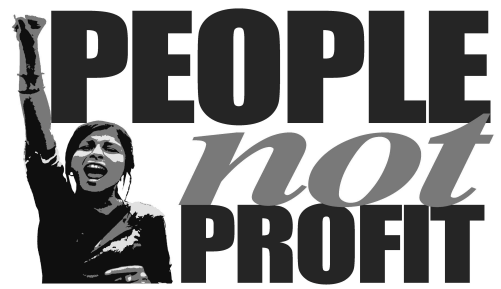


Scottish Socialist Party



Victory to the CWU!

save jobs, union rights, conditions - not bosses' profits

The Scottish Socialist Party offers unqualified support to CWU members forced to strike against bully-boy bosses and their Labour government backers. They are out to crush the union, crucify jobs and rights at work - in the hope they can sell off Royal Mail to greedy profiteers at Jumble Sale prices.

Every worker, trade unionist and community needs to "stand by their posties" in a potentially vicious battle to defend the very survival of a public service under assault from RM bosses, the Labour government and large sections of the media.

Over-paid butchers knife jobs, services and rights

Over-paid RM bosses, with absolutely no history in the postal service, have prepared for this showdown since the 2007 strike settlement.

The key phrase in the Pay & Modernisation Agreement was "change will be introduced by agreement". **The exact opposite has happened.**

Bullying, intimidation, threats of disciplinary action, workers taken off pay, have become the standard methods of imposing new conditions that have meant catastrophic job losses and unbearable workloads.

With this reign of terror, RM bosses have slashed 60,000 jobs since 2003 - and they aim to shed another 60,000 in the next 2 years.

Record profits (£900,000 a day last year!) have resulted from vastly increased productivity and heavier workloads from drastically fewer workers. The workers' reward? Zero pay rise; abolition of the Final Salary Pension Scheme; 'absorption' of extra work into existing workloads with no extra pay; not a penny reward for increased productivity ... and 60,000 job losses!

Crozier's 35,000 scabs

Crozier and his cronies are hiring 30,000 temps as an army of scabs - recruited from people desperate for a few weeks' work in the midst of recession - in addition to 5,000 RM managers being deployed to scab on the actual strike days. RM bosses are spending a fortune (of the public's money) to break the strike, break the union, break the backs of the workforce, to usher in later privatisation.

They have no interest in reaching a resolution that protects workers' conditions and jobs whilst improving the public service. They only belatedly offer to go to ACAS to get the pre-Xmas strikes cancelled, so as to come back with a vengeance in January. They must not succeed!

Bosses launch war

Instead, they have prepared for war. The secret document, exposed by BBC *Newsnight*, shows they plan to remove union facilities to help prosecute their war on postal workers. That is already the local experience in many areas. **And they are in collusion with the Labour government on this!** Lord Mandelson, whose scheme to privatise RM was shelved in the face of public uproar and the threat of strikes, is out for revenge. He has publicly denounced strikes - legally balloted for according to his Labour government's vicious anti-union laws - as "suicidal". Interviewed on TV, he showed an incriminatingly detailed knowledge of the secret RM document, homing in on how much union facility time costs RM, which suggests he either wrote it -

or at the very least has been in cahoots with Crozier and his crew.

Labour government collusion

Labour government ministers have been quoted saying "this could be our miners' strike". They egg on RM bosses to confront the union, to casualise the workforce with floods of part-timers, in their anti-working class mission to create armies of cheap labour in a de-regulated labour market that maximises profits.

As sole shareholder in RM, the Labour government have the power to settle this dispute in defense of workers and the public, but instead they encourage vicious hysteria in the press against the CWU - such as reports of riot cops preparing for battles between strikers and scabs. They let RM bosses enjoy a 13-year pension fund holiday, creating a record pension fund deficit, which workers are being punished for.

Don't feed the hand that bites you!

New Labour has never been innocent by-standers in this long-running conflict, contrary to their protestations - and in stark contrast to the mind-boggling continuation of funding of New Labour by the CWU. **Last year alone the CWU gave their arch enemies over £1million.** The national union should unreservedly declare an end to this crazy support for the party that is butchering CWU members, as one strand to the current war for survival. **As we first wrote in SSP workplace bulletins in January 1999: "make the break from New Labour's New Tories - don't feed the hand that bites you!"**

Members of the Scottish Socialist Party inside the CWU played their full part in winning the landslide majority for unified national strikes. The SSP does not hesitate in giving full-blooded support to CWU members on strike. We will build public support, until you win a deal that defends jobs, services, conditions and workplace rights.

UNITE - stop scabs!

SSP members in UNITE will press the UNITE leadership to call on their members not to be used as organised scabs.

RM regularly jets managers into local offices on strike, taking care to deploy them from far-flung places, to reduce the likelihood of them taking sympathy action with CWU members they already know.

