



Leeds joins the #Roosistence



Leeds: A report from an IWW rider

Riders in Leeds having been getting more and more pissed off. From a job that was relatively well paid six months ago that offered good hours and helpful management, riders in Leeds now face lower average pay, regular cuts to hours and an exploitative, uncommunicative management. In December, rumours that Leeds would be moving from an hourly rate to a pay per drop system was the straw that broke the 'roo's back. Riders began to organise amongst themselves and then approached the IWW for advice and support. Since then union membership amongst Leeds riders has swelled to around 30 people.

However, in late January management gained access to the Riders' WhatsApp group and within days reacted. The main organisers had their fixed hours slashed, two activists' contracts were terminated and 5 riders were left without the security of fixed hours that they had relied upon before to make a living. Before any direct action even started, management showed that they're ready to play dirty to try and undermine the union.

But Deliveroo riders won't just sit back and accept this crap. Immediately, we started preparing a series of actions in solidarity with targeted riders, including calls for improved working conditions, and they can expect escalation if these are not met. Hopefully Rebel Roo 6 will have details of our success.

Most of the riders in Leeds support the union not because of any particular sense of politics. Instead they feel forced to act to protect their jobs, their livelihoods and their safety. We're just standing up for ourselves as Deliveroo try and make things worse and worse.

No breaks allowed?

We were recently told that we were not permitted to log out of the app during shifts to eat, regardless of shift length. This means that riders would have to work anything up to a 15 hour shift, without any guarantee of a period to rest and eat.

What's more, this was only communicated via senior riders on a WhatsApp group chat. Many missed the new rules, and the manager has even denied to one rider he even issued them. Despite this confusion and lack of clarity, most riders now work on an understanding that they cannot take breaks - endangering their own health, and other road users. *More on next page...*

This newspaper exists to help Deliveroo workers in the UK and internationally communicate and organise. Together we can build solidarity and fight for better wages and conditions.

Este jornal existe para ajudar trabalhadores da Deliveroo no Reino Unido e internacionalmente a se comunicarem e organizarem. Juntos podemos fomentar solidariedade e lutar por melhores salários e condições de trabalho.

Questo giornale esiste per aiutare i lavoratori di Deliveroo nel Regno Unito a comunicare e ad organizzarsi al livello nazionale e internazionale. Insieme possiamo creare la solidarietà e portare avanti la lotta salariale e per il miglioramento delle condizioni di lavoro.

إنهذه الصحيفة ترمي إلى مساعدة التواصل والمنظمة لعمال <<دليفيرو>> في بريطانيا ودوليًا وقد تطوّر التماسك وتناضل لتحسّن الأجرة والظروف معًا.

Este periodico existe para ayudar a los trabajadores de deliveroo a comunicar y organizarse. Trabajando juntos podemos desarrollar la solidaridad y luchar por mejores condiciones y sueldo.

Cílem tohoto bulletinu je pomoci pracujícím Deliveroo v UK a v zahraničí komunikovat mezi sebou a organizovat se. Společně dokážeme vybudovat solidaritu a vybojovat si lepší mzdy a podmínky.

A gazeta istnieje, aby pomóc pracownikom i pracowniczkom Deliveroo w UK i na arenie międzynarodowej komunikować się i organizować się. Razem możemy budować solidarność i walczyć o lepsze stawki i warunki pracy.

Continued.. As in other cities, the continued hiring of new riders has compounded our insecurity in Leeds. Overstaffing has led to a reduction in the average pay per hour, and less available hours. Yet management have tried to prevent us from dealing with this insecurity by working for rival firms. Unbelievably, one senior rider in Leeds was told that if he ever worked for a competitor he would be fired and could 'never work for Deliveroo again'. Quite ironic since Deliveroo always claim we are self-employed! The thing is, when they make threats like that we know that they might just do it: riders have had their contracts terminated without a legitimate reason and without warning in the past.

Support from the community

Despite this crap we aren't afraid of management's continued assault on our right to organise. A few days ago we had supporters from IWW, Plan C and Unite out delivering Rebelroos amongst restaurant workers and riders. We've got fundraisers planned for the victimised workers and days of action in the community coming up. Our union, Bradford and Leeds IWW, are making big structural changes in order to finance this struggle and keep us supported. Our alliances and networks are just the beginning - we will win this! Donate to the strike fund via this link: <https://www.crowdpac.co.uk/campaigns/1303/theleedsdeliveroo7>



The peds waiting for orders in Brighton

In RR4 we said that Brighton was going on strike just as we were finishing editing and starting to print. Well, here's the full story of how their campaign has gone since. About two months ago we had our first meeting of Roos in Brighton. Pay had suddenly got worse because the number of orders had dropped and more and more people had been recruited. We were pissed off, and started the process of getting organised. Soon after on Saturday 4th February we went on strike for two hours over low pay and a lack of orders.

We later found out just how effective the strike was: restaurants like Wagamama, Yo Sushi and Las Iguanas reported up to 50% drop in orders. Deliveroo had to pay attention, because we used our organisation to cost them loads of money.

During the strike we held a meeting and voted to unionise with the Independent Workers of Great Britain union (IWGB). We decided on three demands: 1) £5 a drop pay rise 2) A recruitment freeze 3) No victimisation of union members

A few days later we sent Deliveroo a formal letter giving them two weeks to respond. They gave into one demand pretty much straight away, and froze their deliberate over-recruitment drive in our zone. But the deadline has now passed without them budging on the pay demand. Time to escalate the campaign!

Management Under Pressure in Parliament

Deliveroo managing director Dan Warne to MPs:

"Do we need to make some revisions in those contracts? Yes. Will those revisions be made in the next couple of weeks? Certainly yes"

Linking us up

By linking these up we stand a better chance of winning. Below are a list of the unions currently working to build solidarity and mutual support with Deliveroo riders. Even if a union branch doesn't exist near you, one of these contacts will point you in the right direction or support you to start your own.

Independent Workers of Great Britain (IWGB) In London

FB: IWGB Couriers and Logistics Branch
TW: @IWGB_CLB // iwgb.org.uk

Industrial Workers of the World (IWW)

Rest of U.K
TW: @BristolIWW // iww.org.uk

Deliveroo Look Like Mugs in Parliament Legal Case

Deliveroo were forced to give evidence to parliament recently. They chatted a lot of shit, claiming our jobs are brilliant and we're all so happy with them... ha. There were two outcomes. First, they have to remove a bit of our contract that explicitly states we are not allowed to take them to employment tribunal - court. Managing Director Dan Warne was forced to confess that the company would "revise the contract" in the next couple of weeks after pretending the reason the clause was there was because Deliveroo was a 'young company' that was unaware of employment laws in the UK.

Contact

Want to distribute copies of the Rebel Roo?
Want to get in touch with other workers?
Email us! rebelroouk@gmail.com
We also have a website: weareplanc.org/rebelroo
Rebel Roo is produced by Deliveroo workers and supported by the Plan C Social Strike Working Group

Second, they revealed that there are 15,000 Roos in the UK. That's a huge workforce - as big everyone employed by Iceland supermarkets. Just imagine the power of such a big workforce if we all organised and went on strike!



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