat and a number of managers bring the sandwiches out to the picket line from the main entrance at the front of the building.

Its well deserved food all round and everyone is in agreement that they are in this if necessary for the long haul.

31 OCTOBER IN DARWEN

Its strike day two and pickets gather outside of the main entrance to Capita at India Mill. A variety of placards are on show but there are two extremely dodgy looking characters viewing proceedings from the top of the ramp.



There seems to be a common theme during Capita TVL strikes as a security guard puffing on a roll-up talks of cars being parked on company property. When asked why he is smoking on company property he starts shouting obscenities and nearly swallows the roll-up. Pickets remain calm and look on in disbelief.

Regional Secretary Carl Webb and Field Official Bryan Cosser turn up although NEC member Leslie McClean is still stuck in traffic at this point. A few strike-breakers walk past deliberately avoiding eye-contact, as they are tempted into work by a piece of cold pizza and stale sandwiches.

Two managers walk past with carrier bags full of Quality Street and Roses chocolates. Not even they could devour that much and so there must also be dessert on the menu this time.

Further pickets bolster the ranks and cars and lorries show their support by beeping their horns loudly. Wilshire and Webb do not get the same reaction when they hold identical placards.



The guy across the road taking photos reveals he is a photographer for a local paper and everyone breathes a sigh of relief. He expresses outrage that Capita are making a million a day and will not give a decent pay rise. The local radio station turn up for interviews and also expresses outrage that Capita Directors on gold plated pensions expect people to manage on wages marginally above the legal minimum. The trio is completed when a reporter from Granada TV also amazingly expresses outrage that some Capita Directors earn more in a week than they pay TVL workers in a year. The pickets have been outraged for months about this.



The two Brian's trek off to the local bakery and arrive with rolls to go with coffee and tea. The food goes down well although one is later heard moaning about indigestion. Dodgy looking characters at top of ramp look up to the heavens.

Wilshire thanks everyone for being present and talks of the need to stay strong and continue support. The consensus is that there is no intention of letting Capita win.



**CAPITA CAN AFFORD MORE
AND YOU DESERVE MORE!**

There is an **alternative...** **...protect** our public services

PCS is a trade union representing 300,000 workers in the civil and public services. The government is planning huge public spending cuts to deal with the financial deficit created by the banking crisis. We are campaigning to defend jobs, protect public services, and for a real alternative to these devastating cuts.

Where PCS members work this would include more tax going uncollected; courts grinding to a halt; prisons closing; support for armed forces undermined; border security compromised; and many other services damaged. And with unemployment due to rise, further cuts in job centre staff will lead to more long term unemployed.



The cuts will affect the most vulnerable members of society, who rely most on public services and benefits. Women will be particularly affected – experts estimate that 72% of cuts will be met from their income.

But the deficit was not the result of too much public spending. The banking crisis led to a recession so the government has less tax revenue as fewer people are in work. Meanwhile, government expenditure has increased as more people are entitled to benefits.

The alternative to cuts is to close the tax gap and invest in public services to create economic growth. Neither a single penny needs to be taken away from any public service, nor a single job lost.

Turn the page to join the campaign ▶

pcs Public and Commercial Services Union | pcs.org.uk

Tax evasion is criminal and difficult to tackle without proper resources

The **PCS** alternative...

- There is no need for cuts to public services or further privatisations
- Creating jobs will boost the economy and cut the deficit. Cutting jobs will damage the economy and increase the deficit
- We should invest in areas such as housing, renewable energy and public transport
- The UK debt is lower than other major economies
- There is a £120 billion tax gap of evaded, avoided and uncollected tax
- The UK holds £850 billion in banking assets from the bailout – this is more than the national debt
- We could free up billions by not renewing Trident
- End the use of consultants in public services



What **you** can do

- Spread the word: Download this leaflet from the PCS website and send it to your friends, or share it using social networking sites
- Get involved in campaigns and events, and keep informed at pcs.org.uk
- Raise tax justice with your trade union or community group
- If you are not a member of a trade union at your workplace join, to find the right union see worksmart.org.uk/unionfinder
- Lobby your local politicians against public service cuts and against the attack on our jobs and conditions

pcs Public and Commercial Services Union | pcs.org.uk

POL ADMIN/SUPPLY CHAIN FUNCTIONS – THREE YEAR PAY AGREEMENT 2011/14

I am pleased to announce that the Postal Executive has endorsed a three year, no strings attached, pay agreement for all members in POL Admin/Supply Chain functions. Whilst the agreement has taken some time to conclude I am convinced that our members will welcome the long-term benefits. The formal letter from POL containing the agreement is attached to this LTB.

