

Post wants to extend CEA - including a 2.5% wage increase:

## Loss of negotiating power over alternate day delivery issues?

NZPost has proposed extending the current PWUA and EPMU Collective Employment Agreements from 30 June next year until 31 March 2016, with a 2.5% wage increase on 1 April next year.

However moving the expiry dates of the CEAs from next year until long after the introduction of alternate day delivery would produce a reduction in the ability to bargain effectively over significant changes to Posties' work.

The current expiry dates of the PWUA and EPMU CEAs on 30 June next year are at exactly the time that Post wants to implement alternate day delivery.

During negotiations for a new CEA in the run up to the expiry of CEAs next year the PWUA would be in a stronger position to be able to negotiate on issues that may emerge around alternate day delivery. These issues could include:

- The ability of the Work Measurement System to accurately calculate posties' workload and pay under PPM.
- Posties requiring greater round knowledge.
- The potential for the hourly rate for time actually worked to be reduced because of less familiarity with rounds and heavier delivery loads.
- Training rates for new posties and posties learning new rounds.

The PWUA concern is Post's ability to lock in wages and conditions in the existing collective agreement which don't take into account changes which may be necessary when working alternate days. The current CEAs were never negotiated

to accommodate alternate day delivery. Post says *"Both the company and EPMU have a common interest and desire to execute the changes extremely well without the distraction of collective negotiations"*.

The PWUA believes that negotiations next year at the same time as the introduction of alternate day delivery would not be a "distraction" - the negotiations would ensure that there is a better balance of the negotiating power between the union and the company.

The EPMU has told the PWUA that their reason for recommending the company's offer to extend the CEA expiry date is to be able to work to combine two of the EPMU's Collective Employment Agreements in 2016 - Courier Post (ECL Yellow Book) and Post employees (EPMU Red Book).

Although the PWUA understands the EPMU's particular situation, Post has pre-empted any proper negotiations of the effects of alternate day delivery.

The PWUA believes Post's offer of an extended CEA and earlier 2.5% wage increase has some advantages, especially for those who are to be made redundant, but the offer has serious negative impacts.

If the EPMU and ECL members agree to Post's offer, Post has told the PWUA that it intends to make the same 2.5% wage offer to the PWUA.

The PWUA will then be holding meetings on the jobs with PWUA members to discuss Post's offer and the pros and cons for PWUA members.

### Two CEAs - the lowest common denominator?

Post wants to combine two EPMU CEAs - the CEA covering Post employees (Red Book) with the CEA covering ECL employees (Yellow Book). However there are differences in the terms and conditions of ECL and Post employees.

When Post set up a 50% joint venture with the German Post Office DHL, ECL workers lost a significant part of their night rate in their new CEA.

PWUA members will be concerned that rather than lifting the ECL CEA to the level of the Post CEA, the company may try to reduce some of the terms and conditions of the Post CEA, like night rates and paid rest breaks.

The PWUA is concerned that Post will again try to use 'grandparenting' when trying to combine the two CEAs.

### How 'grandparents' sell out the 'grandchildren'

It would not be the first time that Post has used "grandparenting" as a way to reduce its wage bill.

Post makes an offer to current employees that would see them keep their existing benefits (grandparenting), while all new employees ('grandchildren') would have fewer benefits or lower income.

The PWUA believes all workers should be treated the same and does not agree with 'grandparenting'. The PWUA believes that workers have a duty to leave their jobs no worse than when they themselves arrived on the job to work under conditions which had been won by previous generations of workers.

## Clarifying the PWUA's solo RDP victory

The PWUA took the legal action on Relevant Daily Pay for union members, won the case after taking it to appeal and funded the legal proceedings completely alone without the support of any other union.

However the PWUA has received a number of reports from around the country that the EPMU was involved in supporting the PWUA's RDP victory.

This is not true.

Some four years after the PWUA began the proceedings against the company because of incorrect RDP payments, the EPMU

asked to have its views heard when the case was before the Employment Court.

The PWUA agreed to the EPMU's request to be heard in the Court but the PWUA was shocked when the EPMU argued strongly in the Court *against* the PWUA case.

The EPMU arguments against the PWUA case were the principal reason that the PWUA lost the case in the Employment Court.

It was then necessary for the PWUA to take the case to the Court of Appeal. (The PWUA turned down a second request that the EPMU be heard at the Court of Appeal.)

The PWUA proceeded to the Court of Appeal without the EPMU and won the case to secure significant backpay on behalf of all Post employees - including EPMU members and non-union employees.

The PWUA was able to comfortably cover all the legal costs of winning the case, including the extra costs of having to take the case to the Appeal Court and then defending a challenge from Post to the Supreme Court.

Copies of the Court documents are available from the PWUA.

## PWUA raises repeated fastpost service failures

For over four years the PWUA has taken up repeated fastpost mail service failures with Post.

The PWUA first became aware of the problem when it became clear that too often Redbacks sent from Wellington by fastpost to delivery branches and mail centres around the country were not arriving the next day.

The PWUA was also concerned about mail service failures for all other businesses using the same street receiver and Post Shop.

In four years the fastpost mail service failures have not improved, and in the experience of the PWUA have got worse.

Fastpost test letters posted in a street receiver in the business district in Wellington over the past two months are most often not postmarked the day they are posted. Recently letters posted on a Thursday and Friday were not postmarked until the following Monday.

On every occasion these mail service failures have been brought to the attention of management at regional or national levels.

The PWUA has also been making enquiries through Post's Customer Service Centre.

The PWUA is concerned at what appears to be the incorrect information provided to CSC call centre workers when responding to callers, including a statement that "posties don't delivery fastpost on Saturdays".

On another occasion a call centre worker said he had been recently instructed not to accept as complaints fastpost letters taking two days.

Posties throughout the country are hearing regular complaints both on and off the job about mail service failures.

One Wellington business is losing business from his mail order rental service because return mail is so slow that he regularly misses opportunities for the re-rental of items delayed in the mail.

The PWUA has also expressed its concern to senior management that Post does not always respond to mail service failures reported by the news media.

The PWUA continues its efforts to ensure service failures are overcome.

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## UnionAID - NZ workers helping workers overseas

Donations from New Zealand union members are helping workers in the Asia-Pacific region to build better lives for themselves. But there is a lot more that can be done.

UnionAID is a registered charitable trust set up by the NZ Council of Trade Unions and has projects in Tamil Nadu (India), Sri Lanka, and the Thai Burma border city of Mae Sot.

Donations to UnionAID are tax-deductible.

Two years ago a PWUA union officer visiting Thailand on holiday joined a nine person group from NZ unions in a visit to UnionAID's training school for Burmese refugees in Mae Sot.

The Mae Sot project trains Burmese refugees in skills to assist them in finding jobs in Thailand or when they are able to return to Burma.

UnionAID says "regular donations will give workers in developing countries in our region the education and training to lead effective, democratic collective activity for decent work and better conditions for their families."

The PWUA has given a one-off donation of \$1000.00 to UnionAID and invites union members and their families to consider becoming regular donors.

Information on UnionAID's activities and how to become a donor can be found on the UnionAID website unionaid.org.nz

## Postman Pat: The movie!



First it was mandatory triple teabag use and bringing your own toilet paper.

And now Postman Pat's job at the Special Delivery Service is under threat from being replaced by robots.

When denied his well-deserved holiday Postman Pat decides to win a holiday at a talent quest.

At the same time that NZPost is pushing "change" onto its posties, the Postman Pat movie should appeal to the eight-year-olds in us!

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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.