

No. 342/24

24th October 2024

TO: ALL BRANCHES

Dear Colleague,

NEC and Industrial Executive Elections – 2024

The purpose of this LTB is to provide Branches with further information regarding the forthcoming NEC and Industrial Executive ballots which are scheduled to take place from 30th October 2024 to 20 November 2024.

In line with our previous policy, we are taking this opportunity to provide some additional guidance on the number of candidates that members will be entitled to vote for in each of the respective ballots.

Additionally, please find attached advanced copies of the booklets containing the candidate details for the respective NEC Equality strand - LGBT+, Postal Constituency NEC and Postal and TFS Industrial Executive elections as appropriate.

We hope this will assist those Branches who wish to advise their members of any recommendations that the branch may wish to make.

Branches will find the full list of nominations for the above elections in the following LTB's 330/24 and 333/24.

Listed below are the ballots scheduled to take place in the 2024 series of elections. Also listed is the relevant member voting entitlement for each ballot.

NEC Equality Strand Positions

Women

No ballot required

LGBT+

- All members are entitled to vote in this ballot.
- There are 2 candidates listed on the voting paper.
- The number of candidates to be voted for in this ballot is **one**.
- Accordingly, Branches will be entitled to recommend **one** candidate to their members.

BAME

No ballot required

Disability

No ballot required

RETIRED MEMBERS SECTOR

No ballot required

POSTAL CONSTITUENCY

National Executive Council Representatives

Postal Constituency Chair – No ballot required.

Postal Constituency – NEC Representative

- All members of the Postal Constituency are entitled to vote in this ballot.
- There are 15 candidates listed on the voting paper.
- The number of candidates to be voted for in this ballot can be less, but not more than **seven**.
- Accordingly, Branches will be entitled to recommend up to **seven** candidates to their members.

Postal Constituency – NEC Young Worker - No ballot required.

Postal Executive Representatives

- All members of the Postal Constituency are entitled to vote in this ballot.
- There are 16 candidates listed on the voting paper.
- The number of candidates to be voted for in this ballot can be less, but not more than **eleven**.
- Accordingly Branches with members in the Postal constituency will be entitled to recommend up to **eleven** candidates to their members.

TELECOMS & FINANCIAL SERVICES CONSTITUENCY

National Executive Council Representatives

T&FS Constituency Chair – No ballot required.

T&FS Constituency – NEC Representative (Section 1)

No ballot required

T&FS Constituency – NEC Young Worker (Section 2)

No ballot required

TELECOMS & FINANCIAL SERVICES CONSTITUENCY

T&FS Executive Representatives

TFSE – Young Worker

- All members of the T&FS Constituency are entitled to vote in this ballot.
- There are 2 candidates listed on the voting paper.
- The number of candidates to be voted for in this ballot is **one**.
- Accordingly, Branches will be entitled to recommend **one** candidate to their members

TFSE - Santander UK, Santander Global Technology

No Ballot Required.

TFSE – Virgin Media 02 (VMO2)

No Ballot Required.

TFSE – Technology Sector (UTAW)

No ballot required

TFSE – All Other Members in the TFS Constituency Representative.

- All members of the T&FS Constituency excluding those working in Santander UK, Santander Global Technology, VMO2 and UTAW are entitled to vote in this ballot.
- There are 8 candidates listed on the voting paper.
- The number of candidates to be voted for in this ballot can be less, but not more than **four**.
- Accordingly, Branches will be entitled to recommend **four** candidates to their members.

Any enquiries regarding this Letter to Branches should be addressed to the Senior Deputy General Secretary's Department at dwilshire@cwu.org or on telephone number 020 8971 7368

Yours sincerely,



Tony Kearns
Senior Deputy General Secretary

CANDIDATES' BIOGRAPHICAL DETAILS AND ELECTION ADDRESSES

Election for Postal Constituency Members

- **NEC MEMBER (SECTION 3) –
CWU EQUALITY STRAND – LGBT+**
- **NEC MEMBERS (SECTION 1) –
POSTAL CONSTITUENCY**
- **POSTAL EXECUTIVE MEMBERS**

Please read carefully before casting your vote.

**NEC MEMBER (SECTION 3) –
CWU EQUALITY STRAND – LGBT+**

LIST OF CANDIDATES

NEC MEMBER (SECTION 3) – CWU EQUALITY STRAND – LGBT+

Maria Exall Greater London Combined

Rosalind White Highland Amalgamated

NEC MEMBER (SECTION 3) – CWU EQUALITY STRAND – LGBT+



**Maria
EXALL**

Branch: Greater London Combined
Joined CWU: 1988
Job Title: BT/ Openreach Engineer
Date starting employment relevant to CWU: 1988

Record of CWU Activity: CWU member BT/ Openreach Engineer since 1988.
Branch Committee member 1990-date Branch Vice Chair 1994-7 Branch Secretary 2012-2016 Financial Secretary 2016-date
CWU National Executive and T&FS Executive 1997-2011 during which I was Chair of the Equalities Committee and Political Fund Management Committee and delegate to UNI Women's Conference
CWU nominee to TUC General Council since 2006, and served as TUC President 2022-23. Chair of the TUC LGBT+ Committee and CWU delegate to LGBT+ and Women's TUC
CWU delegate National Labour Party Conference from 1994. CWU delegate to London Labour Party Conference. Vice Chair National LabourUnions (TULO) 2015-date

ELECTION ADDRESS

As a CWU representative I have consistently supported the democracy of members, branches and regions within our Union at local and national level. I see accountability as the building block of effective trade unionism. On the NEC I will work to ensure our Union Executive listens to the voices of all members.

I have extensive experience representing the CWU at national level and I am proud to have promoted CWU policy and the principles of working class solidarity in the wider trade union and labour movement. I will continue to do this.

Our Union must remain a leader in campaigning for progressive policies in our movement and in society. We must continue to fight for comprehensive workers rights and for the repeal of all the anti trade union laws that hold us back. We must champion the case for a fairer and more just economy which ends pensioner and child poverty and delivers better pay and job security for all working class people.

If elected to the NEC I will help develop the equality work of our Union together with activists in local branches and on regional committees. I am committed to the important anti racist campaigning we do and support women's equality and rights of disabled people at work.

I am standing for the NEC because I want to promote issues for LGBT workers within our Union and in society, including supporting greater representation of trans and non binary trade unionists. I will help to tackle the problems of homophobic and transphobic bullying and harassment and discrimination within our workplaces.

I believe our Union should expand to the new areas of our industries, recruiting, organising and representing the workers of the future.

I am pleased to be supported by Branches from across all sections of our Union.



**Rosalind
WHITE**

Branch: Highland Amalgamated
Joined CWU: September 2018
Job Title: Maintenance Technician T2
Date starting employment relevant to CWU: September 2018

Record of CWU Activity: Joined CWU and RMPFSL September 2018
Became Highland AMAL LGBTQ+ Officer October 2018.
Became Branch Chair July 2020
Became Scottish Regional LGBT+ Lead May 2020
Conference Attendee and Speaker 2022 and 2024
Courses attended include Equal Rights 1&2, LGBTQ+ Awareness, Basic Skills, Charing Meetings, and others.

ELECTION ADDRESS

As a transwoman myself, I have experienced prejudice, intolerance and ridicule in the past and so I am not blind to the existence of these practices and mindsets. I firmly believe that unless challenged, LGBT+ and other minorities will continue to be used as scapegoats for many of Society's ills. Such challenges are best issued by those who fall victim to them, for anyone's direct experiences are surely a greater spur to action, understanding and advocacy for change.

I have been Scottish Regional LGBT+ Lead for 4 years now; this has required working closely with my fellow Regional Leads from around the country, who I now count as firm friends as well as colleagues. Between us, we get things done; I strongly feel that this closeness, something I look forward to continuing and promoting if elected, is one of the Union's great strengths. As National Lead, I would like to encourage this way of working among the other Equality Strands, enabling a more cohesive, unified approach throughout the Union's Equality Department and promoting positive change in Society as a whole.

As our new Labour UK Government settles in, now is the time to push for the honouring of pledges towards LGBT+ issues, to call out any remaining pockets of prejudice and homophobia, biphobia or transphobia (and any other phobias that come to light) and hold the Labour Party to its age-old policy of inclusion, equality and solidarity among the working population. As National LGBT+ Lead, I would consider such tasks to be well within my remit, and look forward to hammering on doors, calling for promises to be kept as loudly as I can, and - most importantly of all - being the mouthpiece through which our LGBT+ Members speak and are heard throughout the CWU.

POSTAL CONSTITUENCY

LIST OF CANDIDATES

NEC MEMBERS (SECTION 1) – POSTAL CONSTITUENCY

Mahmood Ali	Birmingham District Amalgamated
Owain Beaumont	Scotland No. 2
Ian Corrin	Greater Mersey Amalgamated
Luke Elgar	Essex Amalgamated
Darren Glebocki	Nottingham & District Amalgamated
Stephen Halliwell	Newcastle Amalgamated
Andrew Hatch	Plymouth & East Cornwall Amalgamated
Andrew Hopping	South Central Postal
Saf Khan	North West No. 1
Mole Meade	South East London Postal & Counters
Matthew Riddall	South & East Thames Amalgamated
Alan Tate	London Regional Motor Transport
Bobby Weatherall	Northern Ireland Postal Amalgamated
Lee Wenban	South East London Postal & Counters
Rob Wotherspoon	Bristol & District Amalgamated

POSTAL EXECUTIVE MEMBERS

Mahmood Ali	Birmingham District Amalgamated
Owain Beaumont	Scotland No. 2
Ian Corrin	Greater Mersey Amalgamated
Luke Elgar	Essex Amalgamated
Darren Glebocki	Nottingham & District Amalgamated
Stephen Halliwell	Newcastle Amalgamated
Andrew Hatch	Plymouth & East Cornwall Amalgamated
Andrew Hopping	South Central Postal
Steve Jones	London Postal Engineering
Saf Khan	North West No. 1
Mole Meade	South East London Postal & Counters
Matthew Riddall	South & East Thames Amalgamated
Alan Tate	London Regional Motor Transport
Bobby Weatherall	Northern Ireland Postal Amalgamated
Lee Wenban	South East London Postal & Counters
Rob Wotherspoon	Bristol & District Amalgamated

NEC MEMBERS (SECTION 1) – POSTAL CONSTITUENCY



**Mahmood
ALI**

Branch: Birmingham District Amalgamated
Joined CWU: March 1991
Job Title: OPG
Date starting employment relevant to CWU:
19 March 1991

Record of CWU Activity: CWU Postal Executive member 2011 – Present; CWU National Executive Council member 2013 - Present; CWU Employment Tribunal Panel Member 2008 - Present; CWU Birmingham Area Processing Representative 2004 – 2011; CWU Branch Political Officer 2007 – 2009 & 2010 – 2012, February 2024 - present; CWU Birmingham Processing Focal Negotiator 2001-2004; CWU Unit Rep 1999-2001; CWU Equality & Diversity Tutor; CWU Induction / Key stage 1 Tutor; CWU Health & Safety Representative 1999-2011; Employment Law Stage 1 Course 2000; TUC Induction Tutor; Degree in Statistics and Economics

ELECTION ADDRESS

I am privileged to be an elected member of the CWU Postal Executive & National Executive Council.

If re-elected, I will continue to ensure that the CWU remains an independent trade union that invests in its frontline representatives, with all necessary resources and training, empowering them to offer quality representation to our members in the workplace.

I will ensure that the CWU's structures on all levels, our organising strategy and ways of working are effective and robust to achieve our members' aspirations,

I will continue to pursue the following objectives in relation to the CWU **industrial strategy:**

- I will prioritise harmonising all members pay, terms, and conditions of employment.
- Our members' daily workload must be fair and manageable.
- Continue to oppose compulsory redundancies.
- When dealing with the change, ensure minimum disruption to members' shift patterns and attendance times.
- RM's future strategy to be focused on growth and job security.
- RM's technology strategy must be regulated by collective agreements and not compromise our members' freedom at work, trust and the respect that they deserve.
- Productivity and efficiency to be approached in line with our national agreements; I will continue to oppose unrealistic and un-agreed saving targets.
- Resourcing realignment activities to maximise full time jobs, increase part-time contractual hours and reduce reliance on casual/agency workforce, by offering and maintaining substantive contracts.
- Royal Mail must honour their commitment of joint working and genuine cultural improvement and ensure our workplaces are bullying and harassment free.

Political Strategy:

- Ensure our political strategy promotes trade union values in society and strengthens our industrial strategies via political influence.
- A strong ongoing political campaign to oppose the gig economy and exploitation of working people.
- Continue to pursue a new deal for working people.

I will continue to promote the CWU equality and diversity agenda.



**Owain
BEAUMONT**

Branch: Scotland No. 2
Joined CWU: 2004
Job Title: OPG
Date starting employment relevant to CWU: 2004

Record of CWU Activity: Alloa DO Local Rep 2016-2023, Sub Area Rep FK/KY 2018-2023, Legal and Medical Officer 2018-2020, Branch Committee Member 2018- Present Day, Assistant Branch Secretary 2020-2023, Branch Secretary 2023- Present Day and Scottish Divisional Chair. STUC Delegate 2022 and CWU National Conference Delegate 2019 and 2024.

