

PWUA wants Post to promote 'parcel friendly' letterboxes



The PWUA has proposed to Post that the company actively promote "parcel friendly" letterboxes.

Older styles of letterboxes have milk compartments which are suitable for parcels. Many new styles of letterboxes have no compartment for parcels.

Retailers and manufacturers could be provided with stickers or labels identifying which particular models of letterbox are approved by Post.

Criteria for being "Post approved" letterboxes would include:

- A4 magazines fit in without folding
- All mail drops in out of sight
- Mail does not fall out
- Letterbox is waterproof
- Suitable for parcels

The PWUA expects a response from the company to the PWUA proposal at the six-monthly national PWUA/Post meeting next month.

PWUA and Post meet

The six-monthly PWUA/Post national meeting will be held in Wellington next month.

Agenda items include:

- Postie whiteboard volume data
- Mail centre BUIP
- 'Work measurement' in mail centres
- Deed of Understanding

The next Redback will carry a report of the meeting.

PWUA claim during CEA negotiations supported by:

Latest Court ruling on employer drug policies

The latest Employment Court decision on drug related dismissals is highly critical of the current drug testing policies of New Zealand employers.

The failure of drug testing to detect impairment, the intrusive nature of urine testing and the right to representation were three issues addressed in the Court's decision in a case of two Napier bakers dismissed for failing drug tests.

During the negotiations of the 2011 - 2013 Collective Employment Agreement the PWUA argued that Post's drug testing policy did not measure impairment, but could identify cannabis use which may have been up to six weeks previously.

In his ruling in the Napier case the Judge noted that urine drug testing in both New Zealand and Australia is conducted under a common standard. He quoted a decision in an employment court case in Australia that "would in my view have equal application in this country":

"The employer has a legitimate right (and indeed obligation) to try and eliminate the risk that employees might come to work impaired by drugs or alcohol such that they could pose a risk to health and safety. Beyond that the employer has no right to dictate what drugs or alcohol its employees take in their own time. Indeed, it would be unjust and unreasonable to do so".

The Court noted that urine testing determining THC-Acid levels "do not indicate impairment or when and how much cannabis was used".

A saliva test - not available in New

Zealand - is less demeaning and more likely to indicate impairment.

A second issue that arose in the case was "reasonable cause testing".

Reasonable cause is normally stated in employers' drug and alcohol policies to be an accident or near miss, or the perception of a manager that an employee is impaired in their performance at work by drugs or alcohol.

Applying the Court's decision, for a manager to demand a drug/alcohol test there must be more than an employee who presents to work after a night out with bleary eyes, or a smell of alcohol. There needs to be evidence that drugs or alcohol may be impacting on the employee's ability to work safely or effectively.

The right of employees to representation prior to a drug/alcohol test was also discussed in the Court decision because employers must strictly follow procedures. It is very easy for a manager to exceed their authority in requiring a drug test where no reasonable cause exists.

The PWUA agrees that workers should not attend work while impaired by alcohol or drug use.

However it is the union's duty to ensure that workers are protected from unfair actions by their employers.

The PWUA will continue to oppose urine testing for impairment at work.

Any members being required to undergo a drug/alcohol test should contact the union for advice and representation and not agree to undergo urine testing before getting advice.

Tauranga's Single Delivery Agent pilot

The PWUA has prepared a comprehensive report on the SDA pilot which has been operating for nine weeks in the Tauranga area. Posties are delivering NZ Post and CourierPost product.

- The Posties want their significantly oversized rounds recast to allow for satisfactory day to day workload management. Currently cross-cutters are not proving to be a reliable solution. Parcels at Christmas are expected to jump by 25%.
- The Posties are in the dark as to how the company has developed the time standards for activities and piece-rate dollar amounts.

- Posties aren't confident about how their pay is determined nor can they be totally confident of its accuracy. All employees in New Zealand have a right to know how their wages are calculated.

- The PWUA has not agreed to continue beyond the interim six month period the piece-rate payments of \$1 for "tracked to the door" and \$1.30 for "signature required" items. Post's response is to continue without our agreement stating that the six month condition is a general guideline and this extension will be "an exception".

A full copy of the report is available by contacting your PWUA office (see over).

PWUA strenuously disagrees with Post on PPM payment for weather disruption

The PWUA believes that Post's policy on the payment of posties during weather or earthquake disruptions is unfair.

For posties on the current time based payment system if work can't be performed because of severe weather or earthquakes the rostered hours lost are made up to 37 hours 40. If the postie goes into overtime delivering two days' mail the next day, then the overtime for the second day is paid.

Under the Postie Pay Model this arrangement to pay for the lost time has been changed by Post.

Under PPM the company makes up the pay to 37.40 only if a postie does not waive mail. However the company now says that when time is lost topping the week's wages up to 37.40 is enough.

The PWUA representatives on the PPM Monitoring Committee have strenuously disagreed with the company explaining that the policy is unfair because:

- A PPM postie who has picked up extra

work during the week loses the benefit of that work because of the weather disruption whereas a postie who hasn't picked up extra work gets their wages topped up to 37.40.

- A postie who has waived mail and base pay protection earlier in the week gets hit with a further unbudgeted reduction of wages through the time lost from the disruption later in the week.

The PWUA has said that when delivery is not possible posties should be offered inside work for their hours missed.

On the disrupted day and the next day the posties should be paid as though the mail received on the day was delivered on the day. This would avoid any element of double payment.

Post has recently accepted the idea of offering inside work if it exists on disrupted days.

The PWUA is continuing to advocate a fair outcome for the payment of PPM posties when work is prevented or the posties can't get to work.

Post's payment for weather encourages unsafe decisions

In early September gale force winds caused disruption to delivery in some Wellington branches.

In PPM branches, where the weather conditions were judged as marginal, the deciding factor for posties to go out on delivery was whether they were ahead

of their hours and would lose money already earned.

In some instances as the weather deteriorated branch leaders went out and got the posties to return.

The PWUA has advised Post that its policy could encourage unsafe decisions.

Post removed "personal bank" from PPM system

When Post adopted the original PWUA design for PPM the company changed some important features.

As Post required PPM to be cost neutral the proposal for an additional piece rate payment for circulars was scrapped.

To make it come within budget the company removed a "personal bank" that was in the original PWUA version of PPM.

The postie's personal bank would have enabled a postie to waive some mail delivery during the week but top up their

wages to the normal weekly amount by having the balance deducted from the amount held in their "personal bank".

Post's budget included any time lost through weather disruption that had to be paid for, and any overtime worked to make up deliveries the next day that had to be paid for.

Through its policy on disruptions for PPM the company has reduced the cost of deliveries from their budget.

This is an unbudgeted windfall for the company and is unfair.

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Mail Centre BUIP and "consultation"

The PWUA has raised a number of concerns with Post about the 2012/2013 Mail Centre BUIP.

Post's consultation with the PWUA does not appear to be genuine. Post's timeline allows only three working days for the PWUA to circulate the proposal, seek input from delegates and members, receive those comments, and then forward them to the company. The company has allocated itself only a further three working days to consider any alternatives put forward by the PWUA or to make any substantial modifications based on PWUA feedback.

There is insufficient information for the PWUA to assess the energy and waste reduction targets or how what is being proposed as BUIP criteria can be influenced by employees.

The compressing of BUIP into only nine months further disadvantages employees' potential earnings. Any improvements and opportunities for boosting BUIP payments can only be measured over three quarters of the year instead of four quarters.

The PWUA also believes that the BUIP criteria should create targets that employees can directly influence.

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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

\$4.95 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.