

ELECT

SERW

FOR PCS GENERAL SECRETARY



MARK

WOTKA

This autumn, PCS members will elect our General Secretary. Mark Serwotka is seeking re-election with a vision for rebuilding our industrial power.

With Mark as General Secretary, PCS has achieved important victories on pensions, redundancy rights and privatisation. We've survived the worst of New Labour and Tory attacks and stopped the attempt to bankrupt us with the removal of check-off.

Now our world is changing fast, with facility time cuts, office closures, new large multi-employer sites, digitalisation of the civil and public services, stressful working conditions, discrimination and bullying at work.

Mark believes the union needs to change too. By refocussing union power in the workplace, investing in technology, refreshing how our democracy works and winning for members,

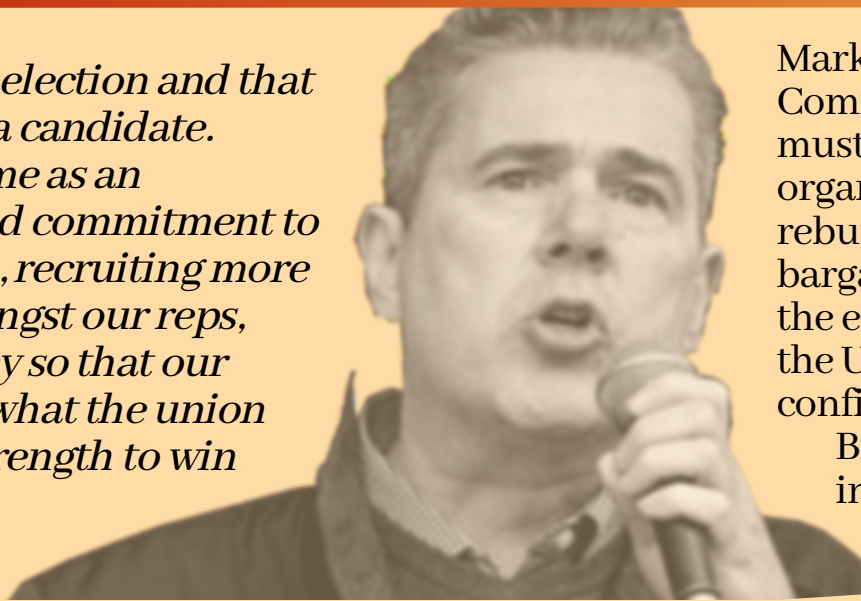
PCS can be a union for the 21st century

The new civil service hub in Cardiff

Mark started work in Aberdare Jobcentre at age 16 as a clerical officer. He joined the union on day one and was a branch rep for 20 years

"I hope you will support my re-election and that your branch nominates me as a candidate. This is not just about electing me as an individual. It's about our shared commitment to strong workplace organisation, recruiting more activists, greater diversity amongst our reps, and opening up our democracy so that our members have a bigger say in what the union does. It's about building our strength to win local and national disputes."

Mark Serwotka



Mark has worked with our National Executive Committee to change the way we operate. We must continue to prioritise support for activists, organising in the workplace. This is the key to rebuilding our union's ability to win at the bargaining table. Austerity, digitalisation, and the estate strategy are fundamentally changing the UK civil service. In many areas PCS reps feel confident and branches are well organised.

But with tens of thousands of workers moving into multi-employer hubs,

PCS needs to change as well...

REBUILDING POWER

We need workplace organisation that brings our members together in maximum unity. Mark will:

- Help reps build stronger workplace organisation, recruiting more activists and members
- Propose new structures so reps across different branches and groups can campaign and organise together in the workplace.
- Develop site and town committees and bring decision making closer to members.
- Invest in digital technology, giving PCS reps and members access to cutting edge organising and communication technology, like the ballot app, to support branch reps' organise and win for members.

NEW CHALLENGES

As our organising strategy builds workplace power in branches, it's time to actively pursue our long standing bargaining objectives and raise new demands over the fresh challenges members face. The recent UK civil service strike ballot only just fell short of the 50% threshold, and demonstrated that we have massive support from the membership for action over pay. Mark will:

- Build the union's strength to win a UK civil service ballot on pay.
- Step up the campaign for national pay bargaining in the UK civil service.
- Raise new demands on the digitalisation/automation of work and a reduction in working hours..