Education/Training

TUC accredited Diploma in Employment Law, Essential and Advanced Skills 1 and 2, Postal Agreements and Procedures, Fair and Equal in the CWU, Mental Health Awareness training and Branch Secretaries Course. I also have experience in all stages of the IR Framework.

ELECTION ADDRESS

Network

Being from Scotland, we saw the worse of these changes, much like other areas of the country. We need to push the business to reverse some of the damage they have caused. The business needs to start listening to our people in the field so we can start improving times on the ground for our members.

Dispute

I do believe we need to move on from the dispute, but not to forget it. We have to learn from our mistakes, of which we made a few during the dispute. I believe we need to own these mistakes and prove to our members we have learned from them going forward.

Rebuilding

Trying to rebuild after everything our members have been through won't be easy. It will take a lot of hard work. It is going to require us to get back to basics and start resolving our members issues on the ground. This is the only way we can rebuild the trust in the membership again.

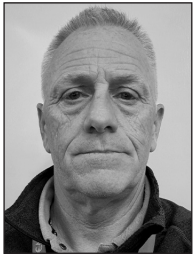
USO Reform

With the USO reform just around the corner we will need an executive who understand the business and is alive to what our members want. This reform has the potential for us to offer our members innovative duty patterns to help our members work life balance. This won't be easy. Royal Mail have never dealt with change well. That's why it will be down to the CWU to ensure any change of the future is an advantage to our members first and foremost.

These are just a few important issues I believe we need to tackle going forward.

I believe I have the passion, commitment and dedication to represent our members on a National Level, and with your support I will ensure I do my very best for all of our members.

NEC MEMBERS (SECTION 1) – POSTAL CONSTITUENCY



Ian
CORRIN

Branch: Greater Mersey Amalgamated
Joined CWU: April 1996
Job Title: OPG
Date starting employment relevant to CWU: February 1996

Record of CWU Activity: Bootle DO Rep: 2005 - 2007; Bootle & Seaforth DO Rep: 2007 - 2013 & 2014 – April 2019; Bootle & Seaforth DO Sub Rep: 2013 – 2014; Delivery Section Chair: 2010 – 2017; Area Delivery Rep 2019 to date; Postal Constituency Secretary 2019 to date; Together for Growth Host: 2013; Conduct Agreement Trainer: 2015; Financial Secretary: 2015 to 2021; IR Framework, Resource Meeting, Attendance & Conduct Agreement One – Day Workshop Trainer: 2019 to date; Assistant Branch Secretary 2024 to date; CWU Conference/Re-Design Conference Branch Delegate; Central Committee Delegate; Labour Party CLP Delegate

ELECTION ADDRESS

Dear Colleague,

The world of work is changing and changing at pace. As a trade union we need to take the initiative and be fully involved in shaping the changes that will protect our members future employment and “term & conditions” by influencing government and the devolved administrations.

Whether we like it or not, politics plays an important part in all our lives and at the time of writing this election address CWU members are voting on retaining the political levy. If the membership decides to retain the political levy, work must commence immediately on overturning the anti – trade union laws brought in by previous administrations.

I don’t think anyone underestimates the importance of the job at hand if we are to remain a stand-alone trade union. Understanding and bridging the disconnect is fundamental to our union’s survival. Encouraging members to take part in our democratic processes like these current elections should be a piece of work undertaken by the incoming national executive.

The power of education for both our representatives and members should be a priority of our union by building on the good work and foundations already laid by the “Equality, Education & Development” department.

These elections are your opportunity to elect the people on to the national executive who you believe are best placed to promote the non – industrial policies of the union, but also remembering that what happens in the workplace can also impact on you and your family in your personal life. Your ballot paper gives you the ability to have your say in shaping the future of your trade union and the ability to shape the politics of your union.

Thank you for taking the time to read my election address.

I hope that you will consider electing me to the national executive.



Luke
ELGAR

Branch: Essex Amalgamated
Joined CWU: 16th August 2010
Job Title: OPG
Date starting employment relevant to CWU: 16th August 2010

Record of CWU Activity:

Labour Party Member, ACORN Community Union Member, Essex Amal Branch Young Workers Rep, Eastern Region Young Workers Rep, SS Area Delivery Rep Substitute, NEC Young Workers Representative, Postal Executive, National Executive

ELECTION ADDRESS

The CWU finds itself in a similar position to Royal Mail group as a whole. Decisions we take in the next year are critical in securing our future. Rebuilding our industry will take energy and ideas.

I’m 32 and serving on our executives has helped me grow in experience and ability to develop these ideas, challenging the company on what the future looks like. If we are not on the front foot then management will continue to design a company built on decline for jobs, terms and pay.

I come from a proud family of postal workers who have enjoyed longevity in the job. But that will not be possible today if we do not take on the big challenges.

- Time outdoor is increasing, putting more time on our feet. Change to the USO must address this.
- Mail centres are using far too many agency workers at the cost of CWU jobs.
- And people are being blocked from going from Part time to Full time.

I’m a visible member of the executive. Walking around offices and at gate meetings, one message is clear. People feel undervalued because of an unachievable workload or fear of conduct. But we can tackle this.

I will fight for a return to human based revisions where duties are realistic because CWU members have been involved in the design.

And I will challenge culture in HR. Advisers to conduct cases remain faceless and this cannot continue if we are to defend our members. I was targeted through conduct during the dispute along with hundreds of others simply for exposing HR. I will continue to challenge them until I believe we have accountability.

I’m a proud postal worker and will fight to ensure that those joining today can feel the same sense of pride in their job again.

NEC MEMBERS (SECTION 1) – POSTAL CONSTITUENCY



**Darren
GLEBOCKI**

Branch: Nottingham & District Amalgamated

Joined CWU: Jan 1987

Job Title: OPG

Date starting employment relevant to CWU: Jan 1987

Record of CWU Activity: Mansfield & District Branch Secretary 1988 - 1992. Unit Representative Mansfield DO 1992 - 2017. Nottingham Area Delivery Representative 1992 - 1998. Nottingham & District Amal Branch Secretary 1996 - 1998. Assistant Area Delivery Representative 2009 - 2017. Branch Chairperson 2009 - 2013. Branch Assistant Secretary 2013 - 2016. Midlands Assistant Regional Secretary 2015 - 2017. Acting Area Delivery Representative 2015 - 2017. National Postal Executive Member 2017 to date. NEC Member 2019 to date.

Other relevant services to the trade union and Labour movement:

Complimentary Member Notts NUM Ex & Retired Members Association. Midlands TUC Executive Committee delegate 2010 - 2017.

Education Activities: Induction, Secondary, Advanced, Equal Opportunity and other CWU/Union Training.

ELECTION ADDRESS

Our union finds itself at a crossroads and the decisions we make now and over the next two years will determine whether the CWU remains a standalone trade union.

The CWU's national, industrial and regional structures were designed some 30 years ago around a trade union of 250,000 plus members and during a different world of work, where we organised and represented workers in two major employers, Royal Mail and BT. We now stand at nearly half that in terms of membership and represent working people over 30 different employers.

Therefore, the need to review how we represent our members and support our Branches against this changed environment is not only overdue but also necessary. We have to be honest; the status quo is not an option and further delay in bringing forward this reform will not be in the best interests of the union's members.

In seeking your support to be re-elected to the NEC, I understand there will be no easy decisions in seeking to retain the CWU as a standalone union. But I will prioritise that such changes will ensure:

- **That our Branch structures remain the bedrock of the union**
- **That all reform remains focused on increasing the support for our reps and field officials in representing members in the workplace**
- **That we remain a democratic, members driven and accountable trade union, with all representative roles at all levels being voted by and from the membership**
- **That we retain and develop our voice beyond the workplace – both with our sister trade unions and politically**
- **That we reduce the size of the NEC going forward**
- **That we build on our long and proud history but make a trade union worthy of the next generation of CWU members**

Thank you for taking the time to read this address.



**Stephen
HALLIWELL**

Branch: Newcastle Amalgamated

Joined CWU: August 1991

Job Title: OPG

Date starting employment relevant to CWU: 19/8/1991

Record of CWU Activity: Processing Rep. January 1996-2001; Substitute Area Processing Rep. 2000-2001; Area Processing Rep. February 2001-2012; Substitute Divisional rep 2009-2017; National appeal panellist 2013 onwards; National trials coordination committee 2014-2017; National and Postal Executive member 2017 onwards; Trainer in Industrial courses for Reps.

Educational Activity; Induction school. Skills 1; TUC wider union skills; Visitor to Women's conference 1998/2017/2018/2019, Black workers, LGBT conference 2001/2017/2018/2019; Delegate to Annual conference 1999 onwards, Way Forward conference 1999, National Trials 2001; MTSF and I.R. training, Media training 2008, Union Learning rep 2007, Equal Rights, Equal pay, Discussion leaders 2012, Attendance training 2013, Conduct code 1996/2014

ELECTION ADDRESS

I am standing for re-election to the NEC/PEC. It has never been as important as it is today to have experience at a national level in dealing with a company that continues to not want a CWU.

Since being elected I have;

- Expressed my views on Redesign of the CWU, the direction we must take to rebuild our union and reinvigorate members and reps in every workplace.
- I have negotiated key agreements such as Conduct, attendance, revisions that aim to protect our members, address agency use and deal with our members daily problems.
- I have led national negotiations on many operational issues negotiated pay deals in Jersey Post, Guernsey Post and the Isle of Man Post Office.
- I continue to successfully represent Reps who have been disciplined/dismissed at National Appeal Panels.
- I regularly visit units to speak to members and have undertaken many successful Industrial Relations reviews across the country to address the mistreatment of our members.

The future;

- We must address what is currently taking place in the workplace that is wholly unacceptable, managers need to be dealt with effectively and leave if they cannot treat our members properly.
- We must regain key terms such as full sick pay, a new attendance agreement that supports our members with representation.
- We must bring Royal Mail back to a employer with people at its heart.
- We must continue to challenge Royal Mail to ensure our members have a job that is reasonable and not overloaded. Whoever owns Royal Mail need to return to the service mentality that our members deliver with pride.
- We are at a key point in our history and we must stay as a fighting union based upon democracy.

I seek your continued support and promise to work tirelessly for you.

Steve

NEC MEMBERS (SECTION 1) – POSTAL CONSTITUENCY



Andrew
HATCH

Branch: Plymouth & East Cornwall Amalgamated
Joined CWU: 14th February 2000
Job Title: MGV Professional Driver
Date starting employment relevant to CWU:
8th April 1999

Record of CWU Activity: Distribution Shift Rep Plymouth Distribution 2008-2013; Sub Area Distribution Rep 2009-2013; Area Distribution Rep 2013-Current; National Collections Working Group 2017-Current; Royal Mail Section Secretary 2013-2018; Deputy Branch Secretary 2016-2019; Deputy Branch Chair 2018-2023; Branch Chair 2023-Current

Other Relevant Service to the Union and Labour Movement: Annual Conference 2013-Current; Delegate to National Briefings 2013-Current; Delegate to Divisional Coordinating Committee 2013-Current; Labour Party Member 2017-Date; Various other CWU Schools

ELECTION ADDRESS

TO ALL CWU MEMBERS

I am seeking your support in the NEC Election.

I fully believe the NEC needs new blood and new ideas. Top priority is how we stay a standalone union, focused on Postal Workers in their workplace. We need to make sure that we are not diluting the service we provide.

The average member is not fully engaged on how our Union is run and our campaigns. This has to improve if we are to maintain our high standards. Postal workers should always be at the centre of what we do.

No ifs, no buts, the CWU needs to ensure the new Labour Government is delivering for postal workers. If this doesn't happen soon, I will be an advocate of difficult choices if they're needed to be made.

I believe Equality, education, recruitment and organising, young and retired members are all important parts of the CWU. We need them to be laser focussed on delivering a broad Union for Postal Workers in the workplace. I want these departments and sections to be mainstream in a workplace based CWU.

In my opinion, the NEC should have the members opinions and views at the forefront when making decisions both industrially and politically. This has got lost in recent history and my promise is to improve the links between members and CWUHQ.

We cannot bury our head in the sand when it comes to the Green Agenda, both in work and outside, this is the most serious threat to all of ours, our members and members families' futures. I will not ignore it.

A vote for me will mean a vote for decisive decision making, relentless hard work and structured leadership.

Thank you for taking the time to read my election address.

Please use your vote #VoteHatch



Andrew
HOPPING

Branch: South Central Postal
Joined CWU: 1st July 1985
Job Title: LA1
Date starting employment relevant to CWU:
1st July 1985

Record of CWU Activity: PEC member 2013 to-date, Vice Chairman 2013 to-date, Section Secretary Harrow-Watford 1987-1991, Area Safety Rep London 1990-1997, Area Admin Rep 1997 to-date, Branch Treasurer 1992 to 2012, Legal Medical Secretary 1994-1999, Branch Pension Officer 1988-1992, Substituting National Officer 2017 to date.

Educational Activity: CWU Induction/ Secondary Schools: Conduct & Attendance, Pensions, Media Skills, Union Law, Legal & Medical, Political School, Occupational Health & Safety, Delegate to 31 Annual Conferences, All Specials and Rules Revision. Delegate to TUC conference.

Political Affiliation Activity: Previous member of Labour Party & previous Union Membership of GMB and PFA

ELECTION ADDRESS

I am seeking your support to serve on our CWUs National Executive Committee.

I have served on the Postal Executive for the past 11 years and feel the work I have achieved, both politically and industrially, would justify a seat on the National Executive Committee.

