

Paxster programme in more trouble

The roll out of Paxsters has struck further speed bumps now that using Paxsters in the Wellington region has been delayed from July, then to September, and now into next year.

The Wellington City Council has already said no, and although the Porirua City Council is understood to have said yes, NZ Post has suspended the rollouts in all five Local Authority areas which also include Hutt City, Upper Hutt and Kapiti.

The PWUA understands that at least two other City Councils have not agreed to allow Paxsters on their cities' footpaths.

The PWUA has expressed strong objection to NZ Post for unnecessarily pushing posties to make decisions about their personal circumstances and future employment when NZ Post did not have permission to ride on footpaths with the subsequent change from six days employment to four day rotating shifts.

The PWUA has received a report from within a City Council of pressure being applied by NZ Post to get Council

agreement for Paxsters on footpaths.

Although NZ Post announced in 2016 that it had ordered 555 Paxsters it is understood there are only 425 in the country and no more are expected.

The PWUA believes the problems and complications of the Integrated Delivery programme include:

- The much slower than expected delivery performance of Paxsters.
- A pattern of injuries and incidents associated with the Paxsters.
- The costs of calling out the maintenance company.
- Up to 12 modifications being required for every Paxster.
- The significant amount of mail that has failed its delivery service promise as priority is given to registered mail and parcels.

The Union believes there are alternative delivery models, using a combination of e-bikes and Paxsters, which can get all the mail delivered on time without excessive costs. A national level meeting with NZ Post is scheduled for 9 August.

Dunedin posties prepare for health and safety vote against mail delivery during State of Emergency

Dunedin posties were shocked that NZ Post was considering sending them out on postal delivery during this month's State of Emergency.

Earlier on the Saturday morning Dunedin's Civil Defence had declared a State of Emergency for the city.

There was extensive flooding, many roads were closed, it was still raining steadily and the police had wanted everyone to stay home if possible.

Members of both the PWUA and E tū unions had two meetings together to discuss the dangers of delivering in serious flooding and continuing rain, and what they felt was their responsibility of not delivering mail during a city-wide State of Emergency.

The posties sought the advice of the PWUA about their rights to refuse

unsafe work. They also wanted to respect the Civil Defence declaration of the State of Emergency.

At a team brief after the posties' meetings the PWUA delegate explained to the management that if the company wanted the posties to go out on delivery, then the posties would immediately conduct a health and safety vote under Section 84 of the Employment Relations Act. (See box adjacent.)

The management eventually stated that there would be no mail delivery that day.

The PWUA believes that because the posties had shown they were united in their determination to act responsibly to protect their health and safety, NZ Post had no alternative but to cancel that day's mail delivery.

PWUA starts bargaining process with DX Mail

The PWUA says that wage increases "at the absolute discretion" of DX Mail management have no place in an employment "agreement".

In a letter to the company to "initiate bargaining" the PWUA will begin the formal process of negotiating a Collective Agreement with DX Mail. The PWUA has identified a number of issues which will be included in the negotiations:

- Unfair process of performance reviews and wage increases at the "absolute discretion" of DX Mail management.
- Failures to provide written Employment Agreements.
- Some incidents of lack of appropriate safety gear and uniform.
- Instructions to use unsafe equipment.

In its recruitment of DX Mail posties the PWUA has found that there are some cases where the posties do feel well treated by their management at the local level.

In preparation for the negotiations with DX Mail the PWUA is circulating a draft Collective Agreement to its union members at DX Mail.

Workers S84 rights to refuse unsafe work

Section 84 of the Employment Relations Act provides for the right for workers to refuse unsafe work.

The PWUA advises that union members first seek the advice of a union official to ensure that the action they want to take meets the requirements of the law.

Although there is no requirement to hold a ballot on the question of a group of workers refusing unsafe work, the PWUA recommends a secret ballot. The ballot need only be carried by a majority of 51%.

A refusal by a group of workers to perform their 'normal duties' is defined in law as a strike. However a health and safety strike under Section 84 of the Employment Relations Act is a legal strike.

(Next Redback issue: Health and Safety reps and Provisional Improvement Notices - PINs)

PWUA challenging NZ Post's unreasonable and offensive drug testing practice

NZ Post has been imposing drug and alcohol testing on employees involved in minor incidents - even if they are clearly not at fault. The company is well aware that the PWUA regards urine testing as offensive, invasive and not a reliable test for impairment at work.

NZ Post is using its "Reasonable Cause Testing" Drug and Alcohol policy to drug test Paxster drivers who may have caused only a small scrape in the vehicle while reversing slowly and striking an object in their large blind spot.

Until NZ Post installs the reversing cameras recommended by the PWUA the Union believes that reversing collisions are the management's responsibility for requiring posties to use a vehicle which does not have the "clear view behind" required by law. (The PWUA does not agree with the NZ

Transport Agency having registered Paxsters for road use without automatic brake lights, silent indicators that do not self-cancel and insufficient rear vision necessary for reversing on footpaths.)

NZ Post is not even complying with its own Drug and Alcohol policy. The company has no authority to conduct a urine test more than three hours after the decision to test, and certainly not after having sent the employee home. The company does not have the right to require a urine test the next day.

The PWUA has written to NZ Post to challenge aspects of the company's drug and alcohol testing policy. The Union also does not accept the company's requirement for employees involved in incidents caused by the mistakes of others to have to submit to a urine test - or any other test.

PWUA using Official Information Act for HS1s

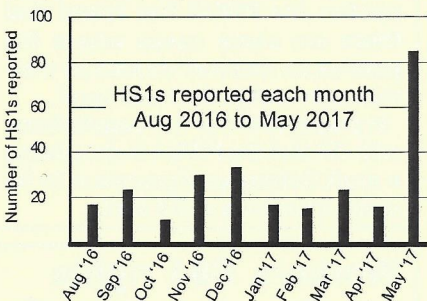
Since NZ Post scrapped the Integrated Delivery Working Group earlier this year the company has refused to supply to the PWUA the Incident Register of HS1s (health and safety incident reports).

The PWUA believes the leap in HS1s reported in May 2017 shown in the graph below is partly the result of the

PWUA encouraging the lodging of HS1s as no longer "a total waste of time" because the Union was able to examine the "corrective actions" decided by the company.

The PWUA is seeking the Health and Safety Incident Reports under the Official Information Act. The Ombudsman's Office has advised the PWUA that the Union can expect a reply from NZ Post by 1 August.

The Union does not agree with NZ Post attributing so many of the incidents, near misses and injuries to the need for the Paxster drivers to "take more care", "take more breaks", "do more stretches", or "scan ahead". Many union members believe that too often the company wants to blame the workers.



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10 August for back pay

The 2% pay increase will be in pays from 10 August.

Postie BUIP and backpay to 1 April for those who were PWUA members on 28 June (the date of the ratification of the new CEA) will be paid out also on 10 August.

Frozen retirement leave for long service staff and the BUIP buyout for qualifying Administration and Service Delivery employees will be paid out on 30 September 2017.

Union fee increase from 10 August

Union members at NZ Post voted 97.5% in favour of a \$1.00 a week increase in union fees for fulltime employees and 45 cents a week for part time and on-call employees (see membership form below).

The PWUA fee remains amongst the lowest in the country and was last raised more than five years ago.

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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:

\$5.95 per week when I am employed for 30 or more hours per week, or

\$2.95 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.