

**Dear Colleague,**

## **DO THE JOB PROPERLY – IT'S YOUR JOB – IT'S YOUR FUTURE**

First of all I would like to thank all of you who took part in the recent Industrial Action for your magnificent support. But it is important that we all start to think about the future and how we best protect your jobs and bring the dispute to a satisfactory conclusion.

Royal Mail do not recognise the tremendous effort put in on a daily basis by their employees who deliver the mail, their prime objective is to reduce hours on a regular basis in delivery offices up and down the country. As someone who works in a delivery office you will know how difficult your job is and how much more difficult it will become if Royal Mail continue to reduce hours (notwithstanding automation), especially hours out on delivery.

It is time that they were shown just how much the delivery network takes advantage of the goodwill and self sacrifice of those who deliver the mail. There are currently offices around the country that have come to this conclusion themselves and they have decided enough is enough and that Royal Mail gets only what it pays for. They have started to do the job properly – nobody starts before their due time and everyone is taking their full meal relief entitlement, which also helps to protect the jobs of our Quadrant members, they have also ceased the use of private cars on delivery.

### **Royal Mail has now seen the true value of their delivery employees in those offices.**

Royal Mail's reaction to this is to accuse members of taking unofficial industrial action if they start on time, take their proper meal breaks or decline to use their own cars! Our reaction has been to say to Royal Mail: "If you really believe that, then take us to court". Not surprisingly, Royal Mail has not done so.

For the record it is not unlawful to start your job on time. It is not unlawful to take your full meal relief. It is not unlawful to stop using your own car for deliveries.

Far from these things being unlawful, the law only requires you to work your contracted hours; the law requires you to have proper meal breaks.

*Continued overleaf*

Members are also weighing their bags before going out on delivery in those offices. The CWU and Royal Mail reached a binding collective agreement at the time of SDD in the light of health and safety law that the weight of the first bag should be no more than 16kg, and all pouches after the second should get progressively lighter, in accordance with the matrix shown below.

I have to say that Royal Mail's accusations expose what they really think about you. They want to continue to exploit your goodwill by making threats. You can come to your own conclusion on that point.

**To summarise: you are legally entitled to:**

**Stop coming in early**

**Start taking your full meal reliefs especially before going out on delivery**

**Stop using your private cars**

**Start weighing your pouches in line with the matrix.**

You will be working safely and legally and at the same time demonstrating to Royal Mail just how much they took advantage of your generosity to save their costs!

**Think about it – no more stress. It's your job – it's your future.**

Yours sincerely



**Bob Gibson**  
**Assistant Secretary**

**MULTIPLE POUCH WEIGHT MATRIX**  
**Agreed with Royal Mail**

| Pouch | Recommended weight | Cumulative total |
|-------|--------------------|------------------|
| 1st   | 16kg               | 16kg             |
| 2nd   | 16kg               | 32kg             |
| 3rd   | 12kg               | 44kg             |
| 4th   | 10kg               | 54kg             |
| 5th   | 10kg               | 64kg             |
| 6th   | 8kg                | 72kg             |
| 7th   | 8kg                | 80kg             |
| 8th   | 8kg                | 96kg             |
| 9th   | 8kg                | 112kg            |