Serving the Union nationally on our Postal Executive has given me the vast experience and knowledge to represent how our Union runs internally. I have spoken on many political platforms on a wide range of issues such as "Fire and Rehire", Post Office closure campaigns & anti-austerity demonstrations. I have supported other union's Picket lines including RMT, ASLEF, UCU and RCN throughout the whole summer of disputes. I also attended over 20 different postal delivery Picket lines and was ever present on my mail centre Picket line throughout the 18 days of postal industrial action.

I have always attended the "National Stand Up to Racism" demonstrations and been present at various political events over the years such as Tollpuddle Martyrs, Anti Fascist demos & the Durham Miners Gala.

I know it's been a difficult year for all postal workers but I know we have the resilience to rebuild our membership and regain the Union's collective strength. We need to recruit the new joiners and replenish where we have lost long-standing reps through retirement in order to fight the 2 tier workforce.

I've always prided myself on common sense decisions and believe the National Executive of our Union are worthy of the most experienced candidates which I consider myself as one.

I hope you can endorse me in these elections for NEC and Postal Executive. We need the right voice speaking on political, social and industrial issues.

PLEASE VOTE FOR ANDY HOPPING FOR BOTH NEC/ PEC

YOUR SUPPORT IS VERY MUCH APPRECIATED

NEC MEMBERS (SECTION 1) – POSTAL CONSTITUENCY



Saf KHAN

Branch: North West No. 1
Joined CWU: 9th September 1991
Job Title: OPG
Date starting employment relevant to CWU: 9th September 1991

Record of CWU Activity: Postal Executive Member September 2021-present, Branch Secretary 2014-September 2021, Local Representative 1996-2014, Substitute Area Delivery Representative 2002-2017, Branch Treasurer 2004-2014, TUC advisory committee member 2018-19, CWU Industrial framework training 2012, CWU induction training 2001, Postal Procedures and Agreements course 2003, Union Skills 1&2, 2004-2005, Equality & Diversity course 2001, CWU Training for representatives 2018, Train the Trainer course 2018, Branch Secretary course, CWU Mental Health Awareness Course

ELECTION ADDRESS

Colleagues, I have been a CWU member for 33 years. In my 33 years' service I have been a CWU official at all levels from local representative and branch secretary for 25 years. I was elected to the CWU Postal Executive in September 2021 to date. In my time as a CWU official I have represented the members at all levels of the union structure, up to and including tribunals and NAPs. I have gained the knowledge in how the union structure works and believe it is time for me to bring my experience to the CWU national executive.

I have actively been involved in numerous campaigns for CWU members in all the constituencies we represent. I strongly believe in one union for all, as together we are stronger in raising members issues into the wider trade union movement and society.

I will push for policies which guide the union in the direction that best benefits our membership and their families in their daily lives and at work.

I am politically involved regionally and will only support a party that will best represent CWU members. I believe there is much work to be done with the government and I will voice my opinions to reflect needs of society.

If elected, I will fight for: -

- The right for workers in a union and the wider society
- Ensuring our Education and training programme best fits the needs of CWU representatives
- Ensuring the diversification of the membership is represented at National level and seek to remove barriers which are preventing members from standing
- Work tirelessly to maintain a stand-alone union
- Work with branches to increase membership
- Ensuring Trade Unions are at the heart of issues in society.

Thank you for reading.

Please vote for Saf Khan!!



Mole MEADE

Branch: South East London Postal & Counters
Joined CWU: 11th August 1989
Job Title: Postal Officer (CSC)
Date starting employment relevant to CWU: 11th August 1989

Record of CWU Activity: Postal Executive: 2017 to present Delegate UCW/CWU annual conference:1990-2016; Area Representative (SE): 2010-2017; London Media Officer (Royal Mail Dispute): 2008-2010; Regional Counters Chair (SE): 2003-2008; Counters Assistant Secretary: 1990-2003; SE London C&Cs Branch Committee: 1989-1999

Additional Roles: LCF Secretary (Lewisham Labour): 2018 to 2023; TULO Officer (Lewisham East Labour):2018 to present; Lewisham TUC: 2019 to present

CWU Education: Industrial Framework (BOSA-COSA); Equality; MTSF; Media; ACAS Mediator; Pensions

ELECTION ADDRESS

Dear Colleague,

I am seeking your support for election to the NEC and believe I have the skills necessary to develop national policies both politically and nationally for the benefit of the membership.

As a Member of the Postal Executive for the last 7 years, I have seen first-hand the real need for political lobbying and solutions. The National Executive is a role that not only has responsibility for the general running of the CWU, it also must have a much bigger political voice.

This Executive must place more onus on the current government to improve the safeguards for all working people.

If we had a government that cared about people in the last dispute countless members and representatives, wouldn't have been dismissed, and their lives changed forever.

Royal Mail gave the people at the top large bonuses and eye-watering dividends to shareholders, at the expense of the Royal Mail employees and the services we all provide.

I have spent the last 35 years defending workers and their rights. That knowledge and those skills will be vital for the debate moving forward. The union must make sure that we resolve the issues in the workplace and give job security for all in the postal constituency, no matter the business.

The issue with the Post Office Horizon scandal is nothing short of disgraceful. The victims do not just stop with the sub-postmasters. There are three groups of victims:

1. The sub-postmasters
2. The Crown Post Office members who have lost their jobs to plug the financial hole that mismanagement created.
3. Then there's the communities we all serve, who in some cases have become postal deserts in a world where these services are increasingly more important.

Use your vote, we all need a voice.

Vote Mole Meade

NEC MEMBERS (SECTION 1) – POSTAL CONSTITUENCY



**Matthew
RIDDALL**

Branch: South & East Thames Amalgamated
Joined CWU: 23/03/1991
Job Title: Post person
Date starting employment relevant to CWU:
23/03/1991

Record of CWU Activity: Local committee member, Drivers Rep, H&S Rep, local rep at Sidcup DO, Sub Area Rep DA/BR 2011-2019, Area IR Rep 2019-present, affiliated to Labour Party, Annual Conference 2007-date, CWU Industrial Engineer (AMS) 2018-current, National Industrial Engineering Group 2018-current, National tools joint working group/ Performance Working Group, National train the trainer program IWT/ Geo route/Conduct/ I.R framework/Attendance procedure/Model week, Geo route SME/IWT SME productivity and system group member. Union skills 1/2/3, Advanced union skills 1/2/3, Health & Safety 1/2/3, Agreements and Procedures Course, Employment Law 2016-year course, Route manager Champion, CWU Dignity and Respect, Mental health pilot course

ELECTION ADDRESS

Bringing over 32 years of experience of working at grass roots within Royal Mail I am seeking election to the National and Postal Executive with full support from my Branch South and East Thames Amal.

I am one of the few *Qualified Industrial Engineers working* within the CWU and have been a Regional Trainer and still a trainer of trainers. I also bring experience of working in **JOINT WORKING GROUPS**.

A fair workload must be high on the agenda, and this must be coupled with no more workplace bullying.

I promise if elected I will.....

Work tirelessly to Stamp out the bullying culture in the workplace and hold managers accountable for their actions coupled with a fair and manageable workload for all.

Monitor modern technology so that it is not used to burden individuals nor be a threat to the conduct of all members.

Seek to improve the start time on network window especially on a Saturday to improve work life balance.

Seek transparency on sickness policy and equality issues which go hand in hand.

Support part time individuals so that they must be allowed to upgrade hours using the current six-month reviews as basis.

Support new contract entrants into this business being afforded old legacy terms and conditions moving forward.

Maintain the CWU as a stand-alone union and to ensure we all have a future and the ability to have a say in how the CWU represents workers and working in every workplace.

Using my experience with dealing with management negotiations at all levels and both with my joint working group experience and my unique Industrial Engineering skills I strive to make the workplace a better place for all.

Work smarter not harder!!!!!!

A vote for me is a vote for fresh ideas and change.



**Alan
TATE**

Branch: London Regional Motor Transport
Joined CWU: 1979
Job Title: Fleet Technician
Date starting employment relevant to CWU:
November 1979

Record of CWU Activity: PEC 2015 to date, Territorial Rep 2003-2015, Branch Secretary 1992 to 2015, Branch Chair 1986-1992 & 2015 to date, Branch Treasurer 1983-1986, Workplace Rep 1979 -1983, GLLP Board Member 2002 to date, Vice Chair London TULO 2007-2009, Chair London TULO 2009 to date, CWU/NCU Delegate to Labour Party Conference 1994 to 2022, London Region Political Officer 1996 to date, Political Affiliation: TU Officer Carshalton & Wallington CLP, Labour Candidate in 2006,2010, 2014 & 2018 & 2022 Local Elections, Elected member of Labour Party NCC 2018 to date

ELECTION ADDRESS

Conference has justifiably taken the right decision to improve our financial stability through a restructuring model. The effectiveness of the Union remains paramount to that success and I believe I can help shape our future as a member of the National Executive Committee directly involved in decision making to improve the representation of all CWU members.

Every function is justifiably angered by decisions taken on recent matters such as Agency Staff and the Two-Tier Workforce. As a Technician working in Royal Mail Fleet in a minority grade, I also accept the claim that many members across our Union feel they have been left behind. I will work closely with our National Officers to ensure any planned takeover of Royal Mail will not result in job losses or damaging changes to terms and conditions. Royal Mail remains a key part of the UK's infrastructure so any proposed takeover must be robustly scrutinised with appropriate guarantees to protect the interests of all members. As a member of the **NEC** I will remain focused on matters such as the USO to ensure that any change will also deliver a realistic reduction in the working week including a return to Monday to Friday working under conditioned hours.

With my political influence I will continue to work tirelessly to ensure that members reap the benefits from the New Deal for Workers as promised in the Labour Party's election manifesto. Government must also deliver on their commitment to strengthen the Post Office network and end any further closures including justice and compensation delivered swiftly to those shamefully affected by the Horizon IT scandal.

As an elected member of the NEC my commitment to you is that I will not leave any member behind.

Please use your vote

VOTE ALAN TATE FOR THE NEC AND PEC

NEC MEMBERS (SECTION 1) – POSTAL CONSTITUENCY



**Bobby
WEATHERALL**

Branch: Northern Ireland Postal Amalgamated
Joined CWU: 1978
Job Title: Postman
Date starting employment relevant to CWU: 1978

Record of CWU Activity: Assistant Secretary Transport 1989-1993, Area Distribution Rep 1993-2014, Branch Chairman 1993-1996 & 2014-2024, Assistant Branch Secretary 2002-2004, Branch Secretary 2004-2007 & 2009-2014, NEC/PEC 2010-2011 & 2013-2017, PEC member 2017 to date, Acting National Officer 2024.

Trained on all Royal Mail Policies & Procedures, trained as a trainer along with negotiating skills, media trained, delegate to CWU Annual Conferences 1990 to date, delegate to NI Regional Committee 1993 to date

ELECTION ADDRESS

As a National Representative since 2013 (also 2010-2011), and currently an Acting National Officer in the PTCS department, I have been instrumental and influential in reaching several National Agreements during this period. I will elaborate on these shortly.

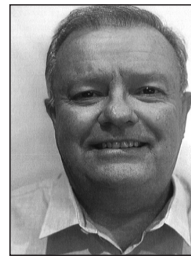
We are facing immense challenges ahead, such as the takeover bid by Daniel Kretinsky, the USO reform and the ongoing issues of the Network Review, unmanageable workloads and SISO. I am committed to working alongside the Officers and PE members to meet these challenges. I am further committed to working closely with everyone to place pressure on Royal Mail into reaching agreements and Joint statements in a genuine effort to create a mutual working environment in the best interests of everyone.

I am, and have been involved in the following:

- RM Holiday Pay
- The renewed Road traffic Accident/collision Procedure
- The Workplace Coach Agreement and continued reviews
- The New Entrants Guide that we must all ensure is used in the workplace.
- The WTLT Review and Approach
- RMPFSL Pay
- Kinds Securities Pay (ex-ROMECS members)
- Leading the Attendance JWG dealing with the causes and costs of absence that will lead to reducing the absence rate below 5.5% which will get us back to our proper sick pay entitlement.
- Seeking to reach a satisfactory Attendance Agreement
- Reaching the recent Raising Concerns Agreement endorsed by our Branches.

With your support, I hope to continue with ongoing discussions on behalf of our membership in Royal Mail, RMPFSL, Fleet and Royal Mail Engineering, but most importantly, on those policies and procedures that effect every single member in the RMG.

In seeking your support, I ask that you please use your vote, and I ask that you VOTE FOR ME so that I can continue in the ongoing work and challenges we face moving into an uncertain future.



**Lee
WENBAN**

Branch: South East London Postal & Counters
Joined CWU: 16th October 1988
Job Title: OPG
Date starting employment relevant to CWU: 16th October 1988

Record of CWU Activity: Area Delivery Rep since 2006, Substitute Area Delivery Rep 1998-2006, Eltham Delivery Rep 1996-2006, Eltham substitute Delivery Rep 1994-1996

Various training courses including Union skills 1,2,3 MTSF, Agreements & Procedures, and secondary courses. Restorative Practices Facilitator Skills training (Attainment level: Highly Commended May 2008) Delegate to annual conference from 1994 till the present date.

ELECTION ADDRESS

Our members face the biggest challenges in our history I have been through many disputes in my 36 years working for Royal Mail and I can honestly say the last dispute has been the most challenging. I have first-hand experience of what our members have gone through, being a local delivery rep for many years and Area delivery rep for 18 years.