PRIVATE SECTOR

Mark has prioritised resources for organising workers in the private sector so we build healthy union workplaces everywhere. Mark also proposed and campaigned for a reserved private sector seat on the NEC.

Mark has thrown his weight behind the new industrial militancy among outsourced workers in government departments, who share the same buildings and workplace environments as our public sector members. Mark will:

- Devote resources and digital technology to organising workers in private sector employers.
- Campaign politically and industrially for civil service contractors to pay the real living wage.
- Drive for contracted services to be brought in-house and to protect the terms and conditions of members if transferred to private sector employers.

DEVOLVED NATIONS

PCS represents workers across the UK and there are obvious political and industrial differences across regions and nations. Currently, PCS policy on social and economic issues is made at ADC. Yet many legislative decisions like housing and welfare are devolved to Scotland, Wales and N. Ireland. Mark believes that it is time our union tackles this democratic deficit. Mark will:

- Recognise the changes brought about by devolution and review our campaigning strategy.
- Begin discussions in the union to improve our policy-making on issues impacting our members' lives in Scotland, Wales and NI.
- Strengthen existing good relations with political parties in Holyrood, the Senedd and Stormont to win the best for our members in all parts of the UK.

EQUALITY

Under Mark's leadership, PCS equalities networks have flourished and are represented on the NEC. Fighting for equal pay, campaigning against racist organisations and stamping out homophobia are essential to PCS.

But we can do even more. For example, despite having 60% women members, women aren't fairly represented in the union. Less than half of workplace reps are women, with men also making up nearly 70% of ADC delegates and GEC members. For this reason, Mark strongly supports the proposal to guarantee at least 50% women on the NEC.

In the workplace, discrimination, bullying and harassment are rising. Punitive sick absence procedures heap pressure on people with disabilities. We need a zero tolerance approach towards bullies and bullying management cultures. Mark will:

- Advance workplace equality organising to fight back hard against racism, sexism, homophobia, transphobia, and bullying.
- Introduce structured mentoring programmes for women, BME, disabled, LGBT+ and young members to grow their campaigning power and increase their participation on the union's democratic bodies. Consult across the union on how best to develop policy-making within equality groups.

GET THE TORRIES OUT

As General Secretary, Mark has determinedly advanced our members' views, much to the disquiet of the British political establishment. Whether calling out Francis Maude's lies on television, standing up against austerity when no political party would or taking on the Tories over attacks on pay and conditions, Mark Serwotka champions the demands of PCS members.

Today Jeremy Corbyn and John McDonnell's radical leadership of the Labour party offers us a unique opportunity. At ADC 2019, branches confirmed that a Corbyn-led Labour Government is in the interests of PCS members. Now we are consulting on how best to help achieve that. Mark believes we must throw the weight of PCS behind the campaign for a Corbyn-led government. Mark is trusted by both Jeremy Corbyn and John McDonnell, having worked closely with them over many years. That's why PCS has never had greater influence over the Labour front bench than we do now, as demonstrated by their commitment to restore national pay bargaining in the UK civil service, end office closures and re-introduce facility time for our reps. Mark will:

- Forcefully put PCS members' concerns to all politicians of all parties.
- Capitalise on the union's political influence with the shadow front bench to secure radical policies that are in the interests of PCS members.
- Support proposals on how we can best help to get a Corbyn-led Labour UK government elected.

WHAT YOU CAN DO

The more branches nominate Mark, the more we will encourage members to vote for him:

Ensure your branch arranges a meeting between 2 September and 14 October.

Propose that your branch nominates Mark Serwotka.

Ask your Branch Secretary about election and let them know you wish to nominate Mark.

Make sure your colleagues know about the election and ask them for their support.

JOIN THE CAMPAIGN

Email: info@electserwotka.com
visit electserwotka.com/

The timetable for the election is:

Nominations open 2 September

Deadline for nominations 14 October

Ballot opens Thurs 7 November

Ballot closes Thurs 12 December.



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I am delighted to endorse Mark Serwotka in his re-election campaign. Mark has been an outstanding leader of not only PCS but of our movement in recent years. His unflinching support to all workers in struggle alongside his vision of what our movement needs to become is an example to us all. He is held in high regard by those of us in Labour who have worked with him for years, from the early days of building the PCS parliamentary group to when he stood up to be counted to support & defend Jeremy Corbyn when it was needed. PCS needs his vision and leadership in the challenging years ahead. Solidarity.

JOHN McDONNELL MP