

Post fails to consult on Mail Centre BUIP

PWUA takes Post to Employment Authority

Post has breached the Collective Employment Agreement in imposing the BUIP criteria in the Mail Centres without consultation with the PWUA. The PWUA has filed a case in the Employment Relations Authority challenging Post's lack of consultation and failure to include the BUIP in the PWUA CEA.

Before filing legal action the PWUA invited the company to put forward a proposal as a basis for the union and company to work toward a solution.

There has been no reply from Post.

The union is seeking compensation and damages for the PWUA members in the Mail Centres for Post's breaches of the CEA, its failure to consult and its discrimination against the PWUA.

At every wage negotiations since the introduction of the Business Unit Incentive Plan (BUIP) in 2003 the PWUA has tried to get the BUIP written into the CEA.

The company refused saying that the BUIP was not to be in any CEA.

However in this year's CEA negotiations Post agreed to put the BUIP into the EPMU agreement and failed to respond to a PWUA claim for consistency between the two CEAs.

The BUIP forms part of the income of Post employees, and the PWUA believes that the BUIP should be part of the CEA negotiations between the parties, and not simply a "consultation" process in which the company could effectively impose its own criteria.

Of immediate concern to the mail centre union members are the inefficient processes and unremedied problems in the mail centres which put members at a disadvantage in trying to meet the criteria for the 2011/2012 BUIP.

Prior to an Employment Relations Authority hearing being scheduled a mediation session will be held at the Department of Labour on 5 December.

PWUA and Post in six-monthly meeting

Ten PWUA delegates from throughout the country will meet with Post in Wellington on Tuesday 22 November for the regular six-monthly national level meeting.

The December issue of Redback will carry reports of the meeting.

Post's new drugs policy

The PWUA supports Post's intention to keep the workplace free of drugs and alcohol and keep workers safe at work.

The PWUA advises any members who arrive at work and who are challenged about being affected by drugs or alcohol that they should immediately return home (explaining that they are feeling unwell) if they believe the company may have valid grounds for the challenge.

Post has given an assurance that in the event of any drug testing members can seek union support at any stage.

New pay system brings problems

Although Post agreed at the CEA negotiations that the minimum pay rate would be \$15 an hour from 1 July 2011, the \$15 rate has still not been processed through the new pay system.

As a result new employees continue to be paid below \$15 an hour.

The increased mileage allowance, also due on 1 July, has still not been actioned.

Other pay problems include:

- When a day's leave is taken the amounts on the payslip become indecipherable.
- Accounting for leave in hours does not comply with the CEA requirement to use whole days.
- New payslips are not provided when off-cycle payments are made to correct errors.

The PWUA will be pursuing these and other problems with Post at the November national meeting.

"Tie up" our State Owned Enterprises or see them flogged off!



A solid majority of those polled continue to oppose the sale or partial sale of State Owned Enterprises.

Although the National party led government is campaigning on the sale of four state owned power companies and Air New Zealand, Finance Minister Bill English would not rule out the sale of NZ Post.

PWUA members are encouraged to support one of the campaigns to "Save Our SOEs" by tying a colourful ribbon to their own letterbox.

The intention of the campaign is to provide a symbolic action which draws attention to opposition to state asset sales and generates discussion about one of the most important issues in this year's election campaign.

For further information and photos of some supporters' letterboxes:

[facebook.com/save.our.soes](https://www.facebook.com/save.our.soes)

Union members who like the facebook page are encouraged to "like it"!

More comfortable shorts for women

PWUA women posties on walking rounds had raised the issue of the cut of shorts not being suitable for women.

Profile has now provided a new issue of women's shorts with a more suitable and comfortable design.

The Postie Pay Model delivers more accurate round sizing

Issues raised by PWUA members at the Upper Hutt delivery branch have led to significant extra time being allocated for delivering to clusters of letterboxes, and also extra time provided for riding over more than one kilometre of grass.

The Postie Pay Model has given posties the right for the first time to dispute Post's Work Measurement System. Because posties are paid for measured work and not time, the accuracy of work measurement is vital to being paid correctly.

The PWUA argued that clusters of delivery points, delivered without dismounting a bike slowed the speed of travel and required more time at delivery points. Company studies confirmed that for Upper Hutt round 16 this added 10 to 16 minutes per day.

An interim fix of 16 minutes extra time per day was agreed.

Posties can either earn more money for the extra time allocated, or on heavier days give mail away if they don't want

the extra work that has been recognised.

Riding on grass will now add 3.3 minutes per 1.4 kilometres based on taking an average of summer and winter conditions with a minimum of one kilometre of grass riding.

Other issues to be investigated include:

- The complexity of sorting walking rounds with short streets and non-sequential delivery points.
- Slower delivery speed of travel for clusters of delivery points on walking rounds.

Steady progress has been made in identifying and correcting work measurement issues.

For example a new time standard has been produced for rounds with more than 50 box diversions.

The dispute process can be activated for any time which appears to be inaccurate by more than either three minutes or 10% of the total time for any particular activity.

PWUA succeeds with partial tax deductible overflow bag payments

At the request of the PWUA Post raised with the Inland Revenue Department the problem of the \$2 overflow bag payments being fully taxable.

Last year a postie at Wellington's Te Puni delivery branch had asked the union about how on light mail days overflow bag payments could actually be less than if a C-motor payment was being made for overflow bag delivery.

At this year's CEA negotiations the PWUA requested that the company take up the travelling portion of the overflow bag payment with the IRD.

As a first step the company agreed to use Te Puni as a typical branch to find the average distance travelled by posties delivering overflow bags. The result was an average of one kilometre travelled per overflow bag delivered.

The PWUA believed that the one kilometre portion of the \$2 overflow bag payment should be a tax free reimbursing allowance.

The IRD has agreed. A postie delivering an average of six calculated overflow bags per day will now get an extra \$5 to \$6 a week (depending on their tax rate) in overflow bag payments.

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"Work measurement" in Mail Centres

The PWUA has been challenging Post's total control of the speed and accuracy of mail sorters' work. The PWUA had advised Post that the union wants to see a work measurement system based on International Labour Organisation standards.

Posties work under the British Standard of 75% for effort rating (BS75). The "75" rate of work is working at a pace that would not attract an incentive payment. BS75 is a rate that would attract an incentive payment.

BS75 is an unhurried pace of work (time isn't wasted), and can be safely sustained for an eight hour day.

The application of BS 75 in mail centres would see all activities involved in mail sorting to be observed and timed by trained observers (including union representatives).

The speed and accuracy of sort assessments would then be based on international standards, and not on a guesstimate by Post management.

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POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)
14 Ahiriri Ave, Avondale, Auckland 0600

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:

\$4.75 per week when I am employed for 30 or more hours per week, or

\$2.40 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.