

Need for union cooperation in pay negotiations

Post wants fortnightly pays, cuts to some 6th shift rates and Mail Centre night rates cut

Post is seeking reductions in the pay and conditions for its employees in the negotiations for a new Collective Employment Agreement.

Some of the company claims include:

- Reducing the night rate at Mail Centres to \$2.81 an hour (from 37% to around 17%).
- Pays to be changed from weekly to fortnightly one year from now.
- Roster change notice reduced from 14 days to "in advance of the start of the roster".
- "Significant roster changes" implemented 14 days after the consultation period and not eight weeks.
- Reducing the period of abatement payment (the top-up of wages for those having to accept reduced hours) from 52 weeks to 26 weeks (for a cut of more than 10 hours per week). Or 13 weeks (for a cut of 10 hours or less per week).
- Providing for a 6 day working week in retail shops by agreement.

- Except for PPM posties, no 6th shift allowance for new employees working six days.
- Currently employed on-calls would also lose the 11% six shift allowance.
- Remove the option of a reduction in 6th shift allowance from 13% to 11% in exchange for an extra week's leave.
- During restructuring, the redeployment option instead of redundancy extended to any subsidiary company owned 100% by Post.

In the meantime Post is using ECL's lower night rate to try now to get the night rate at Post reduced from 37% to 17%. The lower night rate at ECL was agreed during the 2007 negotiations between ECL and the EPMU.

The PWUA believes that unless there is cooperation between the EPMU and PWUA during the current negotiations with Post the company is more easily able to win further "claw backs" which would see a reduction in pay and conditions for Post employees.

PWUA claims for new CEA

The PWUA has provided Post with claims gathered from union members throughout the country for this month's negotiations for a new Collective Employment Agreement. (See also Redback March 2013 for other claims).

- A pay increase of 4.5% from 1 July 2013 and 3% from 1 July 2014.
- No "claw backs" on sixth shift payments, night rates and weekly pays.
- Enhanced Early Retirement open to all employees.
- \$5 a week laundry allowance to replace the current dry cleaning allowance (L45 page 69).
- Delivery support staff be able to pick up extra workload and pay under some conditions.
- An extra \$1.00 an hour for team leaders working under PPM.
- \$10 a week for posties using their own

vehicles for parcel delivery under the Single Delivery Agent model.

- Increase in daily buddy training allowance from \$11 to \$21.
- 6th shift allowance "rolled into the hourly rate" for non-PPM staff - some branches with fewer than 5 posties may not go onto PPM.
- Post ensures that all company uniforms contracted to New Zealand based suppliers and which are made overseas to be manufactured only in factories with a union and with a collective agreement.
- Post cease using urine samples in its drug and alcohol testing programme because the process does not measure impairment. Saliva sampling is less invasive and more likely to detect impairment. (See also Redback September 2012)

Hutt postie invents \$1.25 gradient reader



A \$1.25 protractor and a straight wire plumbline were used by Andy a Te Puni postie and PWUA delegate to check the gradient measurements on his delivery round.

The protractor has a hole drilled at zero degrees. A wire plumbline is hooked through the hole and swings freely on the outside of the protractor.

Andy used a builder's spirit level to check his bike was on a flat floor.

He then firmly taped the ends of the protractor to the outside of his bike's front pannier cradle and checked that the wire was swinging freely. On a flat floor the wire should point straight down - along the 90 degree line in the middle of the protractor.

Andy left enough of a gap for the front pannier to easily be fitted and removed without touching the protractor.

When checking gradients Andy says hold onto the brake and ensure the wire pendulum swings freely before reading the gradient. A light weight plumbline wire can be blown around by the wind, so it needs to be sheltered to make sure the gradient reading is accurate.

Andy has already found some gradients missing on his round and others recorded incorrectly.

With his bike on a flat floor Andy checks before and after gradient readings that the wire is at 90 degrees and that his gradient reader is correctly calibrated.

On the job for BUIP

To qualify for the 2012/2013 BUIP payment (usually paid each August) employees must still be on Post's payroll on 30 June this year.

Recalculation of posties' "speed of travel"

A recalculated time for "speed of travel" for delivery on all cycling rounds has been applied from 13 May. The new times follow a year long study of the impact on the "speed of travel" of the frequency of stopping while on delivery. This factor was not included in the Work Measurement System.

Each step of the study was reported to the unions.

Posties who had lots of clusters of delivery points needed to stop more frequently to prepare their mail for delivery to each box. The posties said that such rounds did not "flow" – and it was harder to earn income on those rounds under PPM.

The study uncovered an error in the previous calculations which had been in the posties' favour - particularly in Auckland.

The impact of the new speed of travel

calculations is that some rounds that posties thought were too long now have more time allocated. Other rounds that posties thought were good have now got less time allocated.

Overall the average change to the speed of travel was a 1.7% gain in productivity for the company – about 3 minutes per day on average.

The PWUA has put to the company that this gain in productivity arises out of PPM – the error and the more precise calculations that have now given an advantage to Post have only come about because of PPM.

The PWUA says the benefit of this gain should be shared around and could be used to help correct other WMS defects. For example the difficulty of calculating the impact of circular delivery on workloads. Circular delivery could be turned into a piece rated item.

More work measurement issues "on the list"

Many issues about work measurement raised by branches as they go to PPM have been referred to the National Work Measurement Forum.

The speed of travel (above) was the second of such issues to be studied in depth. The first was the time calculations for box mark-ups on rounds where this was a large part of the inside work. The outcome of this study greatly increased the time allocated for such box mark-ups.

There are a number of other issues on the WMF list.

One of the major ones is the accuracy of "delivery point time" for cycling posties. It has been argued that the "1a" delivery point category is too broad including both being able to deliver without stopping and also stopping then getting mail ready, and then delivering.

Some rounds have more of the deliver without stopping, and other rounds have

more of the stopping to get the mail ready. At present both get the same time.

In Hutt City a Te Puni delegate has counted the number of "must stop" delivery points on a round in Naenae and also a round in Wainuiomata.

The Naenae round had 100 "must stops", the Wainuiomata round had over 400 "must stops". Both rounds get the same delivery point time.

Wellington PWUA members and delegates who are walking posties have pointed out that the speed of travel is slowed by frequently crossing the street, opening and closing doors and stopping at apartment block clusters. These factors are not included in the current time allocated for outside delivery.

This issue of the need to stop on walking rounds is also to be studied and the results presented to the National Work Measurement Forum.

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Observers at CEA

The PWUA encourages delegates to attend the CEA negotiations as observers (outside their own work hours).

Any delegates who either live in Wellington or who are visiting Wellington and who are interested in visiting the negotiations in Wellington should text the union negotiating team on 027 220 7903 to get an update on the negotiation location, dates and session times.

The next dates are 22 and 23 May.

PWUA corrects pay errors at Datam

The PWUA welcomes new members from Post subsidiary Datam. The PWUA found many of the staff at Datam's Highbrook site in Auckland were being paid at the wrong pay rate.

Most pay errors have now been corrected and staff paid the back pay owing.

Back pay at Converg

Employees at Converg, another Post subsidiary, will have their 2% pay increase and back pay to 1 October 2012 paid out on Friday 17 May.

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POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)

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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.