The agreement is underpinned by the following minimum pay increases, which will be applied on 1st April each year:

Year 1	3.3% (2011/12)	Backdated to 1st April 2011
Year 2	3.5% (2012/13)	
Year 3	3.25% (2013/14)	

These pay enhancements result in a fully compounded pay increase of 10.39% over the three years of the pay agreement. The pay rises are fully consolidated and pensionable and the headline rates above flow through to allowances and overtime rates.

LA1, PO and SO1 grades will receive these headline pay increases (see attached agreement for details). Crew, PAs and CL5s will receive the following:

1. CVIT – Crew Grades

Current Pay - £432

	Pay Increase	New pay rate
Year 1	£15	£447
Year 2	£15	£462
Year 3	£15	£477

2. POSTAL ASSISTANT (Admin and Supply Chain)

Current Pay - £325

	Pay Increase	New pay rate
Year 1	£14	£339
Year 2	£14	£353
Year 3	£14	£367

LGV Drivers

The CVIT Skills Allowance for driving LGV and using CAT Vllls in single person mode will be enhanced in year 1 in excess of the headline pay rate. For years 2 and 3 the headline rate will be applied. The total increases for year one are as follows:

- From **£8.64 to £13.42 per day (based on 5 day duty)**
- From **£43.20 to £67.11 per week**

New Bonus Scheme – Post Office Balanced Scorecard

A new annual bonus scheme will be introduced for Supply Chain grades, (excluding POL Admin members as they are already in receipt of a bonus scheme). The annual bonus potential is as follows:

Ø £850 for on target performance for all Supply Chain grades, except PAs

Ø £700 for on target performance for PAs

Exceptionally for year 1 only, £500 of the bonus will be paid following membership endorsement of this agreement. This payment is not applicable to non-Supply Chain Admin grades (POs and PAs) as their bonus arrangements have been negotiated separately and are already in place.

The new bonus will include a further “stretch” potential of up to 25% for performance in excess of the target (up to £175 for PAs and £212.50 for Crew).

The value of the bonus scheme will also be enhanced in years 2 and 3 as follows:

	Year 1	Year 2	Year 3
All Supply Chain grades except PAs	£850	£880	£900
PA grades	£700	£730	£750

Balanced Scorecard Measures

The measures of the new bonus scheme are consistent with the managers’ scheme and designed to be linked to the “Post Office balanced scorecard” in Year one. The four areas the business needs to perform in to ensure a successful future are People, Customer, Performance and Financial. For years 2 and 3, the bonus will be based 50% on Post Office Scorecard and 50% on Supply Chain scorecard (which will be designed in the coming months following further discussions with POL). The measures of the scorecard are subject to change each year. Further details on the Post Office scorecard measures can be found in Appendix F of the attached pay agreement.

Ballot Timetable

There will now be an individual members’ ballot (one ballot covering all grades), with the following timetable:

- Ballot opens - Monday 14th November
- Ballot closes - Monday 28th November

Branches are encouraged to share this information with relevant members and further developments will be reported. Joint Statements are in the process of being agreed with POL, tailored for the respective pay groups.

INDUSTRIAL DEMOCRACY, THINK AGAIN!

The seeds of a debate began to emerge from conference around the issue of industrial democracy. The view from the platform being we need to change and improve our relationship with the employer and for the employer to do the same. Whilst I think most of us recognise that the world would be a much better if we all got along a bit better, the leadership of the union must think very carefully before it enters into partnerships of this type.



It emerged during the debate that industrial democracy had been trialled in the Post Office **during the 1970's following the infamous "Bullock report"** and could hardly be described as a success. For me this quite a timely debate as only the week before annual conference I went to Hannover in Germany as part of a southwest TUC executive delegation. This was a meeting of regional trade union and employers bodies from across Europe to explore social partnership. This is where employers, unions and governments work together in the **collective interest. Social partnership is something that we don't really do in this country.** This for many reasons is a real shame because in Italy, Germany, France and Spain trade unions have a real input into everything from public services, employment and development policy.

There was one part of my visit that did concern me. That was a visit to the Volkswagen factory on the outskirts of Hannover. This was the plant where they make all the commercial vehicles and camper vans. The trip was organised because VW are seen as a model when it comes to social partnership and co-determination within the workplace. I had the usual tour of the massive factory, where of course kiazen (the original version of world class mail) was in full operation.