I understand the apathy and anger many of the members feel both with Royal Mail and our union currently. which is why I am asking you to vote for me in the National and Postal Executive elections.

- **I will influence policy and ensure your voice is heard, I will ensure we prioritise putting right the issues in every office from failed revisions to unachievable workloads and tackle the bullying culture within the workplace.**
- **There are now over seventeen thousand new entrants on inferior terms and conditions i am passionate and will work tirelessly to ensure any member in RM who joined after 2022 voices are heard, we have a two-tier workforce doing the same job this has to change.**
- **I have been in the thick of Network Window as Area Rep in SE London which has had one of the biggest changes to start/finish times outside of Scotland. I have been working and will continue to work on ways to negate the impact NW has on our members.**
- **I will oppose any attempt to remove the 6-day USO unless it benefits our members and maintains full time employment.**
- **I support equality, education, the redesign and restructuring of the CWU**
- **I am committed to enhancing our workplace representative structure to deliver a new contract for local CWU representatives to ensure they have the training, support, and tools to do the job.**

Vote Lee Wenban

NEC MEMBERS (SECTION 1) – POSTAL CONSTITUENCY



Rob WOTHERSPOON

Branch: Bristol & District Amalgamated

Joined CWU: March 2005

Job Title: OPG

Date starting employment relevant to CWU:
March 2005

Record of CWU Activity: Postal Executive: 2021 – present; National Executive: 2021 – Present

Conference TUC Conference 2017 – 2019, 2022 - 2024; General and Postal Conference 2007 – 2022

Bristol & District Amal Delivery Unit Rep: Oct 2006 – 2010; Deputy Area Delivery rep: Oct 2009 – Oct 2010; Area Delivery Rep: Oct 2010 – 2015; Branch Secretary 2015 – 2022

Training Postal Agreements and procedures, Media and Communications skills

Regional South West Regional Political Lead 2019-2021

ELECTION ADDRESS

I'm standing for re-election to the National Executive based on my record and the work I completed during my last term.

DEFENDING OUR REPS AND MEMBERS

During the national dispute in 2022/23 Royal Mail Group launched despicable and unfounded attacks on over 300 reps and members whose only crime was to support the CWU.

I led the fightback against this on the Executive and acted as the contact point for guidance and advice with Branches, as well as advising on the final agreement.

The result was a **97.4% success rate** with which resulted in many reps and members returning to work and those who wished to leave went with a significant package. Dozens of compulsory transfers were also over-turned. **This was recognised at TUC 2024 as the largest historic overturn of dismissal decisions in trade union history.**

SICK PAY RESTORATION

I also played the lead role in the successful campaign to have sick pay restored where it was deliberately stopped by the employer during the national dispute and many hundreds of members have now been reimbursed.

COMMUNICATING ON THE GROUND

I have implemented my previous commitment not to sit in CWUHQ but meeting members in the workplace. Amongst others, I have met members in Bristol, London, Newcastle, Coventry, Cardiff, Swansea, Leeds, Bradford, Croydon, Sunderland, York, Stevenage, Reading, Cirencester, Hull, Cornwall, Somerset and the North West.

I have met members in Processing, Distribution, Delivery, Royal Mail Relay, Post Office Limited, Parcelforce, Philatelic and our Cleaners.

ACTIONS NOT WORDS - MY FUTURE COMMITMENT

We continue to face difficult times in our industry and the CWU remains the only way to defend our interests as workers. I will continue to put you first.

Vote for experience, commitment and a proven track record.

X

Vote Rob Wotherspoon

POSTAL EXECUTIVE MEMBERS



Mahmood ALI

Branch: Birmingham District Amalgamated
Joined CWU: March 1991
Job Title: OPG
Date starting employment relevant to CWU:
19 March 1991

Record of CWU Activity: CWU Postal Executive member 2011 – Present.; CWU National Executive Council member 2013 - Present; CWU Employment Tribunal Panel Member 2008 - Present; CWU Birmingham Area Processing Representative 2004 – 2011; CWU Branch Political Officer 2007 – 2009 & 2010 – 2012, February 2024 - present; CWU Birmingham Processing Focal Negotiator 2001-2004; CWU Unit Rep 1999-2001; CWU Equality & Diversity Tutor; CWU Induction / Key stage 1 Tutor; CWU Health & Safety Representative 1999-2011; Employment Law Stage 1 Course 2000; TUC Induction Tutor; Degree in Statistics and Economics

ELECTION ADDRESS

I am privileged to be an elected member of the CWU Postal Executive & National Executive Council.

If re-elected, I will continue to ensure that the CWU remains an independent trade union that invests in its frontline representatives, with all necessary resources and training, empowering them to offer quality representation to our members in the workplace.

I will ensure that the CWU's structures on all levels, our organising strategy and ways of working are effective and robust to achieve our members' aspirations,

I will continue to pursue the following objectives in relation to the CWU **industrial strategy:**

- I will prioritise harmonising all members pay, terms, and conditions of employment.
- Our members' daily workload must be fair and manageable.
- Continue to oppose compulsory redundancies.
- When dealing with the change, ensure minimum disruption to members' shift patterns and attendance times.
- RM's future strategy to be focused on growth and job security.
- RM's technology strategy must be regulated by collective agreements and not compromise our members' freedom at work, trust and the respect that they deserve.
- Productivity and efficiency to be approached in line with our national agreements; I will continue to oppose unrealistic and un-agreed saving targets.
- Resourcing realignment activities to maximise full time jobs, increase part-time contractual hours and reduce reliance on casual/agency workforce, by offering and maintaining substantive contracts.
- Royal Mail must honour their commitment of joint working and genuine cultural improvement and ensure our workplaces are bullying and harassment free.

Political Strategy:

- Ensure our political strategy promotes trade union values in society and strengthens our industrial strategies via political influence.
- A strong ongoing political campaign to oppose the gig economy and exploitation of working people.
- Continue to pursue a new deal for working people.

I will continue to promote the CWU equality and diversity agenda.



Owain BEAUMONT

Branch: Scotland No. 2
Joined CWU: 2004
Job Title: OPG
Date starting employment relevant to CWU: 2004

Record of CWU Activity: Alloa DO Local Rep 2016-2023, Sub Area Rep FK/KY 2018-2023, Legal and Medical Officer 2018-2020, Branch Committee Member 2018- Present Day, Assistant Branch Secretary 2020-2023, Branch Secretary 2023- Present Day and Scottish Divisional Chair. STUC Delegate 2022 and CWU National Conference Delegate 2019 and 2024.

Education/Training

TUC accredited Diploma in Employment Law, Essential and Advanced Skills 1 and 2, Postal Agreements and Procedures, Fair and Equal in the CWU, Mental Health Awareness training and Branch Secretaries Course. I also have experience in all stages of the IR Framework.

ELECTION ADDRESS

Network

Being from Scotland, we saw the worse of these changes, much like other areas of the country. We need to push the business to reverse some of the damage they have caused. The business needs to start listening to our people in the field so we can start improving times on the ground for our members.

Dispute

I do believe we need to move on from the dispute, but not to forget it. We have to learn from our mistakes, of which we made a few during the dispute. I believe we need to own these mistakes and prove to our members we have learned from them going forward.

Rebuilding

Trying to rebuild after everything our members have been through won't be easy. It will take a lot of hard work. It is going to require us to get back to basics and start resolving our members issues on the ground. This is the only way we can rebuild the trust in the membership again.

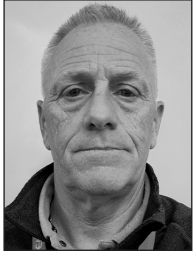
USO Reform

With the USO reform just around the corner we will need an executive who understand the business and is alive to what our members want. This reform has the potential for us to offer our members innovative duty patterns to help our members work life balance. This won't be easy. Royal Mail have never dealt with change well. That's why it will be down to the CWU to ensure any change of the future is an advantage to our members first and foremost.

These are just a few important issues I believe we need to tackle going forward.

I believe I have the passion, commitment and dedication to represent our members on a National Level, and with your support I will ensure I do my very best for all of our members.

POSTAL EXECUTIVE MEMBERS



**Ian
CORRIN**

Branch: Greater Mersey Amalgamated
Joined CWU: April 1996
Job Title: OPG
Date starting employment relevant to CWU: Joined Royal Mail: February 1996

Record of CWU Activity: Bootle DO Rep: 2005 - 2007; Bootle & Seaforth DO Rep: 2007 - 2013 & 2014 – April 2019; Bootle & Seaforth DO Sub Rep: 2013 – 2014; Delivery Section Chair: 2010 – 2017; Area Delivery Rep 2019 to date; Postal Constituency Secretary 2019 to date; Together for Growth Host: 2013; Conduct Agreement Trainer: 2015; Financial Secretary: 2015 to 2021; IR Framework, Resource Meeting, Attendance & Conduct Agreement One – Day Workshop Trainer: 2019 to date; Assistant Branch Secretary 2024 to date; CWU Conference/Re-Design Conference Branch Delegate; Central Committee Delegate; Labour Party CLP Delegate

ELECTION ADDRESS

Dear Colleague,

These elections are your opportunity to elect the right people on to the postal executive, people who you believe have the experience and commitment to deal with the current and future challenges faced by the postal membership. Challenges that include the Royal Mail takeover bid and the proposed reform of the USO.

I am a person who believes in being wholly accountable to CWU members, a person who will challenge and work tirelessly on your behalf, who will be honest, and a person who knows the importance of total transparency when it comes to making decisions affecting postal members.

Membership engagement and involvement [building on reconnect] must play a key part in dealing with any necessary changes that need to bring parity and improvements to the terms & conditions of all CWU members. Reversing the imposed changes to new entrants' terms and conditions must be a priority and should form part of any negotiations on pay & change going forward.

Delivering the commitments on Health & Safety would be one of my priorities if elected to the postal executive. I have witnessed first-hand the invaluable work undertaken by the safety community and how this benefits our members when IR and H&S representatives work closely together. This would be building on the commitments made at CWU conference.

I do not underestimate the challenges that lay ahead and if elected by the CWU membership to the postal executive I can promise that every decision I take or vote I cast will be totally member focused.

Thank you for taking the time to read my election address. I hope that what I have been able to capture in 300 words will give you confidence and reassurance that your vote will not be wasted if you elect me to the postal executive.



**Luke
ELGAR**

Branch: Essex Amalgamated
Joined CWU: 16th August 2010
Job Title: OPG
Date starting employment relevant to CWU: 16th August 2010

Record of CWU Activity:

Labour Party Member, ACORN Community Union Member, Essex Amal Branch Young Workers Rep, Eastern Region Young Workers Rep, SS Area Delivery Rep Substitute, NEC Young Workers Representative, Postal Executive, National Executive

ELECTION ADDRESS

The CWU finds itself in a similar position to Royal Mail group as a whole. Decisions we take in the next year are critical in securing our future. Rebuilding our industry will take energy and ideas.

I'm 32 and serving on our executives has helped me grow in experience and ability to develop these ideas, challenging the company on what the future looks like. If we are not on the front foot then management will continue to design a company built on decline for jobs, terms and pay.

I come from a proud family of postal workers who have enjoyed longevity in the job. But that will not be possible today if we do not take on the big challenges.

- Time outdoor is increasing, putting more time on our feet. Change to the USO must address this.
- Mail centres are using far too many agency workers at the cost of CWU jobs.
- And people are being blocked from going from Part time to Full time.

I'm a visible member of the executive. Walking around offices and at gate meetings, one message is clear. People feel undervalued because of unachievable workload or fear of conduct. But we can tackle this.

I will fight for a return to human based revisions where duties are realistic because CWU members have been involved in the design.

And I will challenge culture in HR. Advisers to conduct cases remain faceless and this cannot continue if we are to defend our members. I was targeted through conduct during the dispute along with hundreds of others simply for exposing HR. I will continue to challenge them until I believe we have accountability.

I'm a proud postal worker and will fight to ensure that those joining today can feel the same sense of pride in their job again.

POSTAL EXECUTIVE MEMBERS



Darren GLEBOCKI

Branch: Nottingham & District Amalgamated

Joined CWU: Jan 1987

Job Title: OPG

Date starting employment relevant to CWU: Jan 1987

Record of CWU Activity: Mansfield & District Branch Secretary 1988 - 1992. Unit Representative Mansfield DO 1992 - 2017. Nottingham Area Delivery Representative 1992 - 1998. Nottingham & District Amal Branch Secretary 1996 - 1998. Assistant Area Delivery Representative 2009 - 2017. Branch Chairperson 2009 - 2013. Branch Assistant Secretary 2013 - 2016. Midlands Assistant Regional Secretary 2015 - 2017. Acting Area Delivery Representative 2015 - 2017. National Postal Executive Member 2017 to date. NEC Member 2019 to date.

Other relevant services to the trade union and Labour movement:

Complimentary Member Notts NUM Ex & Retired Members Association. Midlands TUC Executive Committee delegate 2010 - 2017.

Education Activities: Induction, Secondary, Advanced, Equal Opportunity and other CWU/Union Training.

ELECTION ADDRESS

This election is taking place against the aftermath of the most bitter industrial dispute ever faced by our union, and at a time when the membership, representatives and Branches are still hurting following the dispute, and also when confidence in the CWU Postal Executive and leadership is not at its highest.

