

DX PWUA UPDATE NO 1

DX Members

The Postal Workers Union and DX management have been having weekly discussions. We will endeavour to email these updates on a weekly basis. Please share with your workmates as some members do not have email addresses and let us know about any concerns that you might have.

WAGE SUBSIDY

DX has applied for the Government Wage Subsidy. This is effective 6 April 2020. Implications for you are:

If you are an **essential worker but you feel unsafe** working during this lockdown then you can choose to stay home, in your "bubble" and receive the subsidy.

\$585.80 per week (gross, before tax) for each full-time worker (where they usually worked 20 or more hours a week before COVID-19), or

\$350.00 per week (gross, before tax) for each part-time worker (where they usually worked fewer than 20 hours a week before COVID-19).

This amount can be topped up by annual leave.

AFTER 12 APRIL

All DX workers currently working will receive 100% pay until 12 April 2020.

DX cannot unilaterally reduce your pay without your agreement. The Government has made the wage subsidy available to employers who must make best endeavours to pay their employees at least 80 per cent of their normal income.

If DX cannot pay 100% and wish to pay 80% or less, it must seek agreement to do so. For members this would start with a conversation with the PWUA who in turn will need your agreement via due process to sign off any proposed outcome.

As you will be aware Clause 6d of the CA allows for reviews that reduce or increase guaranteed hours, but DX cannot simply reduce the hours without a review process and 2 weeks' notice of the change.

In an employment agreement, employers and employees have agreed on a set of terms. Changing these terms will require the agreement of both parties. Unilaterally changing staff's collective employment agreement would be unlawful, including in the covid-19 situation.

Freightways is a multinational company and DX would need to provide the necessary financial information to justify not being able to top up the subsidy they have to 100%.

We are discussing the above with DX management and will keep you updated.