



REDBACK

POSTAL WORKERS UNION OF AOTEAROA

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Post pushing ahead to 1 July against union advice

Alternate Day Delivery plan — PWUA warns of problems

The PWUA has repeatedly told Post that the union does not agree with the company's decision to introduce Alternative Day Delivery (ADD) to all urban delivery branches throughout the country.

Branches with strong mail volumes should retain 6 day delivery or move to 5 day (Monday to Friday) delivery.

The PWUA has argued that any decision to reduce the delivery frequency should be made branch by branch, according to each branch's mail volumes. Only those branches where volumes have dropped markedly should move to ADD.

Moving to ADD where it is not necessary for a branch's profitability will, in the PWUA's view, open the door to mail delivery competitors who offer quicker service, five day delivery and accelerate the decline in NZ Post's mail business.

Given the company's determination to

change all urban branches to ADD the PWUA has argued that the branches should be changed over one at a time, not all at the same time. This is the process that was followed with the introduction of PPM, and it enabled each branch to be fully prepared and supported over the change period.

The recent experience at the Marua Road branch trial, where numbers of managers and team leaders from other branches have been brought in at short notice to deliver mail, has demonstrated the risk of service failure with the company's plan.

Posties throughout the country continue to predict serious problems with the introduction of ADD, and a further loss of mail volume to private sector competitors.

Post has listened to the union's views and arguments, but has decided to proceed with its own plan.

ADD design problems

The PWUA has identified a number of problems with the current Alternate Day Delivery (ADD) branch designs, including some uneven workloads, significant imbalances between inside and outside work for some posties, undesirable cross cut roles and inefficiencies that will generate unnecessary waiting times.

The PWUA does recognise the systems and design staff are under huge pressure to meet the 1 July deadline and the PWUA has been working to produce more practical designs that meet the needs of the business and provide the best working environment for the union's postie, team leader and delivery support members.

Post design staff have been very receptive to PWUA input.

A key feature of the PWUA design philosophy is to ensure that workloads are fairly allocated and inside and outside work is fairly even among all posties in the team including cross cutter roles.

Secondary to this is ensuring additional workloads are easily managed by team leaders in consultation with the posties to ensure posties reach their base workloads in the first instance, and the posties who want the extra hours have opportunity to do so using PPM guidelines.

Relevant Daily Pay — a further 10% payment

In October 2014 the PWUA filed proceedings in the Employment Relations Authority asking the Authority to resolve a dispute between the PWUA and NZ Post over whether arrears payments for short-paid Relevant Daily Pay (RDP) should be included in gross earnings for the purpose of calculating future leave payment entitlements.

The PWUA and Post have now reached agreement and the union is publishing an agreed statement (below).

The PWUA wants the extra 10% on top of the July RDP payment to be paid to all union members - both PWUA and EPMU.

Further job and service cuts?

Post employees were shocked to read in their daily papers on 20 April of further possible service, frequency and job cuts.

The PWUA has stated repeatedly that negative statements from NZ Post over almost two years about the future of NZ Post's mail delivery undermines the morale of employees, and is a strong incentive to private competitors to take even more mail volume from NZ Post.

2.5% pay increase from 1 April

The current PWUA/Post Collective Employment Agreement provided for a 2.5% wage increase from 1 April.

Union members would have seen the increase in their pays on 8 April.

Sorting expectancies are mail centre "speed ups"

Post's method of setting "sorting expectancies" at mail centres is producing a steady increasing of the required sorting speed.

Over a number of years Post has ignored numerous requests by the PWUA to work with the union to establish a fair and transparent "sorting expectancy".

Without any consultation with the PWUA Post has now set a new faster sorting rate requirement.

Post sets the sorting rate based on an average of the number of letters sorted by a selection of mail sorters over 60 minutes. (Time is also allowed for micro pauses.)

To establish an average sorting rate some sorters would have worked faster and others slower than what becomes the average.

The consequence will be an increase in the number of mail officers failing sort assessments which will result in pressure to work faster and could lead to disciplinary performance issues being raised by the company.

Page 11 of the Collective Employment Agreement requires Post to consult on important issues and to treat people fairly.

Agreed statement on further RDP payment:

Following the decision of the Court of Appeal in 2012 regarding the calculation of relevant daily pay, NZ Post took steps to ensure payment was made to our people in accordance with the Court's decision.

