

Postal Workers - Organising to Win

The stakes are high in the current postal dispute. There's no doubt about the Royal Mail's intentions to destroy the union as an effective fighting force and push through savage job cuts in the run up to wholesale privatisation. This became clear in the fruitless talks held while strike action was suspended. At the talks management tried to force through the following changes:

- ❖ flexible attendance (starting work two hours before or after normal start times);
- ❖ annualised hours (longer hours in busy periods with no overtime pay);
- ❖ an end to existing shift times;
- ❖ an agreement to cover absences and holidays;
- ❖ a slashing of the final salary pension scheme;
- ❖ replacing the industrial relations framework with the very minimal collective rights agreement allowed under government legislation.

This would have effectively ended collective bargaining leading to a flexible workforce under the absolute control of management.

It is no surprise that management want to destroy the CWU. It is one of the few unions that retains effective workplace organisation that enables postal workers to take control and take effective action like unofficial walkouts to resist management. And it is through such workplace organisation that this dispute can be won. Holding regular mass meetings locally, regionally and nationally will ensure that postal workers can:

- ❖ exchange ideas, coordinate action and plan effective tactics to bring the postal service to a virtual standstill;
- ❖ spread the use of work-to-rules, go-slows and other ways to paralyse mail delivery on non strike days, over and above the strikes already called;
- ❖ avoid control of the dispute being passively left to union leaders;
- ❖ reach out to other public sector workers about to take their own action.

Through self-organisation postal workers can win this dispute and rid themselves of a dictatorial management style and also stop privatisation plans in their tracks.

**Manchester Solidarity Federation, PO Box 29, SWDO, Manchester, M15 5HW
07 984 675 281; manchestersf@solfed.org.uk; www.solfed.org.uk**

Solidarity Federation is an anarcho-syndicalist organisation which envisages a socialist society being brought about through revolutionary unions which are directly controlled by their members, are completely independent of any and all political parties, and are dedicated to overthrowing the present global capitalist system.

Postal Workers - Organising to Win

The stakes are high in the current postal dispute. There's no doubt about the Royal Mail's intentions to destroy the union as an effective fighting force and push through savage job cuts in the run up to wholesale privatisation. This became clear in the fruitless talks held while strike action was suspended. At the talks management tried to force through the following changes:

- ❖ flexible attendance (starting work two hours before or after normal start times);
- ❖ annualised hours (longer hours in busy periods with no overtime pay);
- ❖ an end to existing shift times;
- ❖ an agreement to cover absences and holidays;
- ❖ a slashing of the final salary pension scheme;
- ❖ replacing the industrial relations framework with the very minimal collective rights agreement allowed under government legislation.

This would have effectively ended collective bargaining leading to a flexible workforce under the absolute control of management.

It is no surprise that management want to destroy the CWU. It is one of the few unions that retains effective workplace organisation that enables postal workers to take control and take effective action like unofficial walkouts to resist management. And it is through such workplace organisation that this dispute can be won. Holding regular mass meetings locally, regionally and nationally will ensure that postal workers can:

- ❖ exchange ideas, coordinate action and plan effective tactics to bring the postal service to a virtual standstill;
- ❖ spread the use of work-to-rules, go-slows and other ways to paralyse mail delivery on non strike days, over and above the strikes already called;
- ❖ avoid control of the dispute being passively left to union leaders;
- ❖ reach out to other public sector workers about to take their own action.

Through self-organisation postal workers can win this dispute and rid themselves of a dictatorial management style and also stop privatisation plans in their tracks.

**Manchester Solidarity Federation, PO Box 29, SWDO, Manchester, M15 5HW
07 984 675 281; manchestersf@solfed.org.uk; www.solfed.org.uk**

Solidarity Federation is an anarcho-syndicalist organisation which envisages a socialist society being brought about through revolutionary unions which are directly controlled by their members, are completely independent of any and all political parties, and are dedicated to overthrowing the present global capitalist system.