



TO ALL PCS REPRESENTATIVES

**PLEASE SUPPORT THE DEMOCRACY ALLIANCE**

**WE HOPE YOU WILL SUPPORT THE DEMOCRACY ALLIANCE IN THIS YEARS ELECTION AND RECOMMEND THAT MEMBERS IN YOUR BRANCH OR OFFICE VOTE FOR US. TO HELP WE ARE ENCLOSING A PACK OF ELECTION CAMPAIGN MATERIAL.**

In the face of constant attacks from the government the Democracy Alliance led National Executive Committee (NEC) has built a union to be proud of. PCS has fought back against the cuts and privatisation programmes of successive governments. We have proved time and again that campaigning works, and action gets results. Please take a few minutes to read this leaflet which briefly sets out our record and our priorities.

**OUR RECORD**

Our emphasis has been to campaign on those basic issues that matter to our members. We have taken the lead in opposing the government cuts and privatisation programme. We have set out our alternative to the Tories disastrous austerity policies, including opposing the pay cap. The tremendous consultative ballot result has given us the platform for a statutory strike ballot if the Government doesn't respond to our call for talks. We have worked hard to defend members' interests in the face of an unprecedented assault on terms and conditions.

We have supported Jeremy Corbyn's General Election manifesto that denied the Tories a majority. Many of its policies articulated the needs of our members and reflected policies from PCS's Alternative to Austerity – an end to austerity, no pay cap and a return to central bargaining, properly resourced civil and public services, tax justice and welfare reform.

The government's attempt to bankrupt and smash PCS through withdrawal of check-off failed. The union finances are now steady. We are building a stronger union capable of meeting the challenges of an increasingly hostile environment.

We have also:

- **Stood up** to this government and defended our union from their attempt to destroy it - union membership is improving.
- **Protected** national agreements.
- **Prevented** compulsory redundancies and forced relocations.
- **Forced** changes to the hated Performance Management Review System
- **Protected** young members with an exemplar framework agreement on the use of apprenticeships
- **Campaigned** for a return to national pay bargaining and secured a 97% consultative vote against the pay cap with 79% voting for action.
- **Agreed** a new reps/membership support centre.
- **Fully supported** departmental disputes over job and conditions including HMRC, DWP, in Land Registry, BIS, National Gallery, Dft, ACAS.
- **Stopped** the threat to remove paid sick leave.
- **Won** nearly £60 million in compensation for members facing problems at work.
- **Stopped** planned privatisations.

- **Protected** and improved conditions for Commercial Service members. Stopped planned off-shoring.
- **Advanced** the Green agenda highlighting the impact on jobs and the environment
- **Negotiated** agreements at local and departmental and national level. Taking action when necessary to achieve acceptable settlements.
- **Forced** the government to re-open negotiations on the redundancy compensation scheme
- **Promoted** our Alternative to austerity, which has won wide support.
- **Campaigned** for tax justice and positive welfare reforms
- **Established** democratic PCS regional committees

## **BUT THE HARD WORK DOESN'T STOP HERE**

**We believe that our record is a good one, but there is much more to be done. With the Tories committed to cuts, privatisation and office closures it is as vital as ever to elect a leadership capable of defending members' interests and building alliances in the wider movement capable of defeating these attacks.**

Our priorities will be: –

- **Oppose the pay freeze. For fair and equal pay.**
- **Build united coordinated campaigns with other public sector unions in defence of pay, jobs and services.**
- **Defend jobs, services, conditions**
- **Defend the Civil Service Compensation Scheme.**
- **Fair staffing levels to deliver services.**
- **Oppose all privatisations and off-shoring.**
- **Fair pensions for all.**
- **Improve conditions for call centre members.**
- **Build on PCS's important contributions to green issues**
- **Strengthen and build the union in our commercial sector areas**
- **Challenge discrimination, lack of childcare facilities, unfair sickness rules. Equality for all.**
- **A welfare state that delivers for all.**
- **Campaign for our Alternative to austerity.**
- **Build a financially strong, democratic, inclusive, member led union based on workplace strength**

## **CONTINUE TO SUPPORT YOUR UNION AND MEMBERS VOTE FOR THE DEMOCRACY ALLIANCE**

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