

Follow up on the Employment Relations Authority win

Union proposes four postie sites for trials to retain delivery employees

Four postie sites - Whangārei, Porana Rd (Auckland), Upper Hutt and Seaview (Lower Hutt) - have been put forward by the Postal Workers Union as trial sites for mail, packet and small parcel delivery by a future network of delivery employees.

The Union met with NZ Post management on 22 August as the first step in NZ Post being required by the Employment Relations Authority to re-enter consultation with the PWUA over the company's Tūpuna programme.

NZ Post had made a public announcement in June 2023 that it would be laying off all 750 mail delivery service employees over the following five years.

The Employment Relations Authority had agreed with the Postal Workers

Union stating:

"There was insufficient evidence to show, NZ Post carried out a specific analysis as to alternative options limiting the need for work carried out by Union employees to be carried out by contractors." (see also Redback August 2025).

Three of the four sites proposed by the Union for the trial are postie sites co-located with couriers. The fourth site, Porana Rd, not co-located with couriers, would see some posties moved to work at the North Shore courier depot during the trial.

The next meeting with NZ Post to discuss the PWUA's proposal for an on-going postie delivery network will be Tuesday 28 October.

NZ Post says it has no immediate plan to reduce mail deliveries to two days a week

Following the outcome of the consultation process run last year by the Ministry of Business, Innovation and Employment (MBIE) NZ Post has told the Union that it has no immediate plan to change to two days a week mail deliveries.

If the company does want to reduce mail deliveries to two days a week it will be done on a branch by branch basis, with some delivery branches remaining on three days a week delivery for a longer time.

Whenever the management wants to change any branch to two days a week, the Union encourages posties to discuss with local management

how they would like the rosters to be set up. At the time of the change to the four day rotating roster the company accepted branch roster plans suggested by the posties themselves, provided that the mail was delivered three times a week to each delivery point.

The Union remains concerned that any gradual change to communal delivery points, now permitted by MBIE, was not clear in its consultation process.

The Union met with MBIE last year and submitted that its consultation process was selective, misleading, complicated and lacked accessibility for those without internet access.

Union supported process for proposed processing shift changes at Palmerston North

When NZ Post wanted to realign the working hours of the three shifts at its Palmerston North courier depot, the PWUA proposed a process for representatives of the three shifts to identify the underlying issues and develop solutions.

Representatives of the three shifts met with management at first fortnightly and sometimes monthly.

The workers said that before any changes to shifts times were introduced, the underlying inefficiencies in work processes needed to be resolved including how workers staffed the new sorting belt.

Only then could the workers accept the need for any changes to shift hours and any changes to the spread of staffing numbers over the three shifts.

NZ Post must ensure attendance at SWAG meetings

Although the PWUA is satisfied that many of the Safety and Wellbeing Action Groups are working well, too often SWAG reps are not relieved of their work duties to be able to attend the meetings.

The management must ensure that either the SWAG rep, or a substitute, are released to attend SWAG meetings.

Clause 8.5 of the company's October 2022 Worker Engagement and Participation document states: "If a SWAG member is unable to attend a meeting, they must send a delegate from their work group to attend in their place."

The Union believes that NZ Post needs to provide a central point for the collection, review and analysis of SWAG meeting minutes. Patterns of absences from SWAG meetings and any lack of SWAG meetings would then become quickly apparent.

Any patterns of workplace injury across the company's worksites would also be quickly revealed for more proactive responses from the company.

Hazard for processing staff of overweight parcels

Processing staff have seen an increase in the number of parcels arriving at depots that weigh much more than the weight recorded on the ticket attached to the parcels.

The workers face the risk of injury when lifting parcels out of cages that they expect to be for example 15kgs only to find the parcel weighing more than 25kgs and up to 30kgs.

The management agreed to take action on misleading parcel label weights at last month's National Health and Safety Network meeting.

The workers are also concerned at the potential loss of revenue to NZ Post by the understating of parcel weights.

