

*NZ Post fails to minimise H & S risks for Paxster delivery***PWUA files legal action against NZ Post over rosters**

NZ Post has refused to attend mediation in a dispute with the PWUA about the provision in the Collective Employment Agreement that the roster for Delivery Agents driving Paxsters must be designed to "minimise the potential for employee harm".

The PWUA has now filed with the Employment Relations Authority for an urgent hearing about the company's failure to comply with clause 3 (page 82) of the Collective Employment Agreement.

The Health and Safety in Employment Act 2015 also requires NZ Post to minimise risks to health and safety,

including from physical and mental fatigue, so far as is reasonably practicable.

NZ Post's duty of care applies not only to employees and contractors but also to members of the public whose health and safety could be at risk.

Under clause 11 (page 83) of the CEA NZ Post must actively consider a 5 day roster along with both 4 day and 6 day rosters when the safest roster is being designed.

E tū has asked to join the legal proceedings as a second applicant. The case will now proceed in the name of both the PWUA and E tū.

Strong lobbying by PWUA results in a "fatigue working group"

Only after an earlier indication to NZ Post by the PWUA of the Union considering legal action did the company finally agree to a fatigue working group to determine the safest roster for Paxster drivers.

However NZ Post has now refused to cooperate with the working group in assessing the safety of a 5 day roster. This has triggered the PWUA's legal action.

Last month as part of the group's work an Australian consultant Professor Drew Dawson joined a phone call with five Delivery Agents from three branches who are currently driving Paxsters on delivery.

Some Delivery Agents have expressed a liking for the four day 9

hour 25 minute shifts (which can include compulsory overtime) despite reporting that lapses of judgement and accidents increased after 8 hours work.

In the PWUA's view, NZ Post's refusal to consider a five day roster (with its considerably shorter length of average working day) breaches the company's obligations under the CEA and also the Health and Safety in Employment Act.

The CEA does not oblige NZ Post to introduce a 4 day week, but provides for 4, 5 or 6 day rosters.

Neither is NZ Post confined to a rotating 4 day roster currently used in all but one Integrated Delivery site. (One branch is using a semi-fixed roster, where the weekly rostered days change every 3 weeks.)

Representing members on Processing Innovation

The PWUA is representing its members at the Processing Innovation Working Group as NZ Post introduces more automation to the Mail Centres.

The PWUA has expressed its concerns to the company about a further large loss of jobs.

The Union also opposes any automation that would lead to a "zombie-s" of jobs if the work, knowledge and

skills of NZ Post employees in the Mail Centres are given less value.

The work of the Processing Innovation Working Group will be covered by a Heads of Agreement entered into between NZ Post and the unions.

The Agreement will only be signed off when all parties - the two unions and NZ Post - are in agreement about its content.

Worksite meetings for CEA claims

Union members are being invited to put forward "claims" for improvements or changes they want to see in a new Collective Employment Agreement.

Up to 11 days of negotiations for a new Collective Employment Agreement begin in Auckland on Monday 1 May.

Although the current CEA expires on 31 March, NZ Post asked for a delay in the negotiations but agreed to make any pay increase backdated to the day after the expiry, 1 April.

Meetings of PWUA members will be held at worksites from mid March to mid April.

As well as the round of meetings of members the Union will be circulating claims forms. Members will be able to include the reasons they are putting forward their claim, and any supporting information.

As with last year's CEA negotiations the two unions will be bargaining as one team in the same negotiations. The PWUA and E tū will be supporting each other's claims during the negotiations.

The negotiations will be held on Monday to Thursday 1 to 4 May, Tuesday to Friday 9 to 12 May and with three reserve days later in May.

When the negotiations have reached either a proposed settlement or an impasse another series of meetings will be held for union members to vote on any recommendation that may come from the negotiating team.

Claim for extra pay step

Along with other claims the PWUA will be putting forward a claim for an extra pay step.

Those NZ Post employees employed as permanent fulltimers on 5 July 2000 are still paid 40 hours. Their pay is made up to 40 hours with a "roster make up allowance".