After the tour I sat down and listened very carefully to a presentation from the production manager and the chair of the works council (senior elected union official). What they both described was a perfect picture and a very close and blissful relationship. However if you scratch away at the surface the mask began to slip. The chair of the works council had no adequate response to some fundamental questions that I put to her about my concerns. In your view do you believe that because of your very close relationship with the employer that you gain more concessions from the company? Or do you believe that because of your relationship with the employer that they gain more concessions from the works council (Union)?

I went on to ask a question about the perception of the works council amongst the workforce. Does the workforce see the works council as a vehicle for representing them and achieving their aspirations? Or is there a sense of apathy towards the works council from the workers?

The chair of the works council really struggled to answer these questions. What I wanted to hear was that the trade union gets a much better deal out of the employer from this relationship and the workforce has confidence in the body to work for their aspirations. I **didn't hear any of this in her answers and this concerned me. It also worried me throughout** my questioning (and the chair of the works councils answers), that the production manager had a very big smug smile on his face. A picture is worth a thousand words as they say.



The atmosphere of apathy around the VW plant could be linked to major corruption that took place a few years ago on the works council. The former head of the works council was jailed for two years and nine months over a sex and bribery scandal. This involved a slush fund for managers and union reps to enjoy lavish meals and trips to overseas brothels. This was in return for accepting inferior collective agreements. This was probably only possible because of the very cosy relationship management had with the works council.

At conference I listened to the leadership talk of their vision for the future in having the trades union, customers and local bodies on joint boards of this type. This is missing the point. Do you really think that privateers driven solely by profit will care about the views of others? In any case they are bound to have a majority on these forums in order to marginalise the CWU as they drive through their plans.

We have already seen this type of relationship prove detrimental to us in the form of the CWU pensions trustees, where despite being on the board they always get outvoted.

I believe these plans are pie in the sky and even if implemented will only benefit the company and not members of the CWU. We must maintain our strength as an independent trade union and not a dependant trade union.

By Kye Dudd Royal Mail Section Secretary

Tales From the Riverbank; a View from Severn Beach

The further adventures of Ratty, Moley, Badger and Toad at the sleepy hollow of Severn Beach where the Wind blows through the Willows and the Cider's well rough.

The Weasels have decided that we have to Embrace the New riverbank way of working WCM (Weasel Class Mail)The Head Weasel's lieutenants are insisting that it is good for the economy of the Wicked Wood and they know best on how to increase productivity??



Ratty and Moley and Mrs Rabbit have been in discussion with the Head Weasel and are still debating how best to implement the proposed improvements so they are in the best interests of Every animal in the wood and riverbank!.... As usual The loose cannon TOAD has been doing his own thing, and making his new toy The Automated Mail Machine work harder than was intended? Badger has been cleaning his Tent and BBQ just in case the discussions fail? (as is usually the case) All Weasels with licences to drive vehicles are being asked to make sure they are up to date before taking a refresher? Lets hope they drive safely!! Toad is upset that he wont be allowed to drive!

The Weasel Class Mail people are putting up WORK BETTER signs up everywhere! and to improve morale amongst Wild Wood Folk, the Weasels are taking away the food preparation area and cutting breaks ? because they believe "You dont need food to work better" and the mantra is " the beatings will continue until morale improves"

Please Remember... Teamwork means someone else Always taking the blame!
There seems to be an increase in members joining " Badgers Liberation Front" due to his message that " The Weasels will never win until they include every member of the Woods and Riverbank in their modernisation plans, and are committed to working together for the greater good"
Not just paying lip service to the agreed process!

KEEP THE FAITH !!

Badger



DISTRIBUTION

Another interesting year in the Distribution function, Network 2011 revisions, Constant confrontations about the Spirit of the New Relationships section of the 2010 Transformation Agreement. And the managements understanding of a Mutual Interest Culture?

Management's interpretation of the issuing of Stage Ones and Twos in the Attendance procedure and what Mitigating means? I have had senior managers tell me that their guidance to their managers is to ISSUE but they will not put it in writing (strange that) But there have also been lots and lots of amusing moments to keep a big smile on my face, so thank you for that!

We had a Drivers meeting at SWRDC before Network 2010 where 73 drivers turned up? The best attended drivers meeting I have experienced in 16 years as a rep. Network 2010 went in with the minimum of problems which was positive. The Indoor revision at SWRDC was held up for over Two months due to a change in the management structure on site, but at the time of writing it looks as if there is agreement. The threat of POL breaking away from Royal Mail has had a disquieting effect on the members at Supply Chain and a long and drawn out pay **negotiation that is still not concluded hasn't helped. But it seems we have had movement on the Ex Safenet issues that have taken close on three years to conclude?**

A Mini Revision in the Key Office at the Mail Centre seems to have developed into an ongoing **"Tweaking" session?** (tweaking is management speak for constant change?) But we are hopeful the 2% pay rise, Shorter working week, and the £400 Will be paid soon!

