

Improvement in work measurement accuracy

Improvements in time allocation for a number of postie tasks have been made possible through the Work Measurement Forum of the Postie Pay Model (PPM). PPM has also provided for a formula for a minimum number of posties at each branch.

A suitable disputes process allowing the PWUA to challenge Post on round sizes has been agreed to, but is not yet working effectively in all cases.

Some postie tasks have already received a new time allocation in the work measurement system – other tasks have an “interim time standard” and are still being worked on.

Some of the tasks already resolved or before the Work Measurement Forum include:

- Box mark ups for more than 100 mail items.
- Where riding on grass is unavoidable extra time is given where the total distance on grass exceeds 1.7 kms.
- Other items that impact on the accuracy of the current WMS are still being worked on. This includes the impact on the speed of delivery travel caused by clusters of three or more letterboxes.
- Interim time standards have been established for the Tauranga parcel trial including
 - Postal items “tracked” to the door
 - Outside time for signature required items
 - Card to collect items
 - Bike trailer checks
 - Street receiver clearance times.

2% pay increase from 1 July 2012

From 1 July 2012 all pay rates (apart for those employees on \$15 an hour) will increase by 2%.

On 1 July 2011 employees who were on \$14.681 per hour got an immediate increase to \$15 per hour (2.17%).

No other employees got a percentage wage increase last year.

20 cent increase in union fees

At ratification meetings for the 2011 - 2013 Collective Employment Agreement PWUA members voted in favour of a 25 cent per week rise in union fee on 1 July this year.

However the PWUA national delegates meeting last month decided that union fees will now move up only 20 cents a week from 1 July 2012.

Protection from deductions for overpayment

There is only one situation when Post can deduct money from your pay without your agreement - if you had been paid by mistake when you were absent without authority of Post. However the company is still required to notify you of the deduction by the following payday. In all other cases Post must get your authority to retrieve any over payment.

- If you realised you had been overpaid you are obliged to pay the money back in a manner agreed between yourself and Post - this could be weekly amounts.
- If you did not realise you had been overpaid and had spent the money and were not able to pay the money back the company must go to the District Court to seek an order for repayment. It is unlikely that the Court would issue such an order.

Posties can make quick check of round accuracy

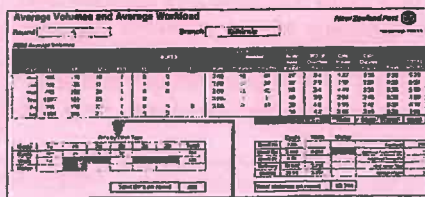
Posties can make a quick check for errors on their rounds by looking at the one page Round Summary Sheet (RSS) for their round.

Most delivery points will be listed on the RSS as “1a” - able to be delivered without stopping. However delivery points which require stopping and a three point turn must be counted as “1b”.

The PWUA believes the current delivery point classifications result in an unacceptable level of inaccuracy and require further time study.

One cycling round in Upper Hutt that Posties complained of had no “type 1b” delivery points recorded when there were a number on the round. Recording all delivery points as 1a underestimates the size of the round.

Posties who think they have more type 1b delivery points than appear on the Round Summary Sheets, or any other issue with the accuracy of the work measurement should call their union office for advice.



The screenshot shows a table with columns for 'Round', 'Branch', 'Area', 'Type', 'Count', 'Effort Type', 'Time', and 'Distance'. It lists various delivery points and their associated effort types (1a, 1b, etc.) and times.

To see how many “type 1a” delivery points have been measured into their rounds posties can look in the “DPs by effort type” column in their Round Size Summary Sheets.

Post wants “flexibility” in Deed of Understanding with Government – and consultation with unions

Post has confirmed to the PWUA that the company has approached the Government requesting that changes be made to the Deed of Understanding. Post wants more “flexibility” in responding to the cost pressures around decreasing volumes of mail.

A Deed of Understanding agreed to between the Government and Post was first negotiated in 1993.

Post is required by the Government to provide six day delivery to 95% of

delivery points and maintaining 880 postal outlets or centres.

Acting Delivery GM Toby Beaglehole told the PWUA at a national delegates’ meeting that ‘The Deed may change in September, but it is potentially years before any changes will actually happen’.

The company also gave an assurance that it would consult with employees and unions about any proposed changes to its operations resulting from changes to the Deed of Understanding.

Supplementary number plates for posties

During last month's PWUA / NZ Post National Meeting the company agreed to pay for the cost of supplementary number plates (\$17.08) for posties' own private car whose number plate is obscured by their NZ Post bike rack and or postie bike (If the number plate is not obscured then they will not fund a supplementary plate).

Post says posties can purchase the plates and the company will reimburse them. (Posties should keep a copy of the receipt until they have received their refund).

(Post has acknowledged that the laminated paper "plates" supplied by Post to some c-motor posties do not comply with the law.)

Post has advised that posties temporarily using another car for work

will need to purchase supplementary plates for that car themselves

To obtain supplementary plates the applicant must be the registered owner of the vehicle and have a New Zealand driver's licence or other suitable ID. Payment can be made via credit card or cheque. To order supplementary plates contact LicenSys on 0800 736 253, fax 09 276 9829 or visit their website www.licensys.com.

Allow 7-10 days delivery time.

Any posties fined while using Post's laminated plates should forward the fine notice to the company as staff using them are simply following an instruction from Post management. Bike racks may need to be taken off cars after work until the official supplementary number plates have been supplied.

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Shocking photos of roaming dogs in Invercargill

Photos of large roaming dogs in Invercargill shocked the PWUA national delegates and Post management at last month's National Meeting.

Two of the photos showed more than one large dog mooching around letterboxes.

A PWUA member in Invercargill had been raising many complaints about roaming dogs without success.

Local management in Invercargill has now worked to improve the relationship with Animal Control.

Animal Control staff also came for morning tea with the posties.

The PWUA member concerned is much happier now that the dog problem has been significantly reduced and a better communication established with Animal Control.

Leave without pay union fee "suspended" not "stopped"

Union members who have been on special leave without pay or parental leave have found that the company has not resumed the deduction of their union fees on their return to work.

The PWUA has asked that Post establish a method of identifying union fees as "suspended" during unpaid periods of absence and not "stopped".

Fastpost is fastpost!

Post has confirmed to the PWUA that postal items marked "fastpost" in handwriting are carried as fastpost items in the same manner as items marked with the blue coloured fastpost stickers.

The PWUA had raised its concern with the company after a previous National Engineering Manager had incorrectly insisted that handwritten "fastpost" items would be handled only as standard post.

BUIP in August

The BUIP payments for all eligible Post employees are expected to be paid as usual in mid August.

The Postal Delivery BUIP is in recognition of the contribution to improved productivity of the introduction of the new PPM pay system. All full-time postal delivery staff covered by the PWUA or EPMU Collective Employment Agreements will be entitled to the full \$1000 BUIP payment (less tax) provided they have been continuously employed since 1 July 2011 and remained a member of either the PWUA or EPMU for the full year to 1 July 2012.

Postal delivery staff who have changed from one union to the other anytime during the year also remain entitled to the full BUIP payment.

Union members who work less than full time hours or who have had periods of unpaid time off work will be paid the Union rate BUIP in proportion to their hours of work (pro rata).

Members who have joined the union part way through the year get pro rata between the \$1000 union rate and the \$650 non-union rate.

Non union members will be paid BUIP of \$650 pro rata (less tax)

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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.