

PWUA succeeds in getting NZ Post to agree to process of roster fatigue risk analysis

At the CEA negotiations in March this year the unions succeeded in including a clause in the CEAs which guaranteed that rosters would be designed to minimise the potential for employee harm.

At the first meeting of the Integrated Delivery Working Group (IDWG) on 8 June the PWUA presented two scientific research papers on the negative impact of extended working hours on employee injuries and illnesses.

The PWUA then wrote to NZ Post in July drawing attention to incorrect information provided by the company to an ergonomist contracted by NZ Post. The company has never replied to this letter.

At the July IDWG meeting the company refused a PWUA request that the company, its ergonomist and IDWG members meet with senior staff at the Auckland University of Technology's (AUT) Health and Safety Research Centre.

At the August IDWG meeting the PWUA tabled a report from the AUT expressing concerns about the "risks to the worker, the family, the employer and the community" and "risk factors that have the potential to cause injury, illness and fatalities".

The company said the AUT report would not stop NZ Post from proceeding with its rotating roster (four days a week rotating over 3 weeks).

Then at the October IDWG meeting the PWUA produced a report from Australian specialist fatigue consultant Professor Naomi Rogers PhD which stated that the rotating roster did not appear to satisfy the CEA requirement to minimise the potential for employee harm.

Although NZ Post's advocate threw the report on the table calling it "rubbish", the company has now agreed to follow the process set out by Professor Rogers (see adjacent column).

PWUA proposal for fatigue risk analysis

Following a recommendation in the report commissioned by the PWUA from Sydney University's past Professor in Chronobiology Dr Naomi Rogers, NZ Post, the PWUA and the E tu union have agreed to establish a fatigue working party under the guidance of a fatigue expert. The PWUA has proposed the following process for the working party to follow in evaluating any rosters for Paxster delivery:

- 1 Identify all the factors in the Delivery Agent's job which have the potential to cause or exacerbate fatigue.
- 2 For each of these factors, identify the strategies that can be used to mitigate the fatigue resulting from each factor.
- 3 Using the information gathered above, develop the roster which minimises the potential for employee harm.
- 4 Develop a fatigue risk monitoring framework which actively seeks information to check if the roster is achieving its aim.

At this year's CEA negotiations the PWUA had argued strenuously and successfully for clauses to be included in the CEA that required the company to "seek agreement over the safety of operating procedures" and to establish rosters which "minimise the potential for employee harm".

PWUA calls on Post to avoid 'zombie-isation' of jobs with introduction of more automation at Mail Centres

A number of the skills developed by mail sorters will become unnecessary as NZ Post increases the automation of its Mail Centres. Further reductions in jobs at NZ Post will also follow.

The PWUA has expressed its concern to NZ Post that increased automation, cost cutting and the downgrading of skills needed in the workplace can lead to the 'zombie-

isation' of Mail Centre jobs.

The PWUA is participating in the joint union/company PI (Processing Innovation) Working Group. NZ Post is providing a series of detailed documents and seeking union comment and input.

The last meeting concentrated on job descriptions including mail sorters having a variation of tasks during the working day.

NZ Post requests delay in CEA negotiations

Although the current CEA expires on 31 March next year, the company asked the PWUA to consider agreeing to a delay in the negotiations for a new CEA. The E tu union had also wanted a delay explaining that they had too many existing commitments in the first quarter of next year.

Because both unions have agreed on the importance of bargaining together, and that NZ Post has guaranteed to backdate any pay increases to 1 April, the PWUA has agreed to the delay of less than two months.

Negotiations have been set down for eight days starting from 1 May with three extra days set aside as reserve days.

Reports from DX posties shock PWUA

The PWUA is representing a sacked DX Mail postie who has the strong support of other DX posties who are currently or were previously employed at the same sorting and delivery branch.

The other posties have supplied witness statements which directly contradict the basis on which DX Mail sacked the postie.

The postie was popular with others in the branch because they said he always stood up for them against the bullying of local management. By providing signed witness statements the other

posties are now standing up for their colleague who has been sacked.

The PWUA has been shocked by some reports from DX Mail posties about their working conditions. The PWUA will be taking up a number of issues with DX Mail in the New Year as membership from DX posties continues to build.

Not all DX Mail branches have such serious problems. The PWUA has also met with DX posties who feel that their local management treats them well, but that any problems come from further up the chain.

Redundant posties advised not to sign temporary contracts

Some Porana Road posties who have had their personal circumstances accepted by NZ Post as reasons for redundancy in February next year have been offered temporary jobs sorting mail for the Paxsters.

NZ Post is offering them 18 hours a week from 14 February to help sort mail before the mail sequencing is taken over by the new sorting machines.

However the posties were shocked to see a paragraph in their temporary contract which could see them lose their entire redundancy entitlement:

"Please note that you will forfeit your entitlement to redundancy compen-

sation if you choose to resign before the end of this fixed term agreement or if your employment ceases for any other reason at any time before the end of this fixed term agreement".

Although the posties were prepared to assist NZ Post with the transition to Integrated Delivery, they have been given a contract with a vague threat that they may lose their entire redundancy compensation.

The PWUA has asked the company to remove the paragraph from the contract and advised union members not to sign the agreement in its current form.

Thailand Post - a lesson for NZ Post on boosting mail volumes?

The PWUA had invited NZ Post to investigate a project used by Thailand Post to increase mail volumes.

Thailand Post and a national newspaper Thai Rath run a "lucky dip" competition each two years on the result of an international football competition, alternating between the four yearly Football World Cup and the European Football Cup final.

Entries for the substantial prizes offered must be on a Thailand Post postcard

and posted to the Thai Rath newspaper.

Although the population of Thailand is less than 70 million, this year there were 225 million postcard entries sent through Thailand Post - more than three entries per person on average.

The PWUA believes there is a potential for NZ Post to add up to 12 million mail items a year - three entries per person. At the same time the awareness and potential use of post is raised.

The PWUA has asked Post to investigate developing an annual competition around the results of Super 18 rugby.

The PWUA has also asked that Post consider promoting the sending of postcards home when family members are visiting other centres in the country.

Meantime the PWUA is persevering in its campaign to stop Post continuing its public relations disasters as it removes community road side post boxes against high profile local community opposition.

The PWUA awaits a detailed evaluation of the projects from Post in the New Year.

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Datam accept two year CEA — 2% plus 2%

PWUA members at NZ Post owned mail house Datam have accepted increases of 2% for each of the next two years on paid rates and allowances.

Other improvements included additional pay increases to the start rates for Print and Hand Line staff.

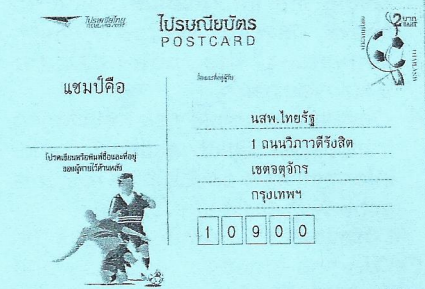
Staff injured at work will be topped up by the company from 80% to 100% of their average taxable earnings for the first week they are off work.

Collecting Convergа claims for new CEA

The current CEA for business in-house mail room company Convergа will expire on 31 March.

PWUA organisers will be visiting sites in the New Year to collect claims in preparation for next year's negotiations.

Negotiation dates have not yet been set.



Wording on the postcard asks for the prediction of the winning team, name and address of sender and is addressed to the Thai Rath newspaper.

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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.