Alongside this, there remain senior managers within Royal Mail Group's Board who are unable to move beyond the dispute. Despite the last few years of the *'it's our business to run'* mantra during which, those responsible for managing Royal Mail have plunged our industry into the worst crisis within its history. We continue to see an employer which only seeks to attack its workforce whilst also seeking to dehumanise the workplace.

Unfortunately, when our members, need and deserve stability in our jobs, we now face new and even greater challenges. USO reform, the proposed takeover of Royal Mail by Daniel Kretinsky, and the ongoing threats to our remaining Post Office network, are not issues which can be ignored away.

The need for our union to reconnect and rebuild at all levels, especially with the next generation of workers across Royal Mail, Parcelforce, RMPFSL and the Post Office has never been greater than it is today. Failure to do so, or to simply turn inwards, will only benefit those who seek to harm us.

However difficult the past few years have been for us all and despite the vicious attacks we have faced, the Union is still here, our jobs, terms & conditions alongside our futures remain worth fighting for. We need to rebuild and make ourselves ever more relevant and effective in the workplace.

I believe I have proven that I will continue to work hard on your behalf and can meet these challenges that we all face.



Stephen HALLIWELL

Branch: Newcastle Amalgamated

Joined CWU: August 1991

Job Title: OPG

Date starting employment relevant to CWU: 19/8/1991

Record of CWU Activity: Processing Rep. January 1996-2001; Substitute Area Processing Rep. 2000-2001; Area Processing Rep. February 2001-2012; Substitute Divisional rep 2009-2017; National appeal panellist 2013 onwards; National trials coordination committee 2014-2017; National and Postal Executive member 2017 onwards; Trainer in Industrial courses for Reps.

Educational Activity; Induction school. Skills 1; TUC wider union skills; Visitor to Women's conference 1998/2017/2018/2019, Black workers, LGBT conference 2001/2017/2018/2019; Delegate to Annual conference 1999 onwards, Way Forward conference 1999, National Trials 2001; MTSF and I.R. training, Media training 2008, Union Learning rep 2007, Equal Rights, Equal pay, Discussion leaders 2012, Attendance training 2013, Conduct code 1996/2014

ELECTION ADDRESS

I am standing for re-election to the NEC/PEC. It has never been as important as it is today to have experience at a national level in dealing with a company that continues to not want a CWU.

Since being elected I have;

- Expressed my views on Redesign of the CWU, the direction we must take to rebuild our union and reinvigorate members and reps in every workplace.
- I have negotiated key agreements such as Conduct, attendance, revisions that aim to protect our members, address agency use and deal with our members daily problems.
- I have led national negotiations on many operational issues negotiated pay deals in Jersey Post, Guernsey Post and the Isle of Man Post Office.
- I continue to successfully represent Reps who have been disciplined/dismissed at National Appeal Panels.
- I regularly visit units to speak to members and have undertaken many successful Industrial Relations reviews across the country to address the mistreatment of our members.

The future;

- We must address what is currently taking place in the workplace that is wholly unacceptable, managers need to be dealt with effectively and leave if they cannot treat our members properly.
- We must regain key terms such as full sick pay, a new attendance agreement that supports our members with representation.
- We must bring Royal Mail back to a employer with people at its heart.
- We must continue to challenge Royal Mail to ensure our members have a job that is reasonable and not overloaded. Whoever owns Royal Mail need to return to the service mentality that our members deliver with pride.
- We are at a key point in our history and we must stay as a fighting union based upon democracy.

I seek your continued support and promise to work tirelessly for you.

Steve

POSTAL EXECUTIVE MEMBERS



Andrew HATCH

Branch: Plymouth & East Cornwall Amalgamated
Joined CWU: 14th February 2000
Job Title: MGV Professional Driver
Date starting employment relevant to CWU: 8th April 1999

Record of CWU Activity: Distribution Shift Rep Plymouth Distribution 2008-2013; Sub Area Distribution Rep 2009-2013; Area Distribution Rep 2013-Current; National Collections Working Group 2017-Current; Royal Mail Section Secretary 2013-2018; Deputy Branch Secretary 2016-2019; Deputy Branch Chair 2018-2023; Branch Chair 2023-Current

Other Relevant Service to the Union and Labour Movement: Annual Conference 2013-Current; Delegate to National Briefings 2013-Current; Delegate to Divisional Coordinating Committee 2013-Current; Labour Party Member 2017-Date; Various other CWU Schools

ELECTION ADDRESS

TO ALL CWU MEMBERS

I am seeking your support in the PEC Elections.

You're thinking 'another rep just wanting my vote'

But I'm different. I'm different because I want to start with some brutal honesty.

In the aftermath of the last dispute, I nearly left Royal Mail. I nearly gave up. 25 years down the drain. I was physically and mentally exhausted from picket lines and the weight of the most difficult strikes in our history weighing heavy on my shoulders.

But I couldn't give up. I couldn't let my members down. I couldn't let Royal Mail win.

The truth is the dispute damaged the union. We have lost members and some support.

This is why I think our executive needs new blood. It needs new ideas. It needs new energy.

It needs people who have been through the dispute, who understand what our members are thinking and people who have been at the forefront of the biggest change in RM's recent history, Network window. It needs people who have worked covering a range of functions.

I WILL

- Travel the UK meeting CWU members.
- Engage with all CWU Structures on issues affecting them within the workplace
- Provide dynamic decision making sure they're based on what's best for you, the members.
- Work tirelessly on the link between local rep and 150 The Broadway

The Union needs change, but I can't do it alone.

The odds of someone getting elected from the workplace are low.

I need your vote.

For every disgruntled, disillusioned and despondent member **I AM YOUR VOTE!**

But I am so ready for this. I am motivated, energised and focused on changing the workplace for you.

Let's get to work. #VoteHatch.



Andrew HOPPING

Branch: South Central Postal
Joined CWU: 1st July 1985
Job Title: LA1
Date starting employment relevant to CWU: 1st July 1985

Record of CWU Activity: PEC member 2013 to-date, Vice Chairman 2013 to-date, Section Secretary Harrow-Watford 1987-1991, Area Safety Rep London 1990-1997, Area Admin Rep 1997 to-date, Branch Treasurer 1992 to 2012, Legal Medical Secretary 1994-1999, Branch Pension Officer 1988-1992, Substituting National Officer 2017 to date.

Educational Activity: CWU Induction/ Secondary Schools: Conduct & Attendance, Pensions, Media Skills, Union Law, Legal & Medical, Political School, Occupational Health & Safety, Delegate to 31 Annual Conferences, All Specials and Rules Revision. Delegate to TUC conference.

Political Affiliation Activity: Previous member of Labour Party & previous Union Membership of GMB and PFA

ELECTION ADDRESS

I am seeking your support to serve another term on the Postal Executive.

It is time for CWU members to come together and re-group having been involved in one of the bitterest disputes that I can remember since joining the business 39 years ago. We've been placed in a difficult dilemma after the 18 days of industrial action which didn't diminish the new Royal Mail Board of Directors who were clearly brought in to eradicate the CWU from the workplace.

After intensive negotiations we finally reached an impasse. The BRT & G Agreement provided us with a three year pay deal including a lump sum which was paid out of the Escrow pension fund. The Lord Faulkner review enabled the 200+ reps, who were suspended and sacked, to return to work with dignity and fairness.

This deal wasn't palatable for all our members, which I totally appreciate as I also come from a branch that found it difficult to recommend the deal, in its entirety, to its members.

We now need to **reflect, rebuild** and **reunite** our Union once more to the strength we were prior to the dispute.

After 14 years of Tory Government, we now have the chance to shape the future with Labour supporting a "new deal for workers" which was created within our Union.

I will hold the elected Labour Government and our own National Officers to account on delivering a fairer deal that protects our industry that will benefit our CWU members going forward for all postal grades including minority.

I still have age on my side and am very much committed to rebuilding our great CWU to where it once was.

Reflect ** Rebuild ** Reunite

PLEASE VOTE FOR ANDY HOPPING FOR BOTH NEC/ PEC

YOUR SUPPORT IS VERY MUCH APPRECIATED

POSTAL EXECUTIVE MEMBERS



**Steve
JONES**

Branch: London Postal Engineering
Joined CWU: July 1975
Job Title: Royal Mail Engineer
Date starting employment relevant to CWU: July 1975

Record of CWU Activity: Postal Executive 2003 to date; NEC 2015 to date & 2003 – 2011; Divisional Rep: 1992-2003; Branch Secretary 1990–2003 & 1984–86; Branch Chair: 1990; Deputy Secretary: 1988-89 & 1983/4; Local & Safety Rep 1987–88; Assistant Secretary: 1986/7; Local Rep 1982-3; TUC Delegate 1991-2002; LP Conf delegate 2017-19; Youth TUC 1985; CWU Conf delegate 1983 to date; various Trades Councils & CLPs; Cuba & Colombia Solidarity Executives. **Education:** Basic, Intermediate, Advanced; Policy; Branch Officers; Editors; Health & Safety; Tackling Discrimination; Postal Industry; Tackling Racism; Tutored Industrial Relations Seminars; Diversity; Masters Degree - Employment Studies; Autism; Mental Health First Aider.

ELECTION ADDRESS

The Future of our Industry and our Union is at a Crossroads

As a lifelong union Rep I owe it to you to cut to the chase, the next 12 months will determine the future of our industry and the very existence of our Union. It's essential that we elect competent and experienced people to see us through these turbulent times.

- **If management had its way, the Union would have been wiped out!**
There is little doubt that members have been through the most difficult period in our history. Royal Mail were hell bent on removing the CWU and hundreds of our most dedicated Representatives from the workplace. We were successful in ensuring that those who were victimised during the dispute were compensated and had the option of returning to work.
- **The fallout from the dispute is not over**
In many cases management are still refusing to reach agreement. The introduction of inferior terms and conditions is a fundamental mistake and one of our priorities must be to reverse this.
- **Workload and increased hours pounding the streets** remains a massive issue among large sections of our members and is leading to stress and fatigue.
- **Mental Health & Neurodiversity** is a growing issue and one that I am known throughout the union for playing a leading role. This responsibility is not only driven by my passion for members wellbeing but also the fact that Health & Safety is now the responsibility of the Postal Executive. We have underestimated the enormity of this task.

While most members are in Delivery, it's important that we ensure every section of our membership: Distribution; Parcelforce; Mail Centres; Cleaners; Fleet; Engineering; POL; and all support services are given equal and dedicated representation.

I will always confront an injustice on your behalf

Please Vote: Steve Jones



**Saf
KHAN**

Branch: North West No. 1
Joined CWU: 9th September 1991
Job Title: OPG
Date starting employment relevant to CWU: 9th September 1991

Record of CWU Activity: Postal Executive Member September 2021-present, Branch Secretary 2014-September 2021, Local Representative 1996-2014, Substitute Area Delivery Representative 2002-2017, Branch Treasurer 2004-2014, TUC advisory committee member 2018-19, CWU Industrial framework training 2012, CWU induction training 2001, Postal Procedures and Agreements course 2003, Union Skills 1&2, 2004-2005, Equality & Diversity course 2001, CWU Training for representatives 2018, Train the Trainer course 2018, Branch Secretary course, CWU Mental Health Awareness Course

ELECTION ADDRESS

I am seeking re-election to the CWU Postal Executive, I have represented members at branch level for 25 years and 3 years as a Postal Executive. I have represented the members at all levels up to and including national appeal panel.

We have all come through the most bitter dispute in the history of the CWU. There is still much work to be done and I am actively doing this with workplace engagement. If elected I will work tirelessly for the members and ensure the views of the shop floor are included.

One of the big-ticket issues is to see a change in Culture in all workplaces, small or large. I am committed to help deliver this. Members deserve dignity and respect in the workplace and as a union we need to work towards delivering this for the members.

There is still a lot of work to be done and if re-elected I will work on the big issues facing us. This includes: -

- Reduce fatigue issues
- Embracing growth and reward the workforce
- Securing current terms and conditions with new ownership
- Ensure a fair and balanced day's workload for all members
- Make sure the USO reform protects Jobs
- Utilise current agreements so that individual's personal issues are fully considered in relation to any changes
- Carefully monitor implementation of technology to achieve the best benefit for members

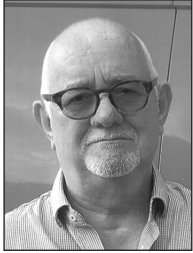
I will work tirelessly to support delivering the above

I have worked for all the departments as a Postal Executive, this has given me the experience required as Postal Executive, and if re-elected by you the members. It will be an honor to continue serving you and all the membership.

Thank you for reading my election address.

Please vote for Saf Khan !

POSTAL EXECUTIVE MEMBERS



Mole MEADE

Branch: South East London Postal & Counters
Joined CWU: 11th August 1989
Job Title: Postal Officer (CSC)
Date starting employment relevant to CWU: 11th August 1989

Record of CWU Activity: Postal Executive: 2017 to present Delegate UCW/CWU annual conference:1990-2016; Area Representative (SE): 2010-2017; London Media Officer (Royal Mail Dispute): 2008-2010; Regional Counters Chair (SE): 2003-2008; Counters Assistant Secretary: 1990-2003; SE London C&Cs Branch Committee: 1989-1999

Additional Roles: LCF Secretary (Lewisham Labour): 2018 to 2023; TULO Officer (Lewisham East Labour):2018 to present; Lewisham TUC: 2019 to present

CWU Education: Industrial Framework (BOSA-COSA); Equality; MTSF; Media; ACAS Mediator; Pensions

ELECTION ADDRESS

I'm Seeking Your Support for PE Election

I believe that over the past seven years, I have established the skills necessary to develop and deliver policies that benefit our membership. I have represented Royal Mail, Parcelforce, and Post Office reps and members at the highest levels, including National Appeals. My involvement in the Post Office pension scheme, contributed to significant improvements.

