

BUSINESS RECOVERY, TRANSFORMATION AND GROWTH AGREEMENT - BALLOT RESULT



11th July 2023
Dear Colleague

CWU MEMBERS HAVE VOTED OVERWHELMINGLY TO ENDORSE THE BUSINESS RECOVERY, TRANSFORMATION AND GROWTH AGREEMENT.

THE YES VOTE WAS 75.8%

THE TURNOUT WAS 67.1%

This compares well with previous membership ballots on national agreements.

This has been the most challenging period in both the history of the union and the company. And our members and representatives will know it doesn't end with today's result. We all know what is going on in workplaces across the UK - and we are going to deal with it.

We want to thank every single member that has voted in this ballot. Whether you voted yes or no - that was your individual choice. What matters is you had your say and you took part in democracy.

Many of you simply do not trust the company because of Royal Mail Group's lack of integrity and the way they are treating you in the workplace. Some of you wanted more from an agreement. Others find the prospect of changes such as later finishes unpalatable. Our job now, in the coming weeks and months is to make sure your voices continue to be heard.

Far from being an endorsement of the actions of Royal Mail Group, this result will be the start of the union reconnecting in every workplace. We want our reps and members back to work via the independent review. We want branches holding meetings locally and putting forward our own ideas and solutions within the framework of the agreement – this will include proposals such as innovative duty patterns and more Saturdays off. The national union will lead this approach and make sure every branch and representative are fully supported.

To do this, we will need you. We will need you to be active locally. We will need you to challenge the employer. We will need you to do exactly what you have done for the last 18 months - back your union.

In the coming days we will communicate further with you on dates for pay rises and lump sum payments, ways you can input into discussions on expanding the role of postal workers and how we will hold the company to the full terms of this agreement.

Turning this company around and shifting management attitudes was never going to be a light switch moment. The truth is, the appointment of the new CEO of Royal Mail Group is the most important ever.

If the new CEO is someone that wants to take the workforce with them then this company can have a bright future. If the same old mantras continue then Royal Mail Group as we know will be finished forever.

What we need to do at this point is stick together. This is the only way we will make the agreement work for our members.

Thank you for your support.

Yours sincerely

A handwritten signature in black ink that reads 'Dave Ward.' The signature is written in a cursive, slightly slanted style.

Dave Ward
General Secretary

A handwritten signature in black ink that reads 'Andy Furey'. The signature is written in a cursive, slightly slanted style.

Andy Furey
Acting Deputy General Secretary (Postal)