

# ***Associated Issues***

***(harmonisation  
of terms and  
conditions)***



## **A message to RMP&FSL cleaners**

You are being balloted not just on pay—as important as that is—but on the associated issues on the full harmonisation of terms and conditions with the rest of the Royal Mail Group (RMG).

Ever since the Property and Facilities cleaning, repair and maintenance functions were brought fully back in-house in 2016—when ‘Romec’ became Royal Mail Property & Facilities Solutions Limited (RMP&FSL)—your union have been striving to achieve full harmonisation of terms and conditions.

While there have been some small steps forward, harmonisation has not happened fast enough or gone far enough.

As part of the pay claim we also want to see parity with the rest of the RMG on:

- ➡ Annual Leave Entitlement
- ➡ Sick Pay Entitlement
- ➡ Average Holiday Pay
- ➡ Maternity/Paternity Pay

Another glaring inequality, is that you do not have membership of the new RMG pension scheme. We acknowledge pension harmonisation may need to be achieved gradually—but we need to make a start here and agree a pathway to pension parity—in order to provide our cleaning members with security in retirement.

Don't accept less. **YOU ARE ALL PART OF RMG AND DESERVE EQUAL TREATMENT AND TERMS OF EMPLOYEMENT.**

Every RMP&FSL worker deserves a fair pay rise and parity on employment.

**Vote YES when you receive your ballot paper.**

