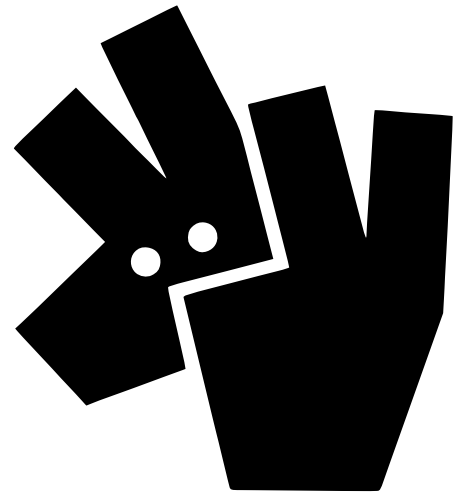




Bulletin #6 April 2017



## I Predict a Deliverriot!

Everywhere we've organised and fought, we've won. The struggles by riders in London, Bristol, Brighton and Leeds have all shown that when we come together we can force Deliveroo to react and give us what we want. But to continue winning, and to win more substantial demands, we need to widen the struggle.

In Brighton, workers are demanding £5 a drop. But that demand isn't only important for roos there. Nationally, on both per-hour and per-drop payment, our wages are too low. So why not begin to fight for a national wage demand? At very least, we should all be paid £5 per drop or £8+1 per hour.

To win national wage demands, we'll need to develop the levels of solidarity and organisation across the country. It can't just be campaigns in one or two cities, we need to all join the fight. Roos in one city need to go out of their way to link up with and support other roos in nearby zones. We need to meet up with social movements to form coalitions demanding a living wage for all from the bottom up. Dubbed 'social unionism', this has been successful for Italian warehouse workers, Chicago teachers and more, and it can be successful for us too. Round one has been fought, and we won. Time for round two...



### Wildcat Strike in Marsailles

In Marsailles, we used to get a minimum guarantee of wages over peak hours. These have now been cut for the seventh month in a row. From October, riders in Marseille have seen continuous reductions in the fairness of their conditions, hours, and their rate of pay.

Numerous riders were cajoled into working for an extra hour after their shifts and told it was 'fair', yet were unpaid for the deliveries made whilst working extra as they weren't on the timesheets. These non-payments (something completely unacceptable in normal employment) range from £60-£120. This has been happening due to a reduction in hours that mean working like this is necessary to make rent. The situation is dire.

This month they cut too deep. A strike was called, and the scabs who kept telling us that we shouldn't complain were denounced. The strike was an expression of frustration and anger, it was totally wildcat. No union was involved, no clear demands were made (other than the reinstatement of the last month's guarantees). The action involved picketing the busiest restaurants. The company responded the next night with a message to all riders: "Certain individuals menaced riders not to make their deliveries last night. We will not stand for violence, some of our restaurant-partners had to call the police." This is, of course, nonsense. Now management are coming to town for 'individual feedback sessions' next week in an attempt to diffuse our anger. The second wildcat action in three days will take place tonight. Solidarity with Deliveroo workers in the UK, we are stronger together.

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.

Questo giornale esiste per aiutare i lavoratori di Deliveroo nel Regno Unito a comunicare e ad organizzarsi al livello nazionale e internazionale. Insieme possiamo creare la solidarietà e portare avanti la lotta salariale e per il miglioramento delle condizioni di lavoro.

إنهذه الصحيفة ترمي إلى مساعدة التواصل والمنظمة لعمال <<دليفيرو>> في بريطانيا ودوليًا وقد تطوّر التماسك وتناضل لتحسّن الأجرة والظروف معًا.

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

Cílem tohoto bulletinu je pomoci pracujícím Deliveroo v UK a v zahraničí komunikovat mezi sebou a organizovat se. Společně dokážeme vybudovat solidaritu a vybojovat si lepší mzdy a podmínky.

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.

Last month us in Leeds hoped the next Rebel Roo would bring news of our success. We can happily announce this is the case!



## Pt 1: Victimisations defeated in Leeds

Back in February two organisers had their contracts terminated because of their union activity, and five more riders had their hours slashed to zero. A joint campaign of riders, the IWW and Plan C began. We started by sending a letter of demands sent by riders to Deliveroo HQ, demanding the reinstatement of the 7 riders, and improvement to our working conditions – to take regular breaks and work for any other company we want, as per our ‘self-employment’ contract. Buoyed by a hardship fund raising over £2,000, collective confidence grew and riders also began talking to the press – piling the pressure on Deliveroo both publically and privately.

To our surprise, Deliveroo immediately acknowledged that we ‘are free to take a break at any time’ and ‘Riders are free to work with any other company they choose outside of time working with Deliveroo’. An immediate ‘review’ was started into Leeds’ management – and the regional manager was sacked! However, despite these concessions, the issue of victimisation was ignored. We weren’t letting 7 riders take the fall for better conditions, so we began to escalate.

We renewed our campaign with a big ‘critical mass’ bike ride and a fresh set of demands. One hundred riders and supporters took part. It only took four days for management to give in: The two riders whose contracts had been terminated had their contracts reinstated, and all 7 riders were offered significant increases to their hours. Victimization has been defeated through solidarity!

We are now able to get back to fighting the exploitative practices that had riders so pissed off in the first place. Deliveroo’s over-recruitment strategy is designed to undercut and disempower the riders that they rely on. It aims to create a race to the bottom and create a workforce so desperate that they have no choice but to accept the exploitative bogus self-employment contracts that are forced upon them. Roo trainers are already reporting large scale reductions in the number of trial shifts they are carrying out. Every victory is making us stronger!



## Pt 2: Zone expansion and hiring freeze in Brighton

We’ve been fighting for two months now, and the impact of our struggle is becoming clear. Deliveroo have been forced to stop their massive over-recruitment drive, and the freeze zone is being expanded along the coast to Portslade. That means more orders, with the same number of riders, and more work for us all. Now the next demand we’re fighting for is a pay rise to £5 a drop.

As part of this fight, we’ve been bringing together a city-wide coalition to support us. On Saturday 1st April we brought 60 supporters onto the streets for a ‘critical mass’ bike ride demo, and on the 1st of May we will mobilise alongside other workers for a ‘Precarious Mayday’ march through the city.

### Linking us up

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. 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 & Brighton  
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

As well as giving in to the Union’s demands, management are also trying to reestablish control. We’re going to get ‘weekly feedback sessions’ with managers near the zone centre.

Deliveroo are now putting money into sending staff to keep an eye on things, in an attempt to force us into compromises we don’t want to make. One of the big advantages we had at the start of the organisation process was that we weren’t on Deliveroo’s radar until it was too late, and they don’t want this to happen again. But surveillance won’t stop us. We

### 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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