■ **Leaders of UNITE should instruct their members to do their normal duties, not other people's jobs, and not to manage Crozier's scabs - and start a campaign for a strike ballot of their members in RM - whose jobs are on an extremely shaky nail.**

■ **Other unions, and the TUC/STUC, should call and build mass solidarity marches - and appeal to the unemployed not to scab.**

■ **If Royal Mail and the Labour government raise the stakes even higher, for example by taking court action against the CWU, other unions should call members out in defiant days of solidarity strike action to help win this critical battle.**

■ **No suspension of strikes - pre-Xmas is the best time to hammer RM bosses - it makes up two-thirds of their annual profits.**

■ **Stand firm and united - victory to the CWU!**

MARCH FOR JOBS - no to another wasted generation - give youth a future - victory to CWU!
Saturday 7th Nov, 12 noon, assemble outside Springburn Shopping Centre, Glasgow

WORKERS UNITED CAN STOP THE SLAUGHTER!

Crozier - the over-paid Thatcher of Royal Mail

Initially, workers got a share of the money saved through all the changes, but no more; now they are bullied into working harder, but all the savings go to the bottomless pot, the bosses' bonuses. Adam Crozier, highest paid public sector boss in the UK, "earned" over £3m last year (nearly triple his 'modest' £1.26m in 2007). Crozier climbed the career ladder via Saatchi and Saatchi, the outfit that notoriously supplied PR to Maggie Thatcher. He presided over closure of 4,000 post offices and abolition of the second post.

TNT - low services in the Low Countries

New Labour's vision of Royal Mail's future seems to be the Dutch model, where private profiteers TNT run the postal service. They are overwhelmingly a part-time workforce; 86 per cent are on contracts of 16 hours a week or less. Mail is delivered at 4pm - hardly the 'modernised' service that RM bosses and their New Labour backers bang on about!

for more extensive coverage of the dispute visit
www.scottishsocialistparty.org



Willie Marshall, CWU

UNION MUST FINISH THE JOB STARTED IN 2007!

"Strike action in 2007 brought RM back to the negotiating table and a half hearted agreement to consult the Union was wrung from top management. Since then the CWU negotiated major change in good faith while RM promises were systematically broken in the slash and burn of the public postal service.

Now postal workers are demanding that the Union finish the job, even if it means losing pay again to do so.

We recognise that a massive hike in pay is nowhere on the horizon, despite being paid £80 a week under the UK average manual worker's wage. At £347 for 40 hours delivery workers cannot be accused of greed. Of the £350m Royal Mail Group profit, most went to excessive bonus payments to senior managers; in return for an increased workload with 30% fewer staff our wage reward was zero.

Now workers are being asked to sell future full time jobs, holiday and pension rights so that profits can rise higher.

The CWU demand is for a shorter working

week to protect full time working against the part time onslaught. Part time working means part time pension rights, part time holiday and sick pay, part time earnings and part time commitment to the service.

In addition part time working is being used to de-skill the service. This is not to say that part time working does not have its place in Royal Mail and support from part time staff has been much evident in the 14 week long strike action in Ayrshire.

Unlike 2007 postal workers have time on our side. The approaching Xmas period generates 2/3rds of Group profits and is a time when the service depends on staff committed to the job. Recent examples of managerial "bullying" has eroded any good will amongst staff and Xmas strikes cannot be dismissed. Any strike-free Xmas deal to allow talks to go ahead would emphatically not be welcomed at the coal face. Based on their behaviour since 2007 we have no trust in the sincerity or honesty of the current leaders of Royal Mail."

Tam Dewar - CWU Area Delivery Rep, Ayrshire, Dumfries and Galloway (in a personal capacity)

"We are fighting for the very survival of the postal service.

RM are trying to run it down and don't care about the service. It wasn't the CWU which withdrew the Sunday service or the second post. The cuts in Delivery Offices are making the service worse.

Workers face massive harassment in the workplace, taken off pay if they don't work hard enough. The way we are being treated in the workplace is the biggest single issue for CWU members, more so than pay.

Back in June the CWU offered mediation through ACAS to resolve issues.

RM weren't interested. Now they have suggested mediation. But the reason is they want us to suspend the strikes, to get through the busy Xmas period and then take us on in January. It's not on.

I cannot believe UNITE, a trade union, are allowing members [RM managers] to scab continually. But that's what they're doing.

In hiring 30,000 temporary workers, RM are trying to intimidate CWU members into surrender. It is illegal to hire staff during a strike. Once we identify where they are taking these 30,000 we will approach them not to scab.

And the talk of TNT putting out posties on the street is sheer propaganda.

There's no way they could deliver to households.

RM are also asking for 'volunteer workers' amongst our own workforce - trying to enlist scabs. They are saying they can re-arrange days off and holidays and get volunteers to work on strike days somewhere that nobody will know them! They are encouraging scabbing. What gets me about New Labour is that the Labour conference carries a motion putting our side of the case, but the Labour government is colluding with RM bosses to destroy the union and the postal service.

CWU members want no truck with the Labour Party."

Willie Marshall, Scotland no 2 CWU branch secretary

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