Royal Mail's Future

Royal Mail's future hinges on protecting the Universal Service Obligation (USO), capturing growth opportunities in parcels, ensuring job security, and improving working conditions. The USO is vital for delivering essential services, especially in remote areas.

The Post Office Future

The CWU has mandated a full review of the Post Office's future, a cause I have championed both industrially and politically. Keeping CViT services in-house is crucial for maintaining quality.

Key Campaign Issues

- Summit to discuss the future of the Crown Office Network.
- Defend CViT/cash centre services as wholly owned by the Post Office.

New Ownership Model for Royal Mail:

Support a new ownership model that benefits the workforce.

Improve the workplace culture:

Prioritise improving workplace culture and fostering a supportive environment.

Importance of the USO

The COVID pandemic underscored the value of the USO, with the delivery of test kits, medicines, and the growth in parcels reaffirming its critical role.

For All Parts of the Industry

Deliver better pay, work-life balance, and job security for all.

Continually working to improving workplace culture and managing workloads effectively.

Call to Action

The time has come for the Union to unite the Government, Post Office, Royal Mail, Parcelforce, and other groups for a summit to secure the future of our 500-year-old service. We must deliver an agreement that protects the service and ensures meaningful jobs at the heart of our communities.

Vote Mole Meade



Matthew RIDDALL

Branch: South & East Thames Amalgamated
Joined CWU: 23/03/1991
Job Title: Post person
Date starting employment relevant to CWU: 23/03/1991

Record of CWU Activity: Local committee member, Drivers Rep, H&S Rep, local rep at Sidcup DO, Sub Area Rep DA/BR 2011-2019, Area IR Rep 2019-present, affiliated to Labour Party, Annual Conference 2007-date, CWU Industrial Engineer (AMS) 2018-current, National Industrial Engineering Group 2018-current, National tools joint working group/ Performance Working Group, National train the trainer program IWT/ Geo route/Conduct/ I.R framework/Attendance procedure/Model week, Geo route SME/IWT SME productivity and system group member. Union skills 1/2/3, Advanced union skills 1/2/3, Health & Safety 1/2/3, Agreements and Procedures Course, Employment Law 2016-year course, Route manager Champion, CWU Dignity and Respect, Mental health pilot course

ELECTION ADDRESS

Bringing over 32 years of experience of working at grass roots within Royal Mail I am seeking election to the National and Postal Executive with full support from my Branch South and East Thames Amal.

I am one of the few **Qualified Industrial Engineers working** within the CWU and have been a Regional Trainer and still a trainer of trainers. I also bring experience of working in **JOINT WORKING GROUPS**.

A fair workload must be high on the agenda, and this must be coupled with no more workplace bullying.

I promise if elected I will.....

Work tirelessly to Stamp out the bullying culture in the workplace and hold managers accountable for their actions coupled with a fair and manageable workload for all.

Monitor modern technology so that it is not used to burden individuals nor be a threat to the conduct of all members.

Seek to improve the start time on network window especially on a Saturday to improve work life balance.

Seek transparency on sickness policy and equality issues which go hand in hand.

Support part time individuals so that they must be allowed to upgrade hours using the current six-month reviews as basis.

Support new contract entrants into this business being afforded old legacy terms and conditions moving forward.

Maintain the CWU as a stand-alone union and to ensure we all have a future and the ability to have a say in how the CWU represents workers and working in every workplace.

Using my experience with dealing with management negotiations at all levels and both with my joint working group experience and my unique Industrial Engineering skills I strive to make the workplace a better place for all.

Work smarter not harder!!!!!!

A vote for me is a vote for fresh ideas and change.

POSTAL EXECUTIVE MEMBERS



**Alan
TATE**

Branch: London Regional Motor Transport
Joined CWU: 1979
Job Title: Fleet Technician
Date starting employment relevant to CWU: November 1979

Record of CWU Activity: PEC 2015 to date, Territorial Rep 2003-2015, Branch Secretary 1992 to 2015, Branch Chair 1986-1992 & 2015 to date, Branch Treasurer 1983-1986, Workplace Rep 1979 -1983, GLLP Board Member 2002 to date, Vice Chair London TULO 2007-2009, Chair London TULO 2009 to date, CWU/NCU Delegate to Labour Party Conference 1994 to 2022, London Region Political Officer 1996 to date, Political Affiliation: TU Officer Carshalton & Wallington CLP, Labour Candidate in 2006, 2010, 2014 & 2018 & 2022 Local Elections, Elected member of Labour Party NCC 2018 to date

ELECTION ADDRESS

Conference has justifiably taken the right decision to improve our financial stability through a restructuring model. The effectiveness of the Union remains paramount to that success and I believe I can help shape our future as a member of the National Executive Committee directly involved in decision making to improve the representation of all CWU members.

Every function is justifiably angered by decisions taken on recent matters such as Agency Staff and the Two-Tier Workforce. As a Technician working in Royal Mail Fleet in a minority grade, I also accept the claim that many members across our Union feel they have been left behind. I will work closely with our National Officers to ensure any planned takeover of Royal Mail will not result in job losses or damaging changes to terms and conditions. Royal Mail remains a key part of the UK's infrastructure so any proposed takeover must be robustly scrutinised with appropriate guarantees to protect the interests of all members. As a member of the NEC I will remain focused on matters such as the USO to ensure that any change will also deliver a realistic reduction in the working week including a return to Monday to Friday working under conditioned hours.

With my political influence I will continue to work tirelessly to ensure that members reap the benefits from the New Deal for Workers as promised in the Labour Party's election manifesto. Government must also deliver on their commitment to strengthen the Post Office network and end any further closures including justice and compensation delivered swiftly to those shamefully affected by the Horizon IT scandal.

As an elected member of the NEC my commitment to you is that I will not leave any member behind.

Please use your vote

VOTE ALAN TATE FOR THE NEC AND PEC



**Bobby
WEATHERALL**

Branch: Northern Ireland Postal Amalgamated
Joined CWU: 1978
Job Title: Postman
Date starting employment relevant to CWU: 1978

Record of CWU Activity: Assistant Secretary Transport 1989-1993, Area Distribution Rep 1993-2014, Branch Chairman 1993-1996 & 2014-2024, Assistant Branch Secretary 2002-2004, Branch Secretary 2004-2007 & 2009-2014, NEC/PEC 2010-2011 & 2013-2017, PEC member 2017 to date, Acting National Officer 2024.

Trained on all Royal Mail Policies & Procedures, trained as a trainer along with negotiating skills, media trained, delegate to CWU Annual Conferences 1990 to date, delegate to NI Regional Committee 1993 to date

ELECTION ADDRESS

As a National Representative since 2013 (also 2010-2011), and currently an Acting National Officer in the PTCS department, I have been instrumental and influential in reaching several National Agreements during this period. I will elaborate on these shortly.

We are facing immense challenges ahead, such as the takeover bid by Daniel Kretinsky, the USO reform and the ongoing issues of the Network Review, unmanageable workloads and SISO. I am committed to working alongside the Officers and PE members to meet these challenges. I am further committed to working closely with everyone to place pressure on Royal Mail into reaching agreements and Joint statements in a genuine effort to create a mutual working environment in the best interests of everyone.

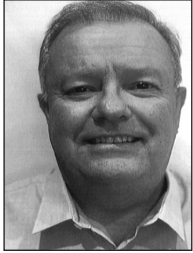
I am, and have been involved in the following:

- RM Holiday Pay
- The renewed Road traffic Accident/collision Procedure
- The Workplace Coach Agreement and continued reviews
- The New Entrants Guide that we must all ensure is used in the workplace.
- The WTLL Review and Approach
- RMPFSL Pay
- Kinds Securities Pay (ex-ROMEC members)
- Leading the Attendance JWG dealing with the causes and costs of absence that will lead to reducing the absence rate below 5.5% which will get us back to our proper sick pay entitlement.
- Seeking to reach a satisfactory Attendance Agreement
- Reaching the recent Raising Concerns Agreement endorsed by our Branches.

With your support, I hope to continue with ongoing discussions on behalf of our membership in Royal Mail, RMPFSL, Fleet and Royal Mail Engineering, but most importantly, on those policies and procedures that affect every single member in the RMG.

In seeking your support, I ask that you please use your vote, and I ask that you VOTE FOR ME so that I can continue in the ongoing work and challenges we face moving into an uncertain future.

POSTAL EXECUTIVE MEMBERS



Lee WENBAN

Branch: South East London Postal & Counters
Joined CWU: 16th October 1988
Job Title: OPG
Date starting employment relevant to CWU: 16th October 1988

Record of CWU Activity: Area Delivery Rep since 2006, Substitute Area Delivery Rep 1998-2006, Eltham Delivery Rep 1996-2006, Eltham substitute Delivery Rep 1994-1996

Various training courses including Union skills 1,2,3 MTSF, Agreements & Procedures, and secondary courses. Restorative Practices Facilitator Skills training (Attainment level: Highly Commended May 2008) Delegate to annual conference from 1994 till the present date.

ELECTION ADDRESS

Our members face the biggest challenges in our history I have been through many disputes in my 36 years working for Royal Mail and I can honestly say the last dispute has been the most challenging. I have first-hand experience of what our members have gone through, being a local delivery rep for many years and Area delivery rep for 18 years.

I understand the apathy and anger many of the members feel both with Royal Mail and our union currently. which is why I am asking you to vote for me in the National and Postal Executive elections.

- **I will influence policy and ensure your voice is heard, I will ensure we prioritise putting right the issues in every office from failed revisions to unachievable workloads and tackle the bullying culture within the workplace.**
- **There are now over seventeen thousand new entrants on inferior terms and conditions i am passionate and will work tirelessly to ensure any member in RM who joined after 2022 voices are heard, we have a two-tier workforce doing the same job this has to change.**
- **I have been in the thick of Network Window as Area Rep in SE London which has had one of the biggest changes to start/finish times outside of Scotland. I have been working and will continue to work on ways to negate the impact NW has on our members.**
- **I will oppose any attempt to remove the 6-day USO unless it benefits our members and maintains full time employment.**
- **I support equality, education, the redesign and restructuring of the CWU**
- **I am committed to enhancing our workplace representative structure to deliver a new contract for local CWU representatives to ensure they have the training, support, and tools to do the job.**

Vote Lee Wenban



Rob WOTHERSPOON

Branch: Bristol & District Amalgamated
Joined CWU: March 2005
Job Title: OPG
Date starting employment relevant to CWU: March 2005

Record of CWU Activity: Postal Executive: 2021 – present; National Executive: 2021 – Present

Conference TUC Conference 2017 – 2019, 2022 - 2024; General and Postal Conference 2007 – 2022

Bristol & District Amal Delivery Unit Rep: Oct 2006 – 2010; Deputy Area Delivery rep: Oct 2009 – Oct 2010; Area Delivery Rep: Oct 2010 – 2015; Branch Secretary 2015 – 2022

Training Postal Agreements and procedures, Media and Communications skills

Regional South West Regional Political Lead 2019-2021

ELECTION ADDRESS

I'm standing for re-election to the Postal Executive based on my record and the work I completed during my last term.

DEFENDING OUR REPS AND MEMBERS

During the national dispute in 2022/23 Royal Mail Group launched despicable and unfounded attacks on over 300 reps and members whose only crime was to support the CWU.

I led the fightback against this on the Executive and acted as the contact point for guidance and advice with Branches, as well as advising on the final agreement.

The result was a **97.4% success rate** with which resulted in many reps and members returning to work and those who wished to leave went with a significant package. Dozens of compulsory transfers were also over-turned. **This was recognised at TUC 2024 as the largest historic overturn of dismissal decisions in trade union history.**

SICK PAY RESTORATION

I also played the lead role in the successful campaign to have sick pay restored where it was deliberately stopped by the employer during the national dispute and many hundreds of members have now been reimbursed.

COMMUNICATING ON THE GROUND

I have implemented my previous commitment not to sit in CWUHQ but meeting members in the workplace. Amongst others, I have met members in Bristol, London, Newcastle, Coventry, Cardiff, Swansea, Leeds, Bradford, Croydon, Sunderland, York, Stevenage, Reading, Cirencester, Hull, Cornwall, Somerset and the North West.

I have met members in Processing, Distribution, Delivery, Royal Mail Relay, Post Office Limited, Parcelforce, Philatelic and our Cleaners.

ACTIONS NOT WORDS - MY FUTURE COMMITMENT

We continue to face difficult times in our industry and the CWU remains the only way to defend our interests as workers. I will continue to put you first.

Vote for experience, commitment and a proven track record.

X

Vote Rob Wotherspoon

CANDIDATES' BIOGRAPHICAL DETAILS AND ELECTION ADDRESSES

Elections for Telecom & Financial Services Constituency Members

- **NEC Member (SECTION 3) –
CWU Equality Strand – LGBT+**
- **TFSE Member – Young Worker**
- **TFSE Members – All Other Members, excluding
those members in Santander UK and Santander
Global, Virgin Media (VMO2) and UTAW**

Please read carefully before casting your vote.