An issue has been raised by the PWUA as to whether the lump sum payment should have been included in the annual leave calculation at the time the payment was made.

While NZ Post does not consider that to

be the case, both parties have reached a mutually acceptable outcome of the dispute. This includes NZ Post agreeing to pay employees an additional lump sum payment of 10% of the arrears payment they received after the Court's decision.

This arrangement will include employees who received payments and were current employees at the time of the payment, irrespective of union membership.

Unions get some temporary posties to become permanent

As Post moved to every second day delivery the number of posties employed on temporary contracts had increased. A significant number of delivery branches also did not have enough posties - temporary or permanent.

As a result many posties have been forced to do many more hours of mandatory cut ups.

The choice for posties to work more flexible hours under the Postie Pay Model has been denied for far too long in too many branches. Posties who have only ever wanted to work 37.40 hours have been required to do regular mandatory cut ups, sometimes 10 hours or more.

A large number of "voluntary" cut ups

are actually mandatory - posties have "volunteered" in the spirit of public service, to support other team members, feeling under pressure, or to select what would otherwise be an inconvenient mandatory cut up.

In the past few weeks, following discussions with Post senior management, both the PWUA and the EPMU have succeeded in getting a number of temporary posties in some of these branches moved onto permanent jobs.

Clause N8 page 76 of the CEA sets out the number of permanent posties Post is required to have in each branch.

The union wishes to hear from those branches regularly doing mandatory cut ups.

Complaint to Work Safe over dangerous weather

Rubbish from wheelie bins flying past at head height, posties blown off their bikes and fallen power wires were among the hazards faced by Christchurch posties earlier this month.

Post management are in breach of the Health and Safety in Employment Act by failing to identify the hazards posed by the severe weather, and not taking action to minimise the impact of the hazard.

The Met Office had been giving public warnings about the bad weather the

previous day.

The PWUA has lodged a complaint with Work Safe which has taken over the enforcement of health and safety legislation from the Labour Department.

Section 19 of the Health and Safety in Employment Act and section 84 of the Employment Relations Act set out the rights of workers to refuse unsafe work.

Before refusing unsafe work, union members can call the union office for advice.

Take leave before shorter hours

Employees who may want to reduce their working hours are advised to consider taking their annual or service leave entitlements before reducing their working hours.

Leave will have been accrued while working longer hours. But that accrued leave taken after a reduction in working hours would see the leave paid at the new rate of the lower earnings from the reduced working hours.

2% for Converg

This month a 2% pay increase has been paid to employees at Post subsidiary Converg.

Union members had rejected the company's initial offer as only members on the actual printed rate would get the 2% and others would get just a one-off lump sum.

The company's next offer ensured all members would get the 2% increase on paid and printed rates, and also on allowances and was accepted by the union members.

Postal Workers Union of Aotearoa

(Northern)

(pwa.union@ihug.co.nz)

Office: (09) 832 7982

Organiser: 021 798 244

Freephone: 0800 224 611

(Southern)

(pwu@tradeshall.org.nz)

Wellington: (04) 385 8264

Freephone: 0800 469 798

Central North Island: (06) 952 3738

Nelson: 0800 469 798

Canterbury: (03) 942 8370

Otago: (03) 455 4823

Southland: (03) 455 4823

Posties' "lost time"

The PWUA is concerned about the number of posties who have made claims to be paid for lost time but have either had their claims turned down or without their knowledge their claim has not been entered with docket data.

Other posties have stopped making claims because they have either given up making unsuccessful claims, or they do not want to be "interrogated".

The right for posties to claim for "lost time" to be paid is covered by clause N47 page 80 of the PWUA/Post Collective Employment Agreement. Paid lost time set out in the CEA includes bike breakdowns, waiting for mail and "other forms of lost time and/or work approved at the team leader's discretion".

However a team leader refusing a claim for lost time must be able to demonstrate that their refusal was justifiable.

Examples of entitlement to paid lost time would include being held up by road works and being slowed down by bad weather or other hazards.

Posties who are turned down for a claim to be paid for lost time or are not sure whether they are entitled to make a claim for paid lost time are advised to call the union for advice.

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



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.