



The Journal of the Communication Workers Broad Left

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PERFORMANCE MANAGEMENT

We welcome the late conversion of Left Activists' Network Executive members in joining the cause of supporting CWU conference motions 29 and 49 on performance management. The CWBL supporters on the Telecoms & Financial Services Executive (listed below) were at the forefront of ensuring support for motions 29 and 49, which were overwhelmingly agreed at CWU conference. **Prior to conference the LAN Executive members had opposed motions 29 and 49.**

Motion 29 calls for improved management style and industrial action if BT management do not mend their wicked ways. And motion 49 demands BT stop misusing procedures to manage staff out of the business, with campaign protests and industrial action to get BT to return to proper training and development of staff.

Conference instructed the Executive to lead a campaign to expose and stop BTs bullying approach, with a collective response from members using protests, and the use of industrial action if necessary. Following Conference on 8 June, we proposed the BT AGM in London on the 13 July as an ideal opportunity for the union to step up its campaign against BTs unjust and inhumane performance management of its loyal and hardworking employees. However, the LAN Executive members are still opposing the use of public protests. Hopefully they will also rectify this tactical error soon. For the benefit of long suffering members, **our campaign needs to publically expose BT as soon as possible to stop them bullying and harassing their staff.**

Members are rightly concerned that in recent years the Executive has given into BT on pension reductions, flexible attendance patterns, pay below inflation and contractual overtime, all having a detrimental impact on working conditions and work-life-balance. There are, however, some Executive members (included in the list below) who are in touch with the membership, rather than management's flexibility agenda, who voted against these adverse changes.

The candidates below deserve the support of your Branch in the forthcoming Executive elections to stand up for CWU members in the workplace.

National Executive Council (NEC) seats

CATTERALL Steve	Central & West Lancs
HEATHER Gary	Greater London Combined
TILL Jeffrey	Greater London Combined
WALDER Clive	Birmingham, Black Country & Worcester

Telecoms & Financial Services Executive (TFSE) – BT and other seats

ALLEYNE Gus	Birmingham
BROWETT Steve	South London, Surrey and North Hampshire
CATTERALL Steve	Central & West Lancs
TILL Jeffrey	Greater London Combined
WALDER Clive	Birmingham, Black Country & Worcester

Telecoms & Financial Services Executive (TFSE) – Telefonica O2 UK seat

WALMSLEY Sandra	Manchester Clerical
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Standing up for union members in tough times!

JOIN THE BROAD LEFT AND JOIN THE CAMPAIGN FOR A FIGHTING LEADERSHIP

To join the Broad Left please email: thebroadcast@btinternet.com
www.cwbl.org