**NEC MEMBER (SECTION 3) –
CWU EQUALITY STRAND – LGBT+**

LIST OF CANDIDATES

NEC MEMBER (SECTION 3) – CWU EQUALITY STRAND – LGBT+

Maria Exall Greater London Combined

Rosalind White Highland Amalgamated

NEC MEMBER (SECTION 3) – CWU EQUALITY STRAND – LGBT+



**Maria
EXALL**

Branch: Greater London Combined
Joined CWU: 1988
Job Title: BT/ Openreach Engineer
Date starting employment relevant to CWU: 1988

Record of CWU Activity: CWU member BT/ Openreach Engineer since 1988.
Branch Committee member 1990-date Branch Vice Chair 1994-7 Branch Secretary 2012-2016 Financial Secretary 2016-date
CWU National Executive and T&FS Executive 1997-2011 during which I was Chair of the Equalities Committee and Political Fund Management Committee and delegate to UNI Women's Conference
CWU nominee to TUC General Council since 2006, and served as TUC President 2022-23. Chair of the TUC LGBT+ Committee and CWU delegate to LGBT+ and Women's TUC
CWU delegate National Labour Party Conference from 1994. CWU delegate to London Labour Party Conference. Vice Chair National LabourUnions (TULO) 2015-date

ELECTION ADDRESS

As a CWU representative I have consistently supported the democracy of members, branches and regions within our Union at local and national level. I see accountability as the building block of effective trade unionism. On the NEC I will work to ensure our Union Executive listens to the voices of all members.

I have extensive experience representing the CWU at national level and I am proud to have promoted CWU policy and the principles of working class solidarity in the wider trade union and labour movement. I will continue to do this.

Our Union must remain a leader in campaigning for progressive policies in our movement and in society. We must continue to fight for comprehensive workers rights and for the repeal of all the anti trade union laws that hold us back. We must champion the case for a fairer and more just economy which ends pensioner and child poverty and delivers better pay and job security for all working class people.

If elected to the NEC I will help develop the equality work of our Union together with activists in local branches and on regional committees. I am committed to the important anti racist campaigning we do and support women's equality and rights of disabled people at work.

I am standing for the NEC because I want to promote issues for LGBT workers within our Union and in society, including supporting greater representation of trans and non binary trade unionists. I will help to tackle the problems of homophobic and transphobic bullying and harassment and discrimination within our workplaces.

I believe our Union should expand to the new areas of our industries, recruiting, organising and representing the workers of the future.

I am pleased to be supported by Branches from across all sections of our Union.



**Rosalind
WHITE**

Branch: Highland Amalgamated
Joined CWU: September 2018
Job Title: Maintenance Technician T2
Date starting employment relevant to CWU: September 2018

Record of CWU Activity: Joined CWU and RMPFSL September 2018
Became Highland AMAL LGBTQ+ Officer October 2018.
Became Branch Chair July 2020
Became Scottish Regional LGBT+ Lead May 2020
Conference Attendee and Speaker 2022 and 2024
Courses attended include Equal Rights 1&2, LGBTQ+ Awareness, Basic Skills, Charing Meetings, and others.

ELECTION ADDRESS

As a transwoman myself, I have experienced prejudice, intolerance and ridicule in the past and so I am not blind to the existence of these practices and mindsets. I firmly believe that unless challenged, LGBT+ and other minorities will continue to be used as scapegoats for many of Society's ills. Such challenges are best issued by those who fall victim to them, for anyone's direct experiences are surely a greater spur to action, understanding and advocacy for change.

I have been Scottish Regional LGBT+ Lead for 4 years now; this has required working closely with my fellow Regional Leads from around the country, who I now count as firm friends as well as colleagues. Between us, we get things done; I strongly feel that this closeness, something I look forward to continuing and promoting if elected, is one of the Union's great strengths. As National Lead, I would like to encourage this way of working among the other Equality Strands, enabling a more cohesive, unified approach throughout the Union's Equality Department and promoting positive change in Society as a whole.

As our new Labour UK Government settles in, now is the time to push for the honouring of pledges towards LGBT+ issues, to call out any remaining pockets of prejudice and homophobia, biphobia or transphobia (and any other phobias that come to light) and hold the Labour Party to its age-old policy of inclusion, equality and solidarity among the working population. As National LGBT+ Lead, I would consider such tasks to be well within my remit, and look forward to hammering on doors, calling for promises to be kept as loudly as I can, and - most importantly of all - being the mouthpiece through which our LGBT+ Members speak and are heard throughout the CWU.

TELECOM & FINANCIAL SERVICES CONSTITUENCY

LIST OF CANDIDATES

TFSE MEMBER – YOUNG WORKER

Hollie GREGG	Northern Ireland Telecoms
James MASON	South London, Surrey & North Hampshire

TFSE MEMBERS – ALL OTHER MEMBERS, EXCLUDING THOSE MEMBERS IN SANTANDER UK AND SANTANDER GLOBAL, VIRGIN MEDIA (VMO2) AND UTAW

Philip ALLEN	South London, Surrey & North Hampshire
Anton BEGLEY	Glasgow & Motherwell
Tracy BUCKLEY	Mersey
Peter FRANCIS	Capital
Thomas KIRKWOOD-SWEET	Greater Mersey Amalgamated
Lawrence McINTOSH	Preston, Brook and Bury
Mel WILSON	Tyne & Wear Clerical
Jonathan YOUNG	South London, Surrey & North Hampshire

TFSE – MEMBER – YOUNG WORKER



Hollie
GREGG

Branch: Northern Ireland Telecoms
Joined CWU: 21st November 2018
Job Title/Grade: EE Customer Service Advisor
Date starting employment relevant to CWU: 19th November 2018

Record of CWU Activity:

NITB East Section Committee Member, December 2022 – present.
Branch Industrial Rep, May 2023 – present.
Branch Young Worker, May 2023 – present.
Consumer National Team (Young Worker), May 2023 – present.
Member of National Young Workers Committee, July 2023 – present.
Member of ICTU Youth Committee, September 2023 – present.
Completed Essential Skills for Reps 1&2, 2023.
Completed Advanced Skills for Reps Part 1, 2024.
Attended ICTU Women’s Conference as a CWU Delegate, March 2024.

ELECTION ADDRESS

I first got involved when BT imposed a pay deal and refused to give us an acceptable offer in 2022, this was after 2 years of no pay rises.

After standing on the picket line, shoulder to shoulder with my colleagues, I knew what I wanted to do was fight for a better future for me and my colleagues. I quickly realised the place for me to do that would be in the trade union movement.

Since then, I have taken on several roles within the CWU. I’ve had the privilege of working alongside fantastic reps to fulfil all sorts of branch activities.

My role on the Consumer National Team has given me the chance to experience how we engage with the company at different levels and to speak my mind with confidence, knowing I have your interests to represent.

Being on the National Young Worker’s Committee has given me the chance to work with some brilliant people and to create a space for young people to come into and thrive.

My priority always being to support you both in and out of a formal setting.

I will bring the same passion and determination to this role that I have brought consistently to my other roles. I will continue to amplify your voice whenever I can. I want to help shape a better future for all of us. I believe that the trade union movement is where we can make the biggest impact when fighting for a better future and I want to continue to be a part of that fight.

So, I am now asking for your support in running for the Telecoms and Financial Services Executive as the Young Worker to allow me to keep on raising my voice on behalf of you.

Thank you for your support.

Nominating Branches: Albus National, Bootle Financial Services, Capital, Edinburgh, Dundee and Borders, Glasgow and Motherwell, Great Western, Greater Mersey Amal, Isle of Man Telecoms, Lincolnshire and South Yorks, Meridian, Mersey, Mid Wales the Marches and N.Staffs, Midland Counties, Midland No.1, North Anglia, North East, North Wales and Chester Combined, Northern Ireland Telecoms, Portsmouth, West Sussex and IOW, Scotland No.1, Somerset, Devon and Cornwall, South Wales, Tyne and Wear Clerical, UTAW, West Yorkshire



James
MASON

Branch: South London, Surrey & North Hampshire
Joined CWU: 05/02/19
Job Title/Grade: TMNE 2- Advanced Engineer
Date starting employment relevant to CWU: 21/01/19

Record of CWU Activity:

Branch Youth Officer: March 2023-Present
National Young Workers Committee: July 2024-Present
London Regional Lead for Young Workers July 2024-Present
Essential skills 1 completed- January 2024
Essential Skills 2 completed- September 2024

ELECTION ADDRESS

My name is James Mason, I’m 26 years old and from South London. I’m a passionate trade unionist and a keen football fan. I am seeking election to the T&FS Executive for the Young Workers’ Seat. I have worked as an engineer in Openreach Service Delivery for nearly six years and have seen first-hand the hard work, challenges, and obstacles that the majority of our members face every day. I want to be a driving force for change and help strengthen our terms and conditions against an increasingly demanding and cutthroat employer. I also recognise that the issues we face are not limited to Openreach and BT Group, and I am committed to supporting our members across the many businesses we represent.

In my role as Youth Officer for my branch, I have been fortunate to receive excellent support, which has helped me grow into a confident and effective representative in both industrial and employee cases. I believe this is a fantastic opportunity to bring a fresh and strong perspective to our T&FS Executive, which I feel is especially needed at this critical time for our Union.

Thanks for reading and I hope I can count on your support.

Nominating Branches: South London, Surrey & North Hampshire

TFSE – ALL OTHER MEMBERS



**Philip
ALLEN**

Branch: South London, Surrey & North Hampshire
Joined CWU: 12th March 2019
Job Title/Grade: Advanced Engineer SD TMNE2
Date starting employment relevant to CWU: 4th March 2019

Record of CWU Activity:

Date joined Openreach 4th March 2019
Date joined CWU 12th March 2019
Work place rep and safety rep for the last 2 years
Delegate to conference 2022 & 2024
Politically unaffiliated

ELECTION ADDRESS

Hi,

I'm Phil Allen, an Openreach Engineer based in Service Delivery from Hampshire.

Whilst serving as a branch Rep I have been working as an engineer out on the ground. During that time, I've grown frustrated with how concessions and agreements are impacting us as front-line engineers in Openreach.

Whether it's CDR in SD, seasonal working in FTTP, or performance measures in FND, these compromises, while they may have seemed minor and with good intentions at the negotiating table, have had a significant impact on those of us on the ground.

And it's not just field-based workers like me who are feeling the strain. I know many of you in other lines of the business have been affected by similar changes, with decisions made and stamped with "agreed with the CWU" in the briefings.

What we need at a national level is a strong, experienced voice from the field who truly understands the challenges we face daily. That's why I've decided to step up and stand for this position, because it's time for a new, fresh ideas supported by action.

If you want to see meaningful change, please support me in order for me to support you.

Nominating Branches: Central Counties and Thames Valley, Greater London Combined, Greater Mersey, Preston Brook and Bury, South East Central, South London, Surrey & North Hampshire



**Anton
BEGLEY**

Branch: Glasgow & Motherwell
Joined CWU: October 2008
Job Title/Grade: Desk Based Coordinator
Date starting employment relevant to CWU: October 2008

Record of CWU Activity: Branch rep 2008 – present; Young Worker October 2008 – 2018; Assistant Branch Secretary 2014 – 2018; H&S Coordinator 2018 – 2020; Branch Secretary March 2020 – present; CWU Regional Coordinator (Openreach) March 2020 – Sept 2021; CWU Openreach National Team 2021 – present; National Young Workers conference 2017; National Young Workers Education Event 2017/2018; STUC Fair Working and Modernisation Conference 2017; CWU Annual Conference delegate 2016 – 2024; Completed Union Essential skills 1 & 2; Completed Union Advanced Skills 1 & 2.

ELECTION ADDRESS

I'm seeking your vote for the T&FS Executive. I believe I have the required skills and experience to represent our members at the highest level of this union.

I have worked for Openreach since October 2008, joining as an apprentice field engineer earning my trade at grassroots level – something I have not lost since moving into work for the CWU in various roles.

When I joined Openreach, I immediately joined the CWU Glasgow & Motherwell Branch becoming active and understanding the importance of working together to seek the best we can for our members across the entirety of our T&FS companies. My passion strives from enabling and empowering members to feel part of solutions from the ground-up, and as a member of the T&FS Executive, I will use my dedication and my voice to ensure that becomes something we always strive for.

Over the past three years, I've gained valuable experience on the CWU National Team, representing Openreach members and tackling the issues they face in the workplace. This first-hand experience equips me to work on behalf of all members across the Telecoms and Financial Services constituency.

I am immensely passionate in the roles I carry out. I strive for equality and fairness for all across our membership. I will use that to ensure members from all backgrounds, religions, race and gender have an equal voice on our executive.

If elected, I pledge that together, we will collectively deliver the best possible outcomes in the massive challenges ahead we face from all of the T&FS companies. We need a collective team with new ideas and vision to deliver; as part of that team, I will ensure that what we deliver are results we all deserve.

We have the strength to win, and together, we will.

