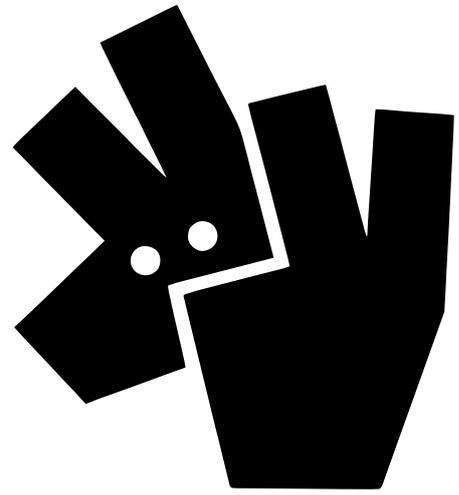




Bulletin #2 December 2016



## London Riders Want a Union

London Deliveroo Riders and the Independent Workers of Great Britain (IWGB) are seeking union recognition from Deliveroo.

Union recognition means riders can legally negotiate with Deliveroo over pay and conditions through the union. At the moment Deliveroo likes to treat riders and drivers as individuals - so that voices are divided and they can keep fobbing everyone off. This approach just maintains the status quo: bad pay and conditions; Deliveroo having all the power...

So the IWGB asked Deliveroo for recognition - and obviously Deliveroo said no, piss off!



The IWGB is now preparing to take Deliveroo to a court called the Central Arbitration Committee (CAC) to deal with this. If the IWGB can fulfil this courts' criteria, the CAC has the power to FORCE Deliveroo to recognise the union.

This process has the added benefit of also acting as a 'review of employment status'. Currently Deliveroo classifies all of its riders and drivers as small business owners, or freelancers, which is obviously a load of old crap. Deliveroo's position is that it's in a business 'trading' relationship with each individual. Clearly this isn't the case at all and riders aren't on an equal footing with Deliveroo management and are unempowered - the relationship is that we work FOR Deliveroo!!

If we were truly running our own delivery companies we could negotiate conditions of work with Deliveroo directly and have more say. Instead, we work for them and expect to be paid by them, carry out all the orders as they want them done, and are an integral part of the business. This means we should be classified as "workers", and should have real employment rights. Uber driver used to be classified as self employed contractors too, until recently when an employment tribunal ruled in favour of recognising them as "workers" and said "The notion that Uber in London is a mosaic of 30,000 small businesses linked by a common 'platform' is to our mind faintly ridiculous."

We hope that our process with the CAC court in London will recognise that Deliveroo riders and drivers are workers and not contractors. This strategy should kill two birds with one stone, getting collective bargaining rights via union recognition AS WELL AS basic employment rights such as the right to the National Minimum Wage and paid annual leave!

A gazeta istnieje, aby pomóc pracownikom i pracowniczkom Deliveroo w UK i na arenie międzynarodowej komunikować się i organizować się. Razem możemy budować solidarność i walczyć o lepsze stawki i warunki pracy.

This newspaper exists to help Deliveroo workers in the UK and internationally communicate and organise. Together we can build solidarity and fight for better wages and conditions.

Este jornal existe para ajudar trabalhadores da Deliveroo no Reino Unido e internacionalmente a se comunicarem e organizarem. Juntos podemos fomentar solidariedade e lutar por melhores salários e condições de trabalho.

إنهذه الصحيفة ترمي إلى مساعدة التواصل والمنظمة لعمال <<ديليفيرو>> في بريطانيا ودولياً وقد تطوّر التماسك وتناضل لتحسين الأجرة والظروف معاً.

Este periodico existe para ayudar a los trabajadores de deliveroo a comunicarse y organizarse. Trabajando juntos podemos desarrollar la solidaridad y luchar por mejores condiciones y sueldo.

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## Workers in Berlin have won an Hourly 'Rain Bonus'

Deliveroo has been in Berlin for about 2 or 3 years now. There are 300 of us across the city, all cyclists. At the moment, our pay is €7,50 per hour, with an extra €1 per hour for every delivery we make.

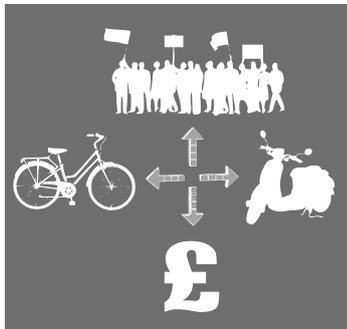
We had a protest against low pay here a while ago. We all stopped wearing the uniform and covered up our boxes. If they weren't going to pay us enough, we weren't going to give them free advertising! It worked. The company backed down and gave us a rise. Now, whenever it rains we get an extra €1,50 per hour. Just like when Deliveroo workers went on strike in London, we found that when you take organised action, you win.

