

62% vote to accept new CEA - more than one third opposed

Ratification meetings reveal strong mistrust of company

Post's offer for a new PWUA Collective Employment Agreement has been ratified by a membership vote of 62% in favour.

Although all 10 PWUA delegates at the CEA negotiations had voted against recommending the company's offer, the PWUA honoured its commitment to a majority vote of all delegates from both unions present at the negotiations that the PWUA and E tū would recommend the offer to the meetings of union members.

It was obvious during the ratification

meetings that there was strong mistrust of the company - work measurement issues remain unresolved and too many posties spend time "working for nothing" under Alternate Day Delivery.

The PWUA believes the "no" vote amongst PWUA members would have been much higher except for five considerations:

- The CEA is for a one year term and will run only until 31 March next year.
- The IDA Implementation Group which will oversee all aspects of the safe

introduction of the Paxsters has strong union representation.

- Posties believe Paxsters are not expected to be introduced to most branches until after the next round of CEA bargaining in March next year.
- After the joint union bargaining throughout the CEA negotiations this year PWUA members expect to be bargaining alongside E tū again next year.
- The PWUA was recommending ratification.

First meeting of IDA Implementation Group

Post presented a large amount of information to the unions at the first meeting of the Integrated Delivery Agent Implementation Group on 8 June.

While the PWUA has been engaged in CEA bargaining and ratification voting Post has done a lot of preparatory work in readiness for its plan to redeploy posties into ID Agents driving Paxsters.

The new CEA requires the company and the union to "seek agreement" over safe operating procedures.

No agreement was reached at the meeting over Post's proposed procedure for IDAs to deliver to Type 1 delivery points by leaning out of the vehicle, and no agreement was reached over safe parcel weights to be streamed to IDAs.

The PWUA also expressed concern over the company's proposed 20kph speed limit

on the footpath.

The new CEA also requires that IDA rosters will be designed "to minimise the potential for employee harm."

The PWUA presented recent scientific evidence from Europe and the USA which shows that work rosters longer than 8 hours a day are associated with an increased risk of workplace accidents and illnesses.

The new CEA allows for full-time IDAs to be rostered over 4, 5 or 6 days per week. The PWUA has invited Post to demonstrate how a 4 day roster, with an average of 9 hours 25 minutes per day could be shown to be safer than a 5 or 6 day roster with less than 8 hours per day.

The next IDA Implementation Group meeting is set down for 5 July.

Paxster drivers will still have energy to "walk the dog"?

The PWUA has challenged Post's statements made during a TV One News report earlier this month about the four wheel electric Paxsters.

The PWUA has asked Post what evidence the company has that after long hours driving a Paxster on mail and parcel deliveries posties would still have the energy to "walk the dog".

The company's statements to TV One News contradict its comment earlier last year that after four days on the longer shifts, the first day off shift would probably be a "recovery" day for posties.

In fact the dog may have a long wait between walkies - four days of long hours for the postie, one "recovery day" and no walkies until the sixth day.

Post also claimed on the TV news that posties will be "fresh" enough to "play sport" after work.

Already the PWUA has serious concerns about how Post thinks it can safely introduce Paxsters. Concerns which will be vigorously pursued by the PWUA at the IDA Implementation Group meetings.

Some of the information circulated by Post management about how New Plymouth posties were managing with the electric vehicles was not correct.

Following many requests at the recent CEA ratification meetings, Redback will be carrying regular reports about Paxsters and IDAs.

IDA's - up to 33% pay cut for public holidays and sick leave

Post's advocate has told the PWUA that after posties are re-deployed as Integrated Delivery Agents from 6 day a week rosters to 4 day rosters the company will apply a formula in the Holidays Act which will cut their pay by up to 33% for public holidays, sick leave, bereavement leave, lieu days and union leave.

The Holidays Act formula for payment for each day of these types of leave is "gross earnings over last 52 weeks, divided by number of days worked or on leave over last 52 weeks".

The formula does not make an allowance for when the worker is changed from 6 days to 4 days a week.

The Holidays Act says an employer

can use this formula or agree to use a different approach.

During the CEA negotiations Post gave an undertaking to the unions that it would "be fair" in matters relating to the transition from 6 to 4 day rosters. It was only when ratification voting was almost completed that the company told the union of its decision.

At a time when Post needs to retain posties and attract them to become Paxster drivers this decision appears extremely ill-advised.

The PWUA has invited Post to reconsider the message it is sending to its employees, and reminded the company that the next CEA negotiations are only 8 months away.

PWUA wins more back pay — Additional Training Allowance cannot be used for “base pay make-up”

The PWUA discovered that Post had been incorrectly using the Additional Training Allowance to make up the pay of posties who did not have enough required work to meet weekly base pay - 37 hours 40 minutes.

The 168 affected employees in 36 branches will get a letter from the company and back pay in the pay week ending 4 June.

The dollar rate of the allowance has increased each year but the rate to be back paid is as stated in the Collective Employment Agreement - at the current rate of \$21.11. Post has been making the correct payments since 29 February.

Clause N46 of the Collective Employment Agreement requires posties to be paid the allowance:

“Where an employee is required to sort and/or deliver without training

support to a full delivery round that they have not sorted/delivered to before, the employee will be paid an additional allowance of [currently]] \$21.11 per day in which such unsupported training activity occurs within the planned training period”.

Posties who were underpaid were those who:

- Did not have enough required work to meet the base pay minimum and had been “topped up”
- And the week concerned had included an Additional Training Allowance.
- And they did not waive base pay.

All posties had been correctly paid the Additional Training Allowance in the weeks where base pay was not “topped up”.

The company will also be paying those employees who have left the job.

Nelson postie Carolyn thanks union for “overwhelming support” on scam mail

Post is asking the Government for a change to the Postal Services Act to provide the company with greater control over criminal scam mail.

Meantime Nelson postie and PWUA delegate Carolyn has written to the union expressing her “sincere thanks for the fantastic support” after she tried to protect householders and rest home residents from criminal scams.

Carolyn had not opened any mail - another postie who had scam mail addressed to his home had alerted her.

After refusing to deliver the scam mail because Post was taking no action to alert householders Carolyn says she “was overwhelmed by the support not only from the union but also my Nelson colleagues

and posties from other branches”.

Following incorrect statements made by Post the PWUA wants to make it clear that Carolyn was told the company would not be so lenient next time and she and the union official representing her were both read the section of the Postal Services Act which provides for a fine of up to \$5,000 and up to 6 months in jail.

Although Carolyn has now resigned from Post she also says in her message to the union “I would absolutely encourage every employee of NZ Post to join the PWUA. They have worked tirelessly to protect me, and to ensure better working conditions for all NZ Post employees”.

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Mail Centre sorters losing out on BUIP?

The PWUA has written to Post about possible losses of BUIP entitlements for Mail Centre sorters.

On three occasions in the week immediately following a public holiday Monday, the Christchurch PWUA delegate noticed a drop in across town performance. The delegate got Post to agree to an “exemption” so that mail taking longer to deliver in short weeks would not adversely affect their BUIP.

At the Manawatu Mail Centre PWUA mail sorters are concerned that the change to the return of machine mis-sorts by standard post instead of fastpost may similarly be adversely affecting their BUIP entitlements - and of course Post’s service promise.

A letter from Palmerston North to an address across town but machine mis-sorted to Christchurch or Auckland would miss the cross town standard for BUIP entitlement if it is then returned to Palmerston North by standard post, and not fast post, and delivered by standard post.

REDBACK is published by the Postal Workers Union of Aotearoa | PO Box 6287, Marion Square, Wellington



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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.