Return to Sender - NZ Post in breach of the Postal Services Act

The Postal Workers Union has received legal advice that NZ Post's new 'return to sender' policy is in breach of section 16 of the Postal Services Act 1998.

The Union has also advised the company that it is in breach of its own Postal Users Guide (on the NZ Post website) which on page 20 says NZ Post will deliver to businesses with ground floor access to a receptionist or a counter.

Under the "Undeliverable postal articles" in section 16 of the Postal Services Act, it is only lawful for NZ Post to return to sender mail which has no address, a wrong address, an illegible address, or the address cannot be located.

However NZ Post has no legal authority to return to sender mail which is addressed to the street address of PO Box and Private Bag holders.

NZ Post introduced its new Box Mark Up Return to Sender policy in May last year and progressively rolled it out throughout the country.

Posties have been giving many examples to the union office of mail that

they are required to return to sender - in many cases where they can easily and, defying NZ Post's instruction, do in fact deliver as addressed.

NZ Post has been completely unmoved by the examples given by the Union of mail to all manner of businesses and institutions, including medical centres and hospitals being returned to sender undelivered.

NZ Post agreed to mediation with the Union at the Ministry of Business, Innovation and Employment earlier this month. (See also Redback August 2025.) No agreement was reached in the confidential on line mediation.

The Union has filed a complaint with the Ministry of Business Innovation and Employment seeking an urgent investigation into NZ Post's breaches of the Postal Services Act under its new return to sender policy.

The Union continues to support those posties who made an individual ethical decision and are marking up or delivering mail against the instructions of NZ Post management.

Contract couriers - mediation this year and Court case set down for May next year

Section 6 of the Employment Relations Act allows anyone to seek a declaration as to whether or not they are employees, based on "the real nature of the relationship" they have, in this case with NZ Post.

The Union is taking a case for six couriers - three current couriers and three ex couriers. The Union has agreed to mediation expected this year with the

Court case set for May next year.

The Union has a remit before this month's biennial conference of the NZ Council of Trade Unions seeking cooperation amongst those unions which are taking similar cases, like the Uber case. The Union wants to save the duplication of resources and by interunion cooperation to strengthen the cases of the unions involved.

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**Allowance for forklift
drivers working outside**

The Union has been following up on the allowance for forklift drivers who are required to perform some of their work outside.

Clause K33 of the Postal Workers Union / NZ Post Collective Agreement provides for a weekly allowance of \$10.30. The allowance is calculated to be paid throughout the year, not just when the weather is cold, wet or windy.

The Union has been ensuring that those forklift drivers who were not getting the allowance also get the backpay due to them.

**Reimbursement up to
\$67.24 for sunblock**

With summer coming on, posties are reminded that when they buy a more suitable sunscreen, they are entitled to be reimbursed under clause K46 of the Collective Agreement. They need to provide their management with receipts.

REDBACK is published by the Postal Workers Union of Aotearoa ♦ Trades Hall, 126 Vivian St, Wellington 6011 ♦ pwu@tradeshall.org.nz



POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)
6A Western Springs Road, Kingsland, Auckland, 1021

I hereby appoint the Postal Workers Union of Aotearoa incorporated to be my authorised representative under Sections 18 and 236 of the Employment Relations Act 2000. For the purpose of this authority any duly appointed representative of the PWUA is empowered to act on my behalf in any matters related to or arising out of the negotiation and application of any Employment Agreement or any other matter relating to my employment at my request. This authority shall continue in force until revoked by myself, giving two weeks notice.

Name (PLEASE PRINT) _____

Signed _____ Date ____/____/____ Appointment No. _____

Employer _____ Site _____

Department _____ Position _____

Home Address _____

Suburb _____ City _____ Post code _____

Phone _____ Email _____

**Deduction Authority for
Postal Workers Union of Aotearoa (Northern)**

I authorise my employer to deduct:

☐ \$6.95 per week when I am employed for 30 or more hours per week, or

☐ \$3.45 per week when I am on-call, or employed for less than 30 hours per week from my pay and credit the Postal Workers Union of Aotearoa Northern District.

☐ Please stop any other deductions from my pay to any other union.