Nominating Branches: Albus National, Capital, Edinburgh, Dundee and Borders, Glasgow and Motherwell, Great Western, Greater Mersey Amalgamated, Isle of Man Telecoms, Lancs and Cumbria, Lincolnshire and South Yorks, Manchester Combined, Meridian, Mersey, Mid Wales, the Marches and North Staffs, Midland Counties, Midland No.1, North Anglia, North East, North Wales and Chester Combined, Northern Ireland Telecoms, Portsmouth, West Sussex and IOW, Scotland No.1, Somerset Devon and Cornwall, South East Central, South Wales, Tyne and Wear Clerical, UTAW, West Yorkshire

TFSE – ALL OTHER MEMBERS



Tracy
BUCKLEY

Branch: Mersey
Joined CWU: July 1984
Job Title/Grade: EE employee B2 grade
Date starting employment relevant to CWU: July 1984

Record of CWU Activity: 1988 – 2005 – Branch Assistant Secretary
2005 – 2010 – Branch Secretary
2010 – 2012 – Branch Chairperson
2011 – 2013 – BT Retail National Team
2013 – to date – T&FS Executive Member
2023 – to date – Acting National Assistant Secretary

2002 – 2011 - North West Joint Co-ord Chairperson, 2004 – 2013 – North West Regional Assistant Secretary, 2005 – 2013 – North West BT Co-ord Health & Safety Secretary, 2007 – 2011 – Telecoms Standing Orders Committee, 2005 - 2011 - Women's Advisory Committee, 1988 – To date – Conference Delegate (every year except 1991), 1990 – To date – Labour Party Member, 2014 – Uni World Congress Delegate

ELECTION ADDRESS

To get straight to the point I'm asking you to vote for me in the election for the Telecoms & Financial Services Executive.

I passionately believe we need fairness and equality in the workplace. We continue to face difficult times with attacks on our terms & conditions, pay and job security. Workers face the brunt of cost cutting exercises and the union must protect their rights and ensure everyone is treated with dignity and respect. To meet the challenges we face we will need a strong and committed union executive team and I have the attributes needed to be a valuable member of that team.

My experience as a working mother, an executive member, and the knowledge I have gained as a long serving branch and regional representative, gives me a strong and reliable background which I can put to good use on the Telecoms & Financial Services Executive. We need to have vision and leadership to meet the challenges we face in the fast moving Telecoms sector. I am a tough negotiator; I value the fine detail but most importantly I will work tenaciously on your behalf. We all deserve a decent place to work and a job worth having, now more than ever it is up to the union to take a lead and give members hope for a better and secure future.

Thank you for reading my election address and if re-elected I promise that I will continue to work hard on your behalf.

Nominating Branches: Albus National, Capital, Edinburgh, Dundee and Borders, Glasgow and Motherwell, Great Western, Isle of Man Telecoms, Lincolnshire and South Yorks, Manchester Combined, Meridian, Mersey, Mid Wales, the Marches and North Staffs, Midland No.1, North Anglia, North East, North Wales and Chester Combined, Northern Ireland Telecoms, Portsmouth, West Sussex and IOW, Scotland No.1, Somerset Devon and Cornwall, South Wales, Tyne and Wear Clerical, UTAW, West Yorkshire



Peter
FRANCIS

Branch: Capital
Joined CWU: 1986
Job Title/Grade: Engineer
Date starting employment relevant to CWU: October 1986

Record of CWU Activity: Workplace rep 2000 -2008, various branches, Assistant secretary since 2008. H&S rep from 2009, H&S Branch Coordinator, South East Central from 2006-2019. Regional rep for Enterprise/ Global/Security 2017-2019. Telecom & Financial Services Executive 2019 to date, I currently sit on BT Business, Personnel, Supply chain, and chair of the H&S team.

I have attended the CWU conference from 2008 to date, and I have been a member of the Labour Party since 2000.

ELECTION ADDRESS

I have just completed my second term on the TFS&E, it has been the most challenging in many respects. With the uncertainty faced in the workplace, I try my hardest to help branches and members affected by the constant changes and ongoing redundancies across the business, as the numerous site closures have devastated the membership. Un-agreed grading is a major issue that we need to address, this has and is causing mistrust and will not help the company in the long run.

I have strong negotiation and advocacy skills, and excellent communication, supported by a good understanding of labour laws and workplace rights. I also help the branches and their members; I have an active role in my branch.

I became a rep because I detest unfairness and inequality in the workplace. If we allow the company to continue on its path all of us will suffer especially our newer younger members, who are on inferior T&Cs compared to the longer-serving Newgrid colleagues.

Being on the executive has given me insight into what we need to challenge. I am more determined to hold the company to account to fight to improve T&Cs and a decent standard of living. We can only do this by standing and fighting together and having the will and determination to succeed.

We need the strongest possible team with strength and vision to achieve these goals, and I dearly want to be part of this. I am therefore asking for your support so we can jointly challenge the company for fairness, equality, and long-term job security.

Nominating Branches: Albus National, Capital, Edinburgh, Dundee and Borders, Glasgow and Motherwell, Great Western, Isle of Man Telecoms, Lincolnshire and South Yorks, Manchester Combined, Meridian, Mersey, Mid Wales, the Marches and North Staffs, Midland Counties, Midland No.1, North Anglia, North East, North Wales and Chester Combined, Northern Ireland Telecoms, Portsmouth, West Sussex and IOW, Preston Brook and Bury, Scotland No.1, Somerset Devon and Cornwall, South East Central, South Wales, Tyne and Wear Clerical, UTAW, West Yorkshire

TFSE – ALL OTHER MEMBERS



Thomas KIRKWOOD-SWEET

Branch: Greater Mersey Amalgamated
Joined CWU: 18/07/2018
Job Title/Grade: Fibre Joints TMNE2
Date starting employment relevant to CWU: 09/07/2018

Record of CWU Activity:

National Young Workers Committee NW T&FS Rep 2024-Present
NW Labour Party Conference CWU Delegate 2023
NW Young Workers Regional Lead 2023-Present
Branch T&FS Section Assistant Secretary 2023-Present
NW Young Workers Committee Chair 2022-Present
NWTUC CWU Delegate 2022
Labour Party Member 2021-Present
T&FS Young Workers Rep 2021-Present
T&FS Industrial Committee Lay Member 2020-2021

ELECTION ADDRESS

The changes that are happening right now, in the companies the CWU T&FS section represent, are some of the biggest changes that we have ever seen in employment in our lifetime. In the engineering side of the telecoms industry, we're coming up to the completion of the fibre optic build and roll out; in the desk-based side of the telecoms industry we've seen a complete change in how work is done with the advent of Work-From-Home & the many changes implemented by employers since and in both telecoms & financial services the introduction of AI has both revolutionised entire work streams, while threatening job security on an unprecedented scale. These changes are why I believe that we need people on our executive who are willing to fight for your best interests like their life depends on it because, for many of us our livelihoods do depend on it.

Ever since I joined BT group I have stood up for the best interests of my colleagues and in more recent times as a CWU rep I have stood up and fought for the best interests of all of our members. Be it supporting members through cases; to taking part in union campaigns to increase support for changes in the workplace; to standing on picket lines in all weathers when we were on strike. My dedication to the best interests of the membership of this union is something that I believe is needed on the T&FS Executive and that is why I ask you to support me for a position so that there is always a voice that cares about the membership above all else.

Nominating Branches: Greater London Combined, Greater Mersey Amalgamated, Lancs and Cumbria



Lawrence McINTOSH

Branch: Preston, Brook & Bury
Joined CWU: 27th November 2012
Job Title/Grade: CSA
Date starting employment relevant to CWU: 3rd January 2005

Record of CWU Activity: current Branch chair, National representative, local representative, health and safety. CWU conference representation (2015 – present), Equality (2015), ULR training (2016) H & S (2022) TUC Employment Law (2024) Current Politics degree (present – 2026)

ELECTION ADDRESS

A active member in one of the largest outsourcers in the UK Capita, I have gained experience over the last decade rising to meet the challenges of organisational change along with ongoing transformation that impacts our members, my dedication to supporting our members through this continual pattern of change I feel makes me the right person for one of the TSFE other unreserved seats.

I have held ongoing dual role of Industrial and branch functions since 2015, formulated & constituted our new branch in 2015-16, the ongoing relationship with our members is key to continually inform the union movement, not only of the traditional contact centre based work but the newly emerged homeworking space, how technology has infiltrated our workplaces.

It's vital we continually evolve how we communicate with our members in the digital space, ensuring there is and remains the sense of solidarity and unionisation in the displaced workplace, I believe I have played a key part of continuing that channel with our members.

If I am elected, I consider some of the key areas to engage and develop further with the executive are;

Offshoring – Raise the profile politically, encourage a wider union campaign around awareness.

Digital – Different best practice methods shared, advocated and distributed across the union to fully engage our membership.

Meaningful pay awards – Continue to ensure the floor does not become the ceiling with pay in our workplaces.

Seek further opportunities for growth – Opportunity to engage with other growth areas and opportunities further enabling the unions growth and sustainability as an ongoing strategic priority.

The last 10 years have been the most significantly challenging as a representative, my commitment and drive has not wavered and I will continually advocate for the interests of all our members, if elected.

Thank you.

Nominating Branches: Greater Mersey, Lancs and Cumbria, Preston, Brook & Bury, South London, Surrey & North Hampshire

TFSE – ALL OTHER MEMBERS



Mel WILSON

Branch: Tyne & Wear Clerical
Joined CWU: 01/08/2013
Job Title/Grade: TMSV3
Date starting employment relevant to CWU: 24/03/1999

Record of CWU Activity: Positions Held:

BT Business National Team – May 2023 to date; Assistant Secretary of Tyne and Wear Clerical - May 2018 to date; EE Consumer National Team – May 2019 until April 2023

Conferences Attended:

CWU Annual General Conference – 2018, 2019, 2021 (virtual), 2022, 2024; T&FS Annual Conference – 2018, 2019, 2022, 2024; UNI Global ICTS Conference – Belgium – Sept 2022; TUC Congress – 2021 (virtual at CWU HQ); CWU Black Workers Conference – Jan 2019

Education:

Employment Law Diploma (4 weeks residential) - 2023; Advanced Skills - 2022; Women in Leadership - 2021; Public Speaking - 2019; Essential Skills - 2018

ELECTION ADDRESS

I am asking for your support for election to the T&FSE

I joined Orange in 1999 which became EE before being acquired by BT.

I have spent 25 years in a call centre environment in a company that was hostile to trade unions. Undaunted, I became a CWU rep in 2015. In my own time I actively organised colleagues into the union, supported members in formal hearings and created a site committee of which I was elected Secretary. It was a proud moment to be on the podium at conference when it was announced that we had secured recognition.

Subsequently in 2019, I became a part of the EE National Team, where I spent 4 years at the centre of discussions and negotiations with senior management of EE and BT. I was at the forefront of the harmonisation between EE and Consumer. I played a significant role in the TUPE of members from EE to BT before being elected to the BT Business National Team in 2023 where I continued to push the priorities of CWU members.

I played an active part in the CWU ballot for strike action in 2022 and was part of the team that used ThruText technology to get members' vote out.

As conference delegate, I have represented CWU members and always ensured that the voices of members are heard at all levels of the labour movement. Outside of the workplace, I have been involved and spoken at events such as Pregnant then Screwed, Darlington Pride and Durham Miners Gala.

My experience has taught me that placing members at the heart of everything we do will create a thriving, active and successful union and I am committed to delivering this as a T&FSE member.

Nominating Branches: Albus National, Capital, Edinburgh, Dundee and Borders, Glasgow and Motherwell, Great Western, Isle of Man Telecoms, Lincolnshire and South Yorks, Manchester Combined, Meridian, Mersey, Mid Wales, the Marches and North Staffs, Midland Counties, Midland No.1, North Anglia, North East, North Wales and Chester Combined, Northern Ireland Telecoms, Portsmouth, West Sussex and IOW, Preston Brook and Bury, Scotland No.1, Somerset, Devon and Cornwall, South Wales, Tyne and Wear Clerical, UTAW, West Yorkshire



Jonathan YOUNG

Branch: South London, Surrey & North Hampshire
Joined CWU: 04/03/2008
Job Title/Grade: TMNE4
Date starting employment relevant to CWU: 22/02/2007

Record of CWU Activity:

Youth officer March 2016/21 Deputy secretary March 2021-2024 Vice chairperson March 2024 to date

Key Skills 1 & 2, TF&S ROC skills

Delegate to CWU conference 2016 to date

USR 2017

ELECTION ADDRESS

The most important thing in this election is your vote. Every candidate is here to represent you, the membership. You are the union, and it's crucial to choose the right people to stand up to the company on your behalf.

I'm asking for your vote, not because I'm seeking a career change, but because I want to listen to your concerns and workplace issues, and make sure they are raised and addressed within the CWU.

As an engineer in Openreach Service Delivery for nearly 18 years, still working on the front line, I understand the pressures and stresses you face every day. I've been through the same challenges, whether it's dealing with rising workloads, meeting targets under pressure, or facing management demands. I believe that by working together, we can improve conditions for everyone.

If you feel that your voice hasn't always been heard, I'm here to say that I will listen. I'll work hard to ensure your concerns are taken seriously and acted upon. Without you, there is no union, and it's our responsibility to make sure we are doing the best for you.

I believe in a union that listens, acts, and brings real change. I'm committed to fighting for better working conditions, fairer treatment, and stronger protections for all of us. Together, we can push for improvements in job security, pay, and working conditions that make a real difference in your day-to-day life.

Please support me with your vote, and let's make sure your voice is heard loud and clear.

Nominating Branches: South London, Surrey & North Hampshire