## Workers vs. Bosses, not Mopeds vs. Cyclists

Recently when workers have started talking about pay and conditions, some cyclists suggested that the Moped riders have an 'advantage' over the cyclists in the app.

This is a conspiracy theory! Obviously because mopeds have a higher average speed they do more deliveries per hour, but there is no built-in advantage.

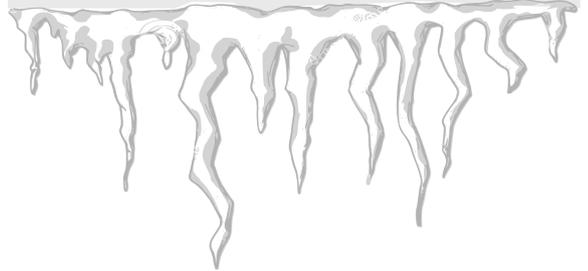
Let's be clear- there is no opposition between moped riders and cyclists and neither have an advantage when it comes to pay and conditions. We all have the same interests and same needs - we all want better money and work from the company. The dividing line is between workers and bosses, NOT between moped riders and cyclists!



## It's Freezing

One Friday night, outside the Yo Sushi where cyclists meet in Brighton, there were 10 of us standing around with no orders. One rider had been working from 11 until 5 and only had five deliveries in that time. We figured out that per hour he had only earned £3.33. We had a discussion that went on for a few hours as different riders came and went about what our demands to the company could be to improve this dire state of affairs.

Deliveroo in the UK used to guarantee its riders £7 an hour and then £1 extra for each delivery while in France they offered riders an hourly rate equal to three deliveries an hour on the weekends (€15). That's not the case anymore in the UK, maybe we should demand a guaranteed hourly rate equal to two deliveries (£8)? Then if it's really busy and you get three or four deliveries an hour you would get extra on top. That way we'll be above the minimum wage, and be sure that we aren't sitting around in the cold for not much work.



## Foodora Workers on Strike in Italy

Foodora is a competitor to Deliveroo in 10 countries and operates a very similar business model. Like us their workers are also 'self-employed'. Recently, in Rome and Turin, Foodora tried to remove the cyclists hourly pay of €5 an hour and give them €2,70 per delivery instead. The workers responded to this threat by organising alongside the SI Cobas Union (a grass-roots union).

After managers refused to negotiate with the union, the workers began a strike. Foodora workers have also been supported by youth from the Italian 'social centre' networks. Social centres are large community-run buildings that are often squatted - providing Italian youth and others with a place to hang out, have fun and organise within. Some of these squats opened up 'solidarity cafes' and drop-in points, offering free food and advice to Foodora workers considering or on strike. Providing regular meals was a really good way of keeping the strike going and helped to cover the cost of food when wages dropped off during the strike action. The workers' demands were:

- Proper employment on a flexible part-time contracts with sick pay and holiday pay
- A basic salary (€7.50 per hour) with a variable bonus (€1 per delivery)
- No punishments for the striking workers
- The company pays a subsidy towards the cost of bike repairs and phone data for the app, and proper insurance covering workers involved in accidents (which are all ways we SUBSIDISE the companies profits).

The strike was partly successful - the workers' won an agreement for all riders to get 50% off at three bike shops in Rome. But the struggle continues, and the company recruited more and more riders to drive down wages and make the riders more desperate (we know how that feels). Everyone in the 'gig economy' is in the same boat, regardless of the company or country.

## Linking us up

It seems obvious that we need a way of coordinating all the struggles developing within Deliveroo for better wages and conditions - by linking these up we stand a better chance of winning. Below are a list of the unions currently working to build solidarity and mutual support with Deliveroo riders. At the moment these unions are only organising at a local level but before long we need to think about how we could begin to link these up inter/nationally. Even if a union branch doesn't exist near you, one of these contacts will point you in the right direction or support you to start your own.

### Independent Workers of Great Britain (IWGB)

In London  
FB: IWGB Couriers and Logistics Branch  
TW: @IWGB\_CLB  
iwgb.org.uk

### Industrial Workers of the World (IWW)

Rest of U.K  
TW: @BristolIWW  
iww.org.uk

## Contact

Want to distribute copies of the Rebel Roo?  
Want to get in touch with other workers?  
Email us! rebelrook@gmail.com  
We also have a website: weareplanc.org/rebelroo  
Rebel Roo is produced by Deliveroo workers and supported by the Plan C Social Strike Working Group



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