The Distribution members in the Warehouse are proud to keep their identity and are in a continual fight against the Processing tide trying to sweep over them! Respect!! Royal Mail Specialist Services (relay) is a continually improving section, winning contracts and slowly increasing staffing levels, a success story and long may it continue!

All in all another good few months in the Distribution function, we've had our ups and downs but we are still battling.

Keep the Faith

Chris Brewer
Area Distribution rep

DELIVERY VIEW

MEAL RELIEFS—IT'S YOUR RIGHT

Paid meal reliefs are one of the benefits of your employment in Royal Mail, a benefit that has been negotiated by the CWU.

Unfortunately, too often members miss out on these meal reliefs. Many delivery workers (myself included!) have been guilty of missing them out to make a bit of time at the end of the duty and get home early.

But with the job changing, and Royal Mail insisting that we work up to our time – knowing your rights about meal reliefs is all the more important.

Here are your rights and where they come from:

Way Forward agreement

Where an attendance is provided with more than one break, the second break may be scheduled at the beginning or end, in which case attendance is not required solely for booking on or off. A single break should not be scheduled at the beginning or end of the attendance.

Attendance length	total breaks
Less than 2 hours 30 minutes	none (a 10 min grace break should be provided if work permits)
2 hours 30 to 3 hours	10 mins
3 hours 1 to 3 hours 30	15 mins
3 hours 31 to 4 hours 59	20 mins
5 hours to 7 hours	30 mins
7 hours 1 to 8 hours 59	40 mins
9 hours to 10 hours 59	50 mins
11 hours to 12 hours 59	60 mins
13 hours or longer	70 mins

(Comment from Rob - Please note the attendance length should include any overtime worked – e.g. An 8 hour shift with 2 hours overtime would mean you were entitled to a 50 minute break across the 10 hours)

Single Daily Delivery Agreement

Providing meal break/working time regulation rules are observed, employees will have the flexibility to plan the timing and location of their meal breaks. This flexibility also extends to the ability to have a refreshment break prior going out on delivery as long as it does not compromise the office workplan.

Working Time Directive

If a worker is required to work for more than six hours at a stretch, he or she is entitled to a rest break of 20 minutes. The break should be taken during the six-hour period and not at the beginning or end of it. Employers must make sure that workers *can* take their rest.

Remember, these breaks are your rights – **don't let anyone tell you different.**

Rob Wotherspoon
Area Delivery Rep

DON'T COME IN EARLY – TAKE YOUR BREAKS
- DON'T USE YOUR CAR -

WORLD CLASS MAILS

ADVICE FOR MEMBERS AT BRISTOL MAIL CENTRE / SWRDC

We recently wrote to all CWU members explaining that the Union is involved in crucial discussions with the company and Government on a wide range of issues that affect **everybody's future**.

Whilst these discussions take place, and also as direct response to Royal Mail's announcements on ColleagueShare and a new Business Plan that downgrades future expectations, the CWU has told Royal Mail that we have suspended our involvement in the further rollout of World Class Mail.

Although this is part of a wider Union Policy, designed to put pressure on the company to address our concerns over what the future holds, we have also told Royal Mail that we have specific concerns about the way the company are developing WCM. Amongst our concerns is the following:

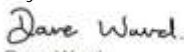
- The fact that some managers appear to be using WCM to remove duties and jobs that should be proper to discussion and agreement with the Union under nationally agreed procedures.
- It appears that some managers are using WCM in a way that is dividing the workforce, by offering incentives such as overtime and better choice of annual leave to those who are enthusiastic about the process, whilst at the same time alienating those who are not so engaged.
- The fact that some managers appear to be using WCM as a way of not reporting accidents and therefore giving a false picture on the real impact on Health and Safety. We have also received reports that in some locations, rather than improve Health and Safety, some WCM practices seem to undermine normal Health and Safety Procedures.

We are concerned about the cost of introducing World Class Mail and have asked the company to provide us with full details on the cost implications for every site.

The current situation is that Royal Mail has agreed to address the Unions concerns on WCM as part of their commitment to wider national talks.

Whilst these talks continue, it is important that CWU members support the Union's stance of non involvement of the further rollout of WCM. We will keep you informed of developments.

Yours Sincerely


Dave Ward
Deputy General Secretary (P)


Ray Ellis
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Bob Gibson
Assistant Secretary


Terry Pullinger
Assistant Secretary

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