

PWUA MEMBERS' UPDATE!

Issue No 12
31 October 2021

Postal Workers Union of Aotearoa
Trades Hall, 126 Vivian Street, Wellington, 6011 pwu@tradeshall.org.nz

PWUA successful in securing additional sick leave for NZ Post employees

About half of all NZ Post's employees will benefit from the legal challenges the PWUA has advanced against NZ Post over how the company was applying the new 10 days' minimum sick leave each year.

The law changed on 24 July and NZ Post notified its employees that they would need to wait until their next employment anniversary date before they qualified for the 10 days minimum sick leave. This meant employees waiting for up to a full year to receive their benefit.

The PWUA challenged NZ Post, pointing out that the company's approach was unlawful and breached the Collective Agreement with the PWUA. After months of delays by NZ Post, and the threat of legal proceedings from the PWUA, NZ Post has now decided to provide employees with their enhanced entitlements.

This now means that for employees who had an anniversary date between 24 January and 23 July this year they will have their sick leave entitlement for the current year topped up to 10 days. This top up will occur on pay day 24 November 2021. Employees with an anniversary date between 24 July 2021 and 23 January 2022 should have received, or will receive, their full 10 days' entitlement on their actual anniversary date.

Please note: The law change simply lifted the legal minimum to 10 days' sick leave per year, so employees with 5, 7 or 8 days' leave all move to 10 days sick leave. NZ Post chose not to increase the entitlements of all employees equally (for example, by increasing everyone by 5 days) and the law allowed the company to do this.

The PWUA is pleased that about half of all NZ Post employees will benefit from the PWUA's actions on this matter. The company will be passing on the benefits won for PWUA members to E tū members and also employees who do not pay any union fees.



POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)
6A Western Springs Road, Kingsland, Auckland, 1021

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 Site.....

Department..... Position.....

Home Address.....

Suburb..... City..... Post code.....

Phone..... Email.....

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.

You can also join the PWUA now by going to the union's website, www.pwua.org.nz, click on the "Join Us" link, and submit the form.