

NO TO PERFORMANCE PAY AWARDS! NO TO LUMP SUM PAYMENTS! NO TO A PAY CUT!

Yesterday CWU Negotiators responded with a swift and decisive rejection of BT's revised pay offer.

The offer is a 2.5% consolidated increase in pay rates, plus a one-off £200 unconsolidated "lump sum" payment and a further one-off £100 unconsolidated "lump sum" payment if you are classed as "outstanding" or "very good" in your last annual appraisal.

- 2.5% is a cut in pay rates and negotiators made it clear that such an offer was not even in the ballpark of a negotiated settlement. This offer would be a cut in your pay in real terms
- £200 unconsolidated does not go onto your base pay; pension; overtime rates or pay related allowances. BT says this makes the offer worth 3.3%, but in fact your pay will only increase by 2.5%. The £200 is a one-off payment. Once you've spent it, it's gone for good. It is not a permanent improvement in your pay.
- £100 unconsolidated for those on the highest appraisal marking is a crude method of trying to start the introduction of performance related pay into the annual pay round and the CWU is committed to opposing any such attempt. We believe all our members deserve a decent increase in pay and seeking to divide our members will not succeed. The message that BT is sending to the vast majority of good hard working employees with this offer is that they don't value your contribution.

The CWU has firmly rejected this offer and we have made clear that we will not entertain performance related annual pay rises. One-off unconsolidated payments are not permanent pay rises but increases in the cost of living are permanent. BT is successful, its profits are increasing, it's had a good set of results; shareholders are seeing an increase in share price and dividend and its you that has helped to deliver that success.

Our members are seeing increased mortgages, increased rents, increased fuel bills, increased council tax – in fact increases in everything – that does not equal an offer that's a cut in pay!

The CWU wants a real increase in members pay rates, not one-off unconsolidated payments and not performance related annual pay awards.

REWARD OUR CONTRIBUTION!

For further information, please contact: btaylor@cwu.org

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