The PWUA wants this amount to be paid to every employee as an additional wage step after 5 years.

Helmets and/or seatbelts?

The PWUA will be consulting with Union members about a more suitable form of protection than the motorcycle helmet currently used on the Paxsters (and in New Plymouth on the three wheel Kyburz).

For many members the helmet is not safe, causing neck problems from leaning forward at every delivery point to select the mail for delivery. The helmet also causes headaches especially in hot weather.

Following strong submissions by the PWUA NZ Post has now invited a representative from both unions to a meeting with the NZ Transport Agency to look at a different helmet and possibly the use of a seatbelt on-road driving.

NZ Post has tracked down a helmet which the NZTA has rated as suitable for e-bikes up to 45kmph. The NZTA has agreed to NZ Post Delivery Agents trialing the helmet to see if they will be suitable.

NZ Post says 10 helmets will be available in mid April and another 10 arriving by mid May.

The PWUA is not happy that NZ Post has taken 18 months to take action on a hazard which has caused injuries.

In the meantime the PWUA has been successful in getting NZ Post to work with the Norwegian manufacturers of the Paxster on a modification so that the brake lights come on automatically.

The PWUA was surprised that the NZ Transport Agency registered the Paxster for on-road use when the brake lights do not come on automatically as the vehicle slows under regenerative braking on the release of the throttle.

The PWUA had identified to NZ Post the hazard of the Paxster being rear-ended by following motorists not realising that the Paxster ahead was actually braking.

Submission to Parliament on postbox removals and postal voting

The Justice and Electoral Select Committee needs to ensure that there is appropriate infrastructure in place to enable all citizens to participate in postal ballots. This is the message in a PWUA submission to the Justice and Electoral Select Committee of Parliament.

The Parliamentary Committee is holding an inquiry into the 2016 elections.

The PWUA submission states that the removal of roadside postal boxes before and during last October's Local Government elections affected the ability of citizens to participate in the democratic process. NZ Post actually removed post boxes in Rangiora in the middle of the postal voting in October.

NZ Post is failing to have "regard for the interests of the communities in which it operates" as required by the State Owned Enterprises Act - the removal of post boxes should not be a purely business decision.

PWUA waiting for NZ Post's comment on Canadian "two bundle" case

NZ Post wants walking posties to begin carrying two bundles of mail when the large flat sorting machines begin to sequence mail items. One bundle of sequenced letters will be required to be carried in the hand while a second bundle of large flats and some letters are to be carried on the forearm.

At present letters and large flats are carried by walking posties in one bundle on one arm across the lower chest area.

The Canadian Union of Postal Workers has been involved in a long running dispute with Canada Post over the hazards of the change to "two bundle" delivery of mail items. The dispute began when four posties in Canada were suspended for sorting sequenced letters and sequenced large flats into sorting cases to make one bundle for safer carrying.

The PWUA has requested NZ Post to provide its view of the dispute in Canada.

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PWUA action on DX Mail postie's unjustified dismissal

The PWUA has filed a case against DX Mail in the Employment Relations Authority (ERA) for the unjustified dismissal of one of its posties. DX Mail had previously refused to meet with the PWUA or to attend mediation.

DX Mail has now agreed to mediation at a date yet to be fixed. Had DX Mail again refused mediation the ERA would have ordered DX Mail to attend mediation.

Change of Wellington address

Following the November 14 earthquake NZ Post has decided to permanently close the Marion Street Post Shop Box Lobby and not to relocate.

The postal address for the Union's Wellington office is now:

Postal Workers Union
Trades Hall
126 Vivian Street
Wellington 6011

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POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)

PO Box 95211 Swanson Auckland 0653

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

Branch

Home Address

..... Phone

Deduction Authority for Postal Workers Union of Aotearoa (Northern)

I authorise my employer to deduct:
\$4.95 per week when I am employed for 30 or more hours per week, or
\$2.50 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.