



The Journal of the Communication Workers Broad Left

17.2011

21st July 2011

PERFORMANCE MANAGEMENT - Fight Back and Action needed NOW!

Almost 2 months since CWU conference, after having been instructed to lead a campaign of opposition to Performance Management in BT in preparation for a ballot for industrial action, the T&FS Executive's pitiful response is to call a Branch forum to advise reps about letters sent to BT and meetings with the company since conference.

After 3 years of tolerating bullying of members and receiving meaningless assurances from BT, when instructed by union conference to prepare for industrial action one would have thought that the Executive would have woken up by now!

But the tragic truth is the majority of the Executive are not listening to, or in touch with, the pain members are suffering due to an unfair and bullying Performance Management regime in BT.

There are however some Executive members – **Gus Alleyne, Steve Catterall, Maria Exall, Gary Heather and Jeffrey Till** – who tried to get the last Executive meeting to act, calling for a public protest to be organised as soon as possible in liaison with Branches in line with motion 49 carried at CWU conference. But the rest of the Left Activist Network backed Executive members opposed their welcome initiative.

So at the Branch forum the Executive failed to discuss the campaign. What action was to be organised - and when that action and the protests preparing members for a ballot were to start. This was a far cry from the intense activity that was invoked after conference last year when the Executive's own policy on BT pay was carried.

In fact what was extremely concerning at the Branch forum was:

- The Executive's apparent lack of information about how members are being managed? Once again asking branches for information, it was almost intimated that they didn't believe branch reps!
- The Executive blaming branches and intimating that branches are not making their concerns known to management. That's really unhelpful - complaining about branch officers who are dealing with these matters daily, rather than about BT's bullying and harassment of our members. WHAT AN INSULT! AND SO DIVISIVE!!
- The Executive providing branches with information they already have! Branches don't need lecturing by the Executive on how badly our members are being treated!

It was very apparent at the Branch forum that motion 49 had been rejected as a way forward by the Executive, despite being overwhelmingly carried at CWU conference only seven weeks ago. This is because the majority of the Executive – with the honourable exception of those mentioned above – are on record as being opposed to this Union policy.

We were under the impression that UNION CONFERENCE MADE POLICY OF THE UNION NOT THE EXECUTIVE.

The Branch forum was a disgrace. Rather than setting about plans for action, it was another attempt by the leadership to undermine union democracy and avoid implementing conference decisions.

No doubt in an endeavour to avoid industrial action BT will come up with some wonderful wording and assurances that the Executive will be tied into and recommend to the branches to avoid action! While in the workplace members will continue to be bullied and driven to all sorts of despair, such as mental ill-health that will hopefully not result in suicide!!

Branches were asked to escalate issues to CWU head office for examination! We want a workplace where this isn't necessary!!!

THE EXECUTIVE MAJORITY DO NOT DESERVE TO BE CONSIDERED THE REPRESENTATIVES OF OUR MEMBERS. THEY ARE OUT OF TOUCH AND OUT OF TIME.

VOTE FOR THE CWBL CANDIDATES (listed below) TO CHANGE THIS CURRENT STAGNATION IN THE FACE OF FIRE FROM THE COMPANY.

The majority on the Executive HAVE GIVEN UP ON COLLECTIVISM AND THE FIGHT FOR WORKERS RIGHTS.

We congratulate all branch reps that live in the real world and voiced the views of their members at the Branch forum.

The member's home postal ballot to elect your Union Executive for the next two years started on Monday 18 July.

There is a clear choice for members in the EXECUTIVE ELECTIONS.

The people listed below are already demanding changes to performance management on the basis of training, coaching and development, with an end to bullying and harassment and unfair targets, performance plans and monitoring in line with CWU policy contained in motion 49.

PLEASE VOTE ONLY FOR THE CANDIDATES LISTED BELOW.

Telecoms & Financial Services Constituency - NEC Representatives

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 – BT/Other Companies

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 – Telefonica O2 seat

WALMSLEY Sandra	Manchester Clerical
------------------------	----------------------------

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