

Starting pay at NZ Post is below the current Living Wage of \$22.75

PWUA campaigning for a Living Wage at NZ Post

The PWUA has developed a proposal for the next Collective Agreement wage negotiations in early 2022 for consideration and discussion among union members:

- All employees to be on the same pay scale. The starting rate at NZ Post to be \$22.75 - the current hourly rate for the Living Wage.
- Annual increments of \$1.00 per hour for each higher Grade 2 and DAs step.
- A new 4th step in addition to the current three steps.
- Correcting the inequalities of the last bargaining round in 2020 when Grade 2 employees received increases of 10% to 12% while the DAs received increases of only 5%.

This inequality to be addressed by paying an additional \$2.00 an hour to DAs at all steps.

- Grades 3 to 6 in the Remuneration Scale to rise by corresponding amounts to retain their existing margins above Grade 2.
- If the Living Wage increases during the term of the next Collective Agreement, then all pay rates to rise at the same time by the same dollar amount.

The PWUA will be holding meetings at worksites early next year to seek member endorsement of the PWUA proposal and to collect further claims for the negotiations of a new Collective Agreement.

EDITORIAL: COVID has shown us who the essential people are at NZ Post.

When office staff and management stay at home during lockdowns, the lowest paid workers at NZ Post keep working.

The people who are essential to keeping the business running and bringing in the revenue are the lowest paid employees. The lowest paid do the work that creates the income that pays everyone at NZ Post.

Without the Grade 2 employees and Delivery Agents there would be no income to pay the salaries of the management or anyone else.

Last year there was a lot of talk about "building back better" after COVID. This commitment centres around giving a fairer share of income to the people who generate it - the essential, low paid employees. It is time now for NZ Post to take a leadership role for our country and show other employers how it is done.

As a State Owned Enterprise owned by shareholding Government Ministers on behalf of the people of New Zealand, NZ Post is in a pivotal position to guide the labour economy of this country by lifting their essential employees out of poverty and up to the minimum of the Living Wage in 2022.

All essential workers deserve to earn enough to live a decent life in this country and not be so poor that they and their families cannot participate fully in society. Its time for NZ Post to step up and pay their essential workers what they deserve.

Rights of all PWUA members covered in PWUA's provisional COVID vaccination policy

The PWUA has created a provisional COVID vaccination policy in consultation with national delegates. The policy safeguards the interests of members collectively, while protecting the rights and interests of members individually:

- Given that the PWUA is not an expert medical body, the PWUA accepts and advances the advice of reputable medical and scientific bodies such as, but not limited to, the World Health Organisation, the NZ Ministry of Health and the NZ Medical Council as providing the

best medical advice for union members collectively.

- Currently that advice is that everyone eligible should be fully vaccinated except for individual workers for whom vaccination is contra-indicated on medical grounds.
- The PWUA will represent the medical, philosophical and other interests of its members individually, within the context of the interests of its members collectively.

The PWUA invites feedback from members on this provisional policy.

What is the Living Wage?

The Living Wage has been calculated as the hourly wage a worker needs to pay for the necessities of life and to be able to participate as an active citizen in the community.

Unlike the Government's current mandated Minimum Wage of \$20.00 an hour which is compulsory, the Living Wage is voluntary. **calculated each year**

The hourly rate is calculated independently each year by the New Zealand Family Centre Social Policy Unit. The rate reflects the basic expenses of workers and their families such as food, transportation, housing and child care.

The Living Wage Movement Aotearoa was formed in April 2013 with a governance body and membership comprising three streams of civil society - unions, community groups, faith based religious groups.

international movement

The Living Wage movement is an international movement and is not aligned to any political party.

The PWUA is campaigning to have NZ Post join the 300 NZ organisations which have already become registered as Living Wage employers, with no employee paid below the \$22.75 an hour Living Wage.

NZ Post CEO incorrect on PWUA and 100% jabbed

NZ Post's CEO was not correct when he claimed in a recent Yammer post that the PWUA had endorsed the company's objective of having a 100% fully vaccinated workforce.

In fact the PWUA had told NZ Post that, while it expected that most members supported vaccination, the union could not support a company policy which terminates the employment of unvaccinated union members.

The PWUA believes that NZ Post should be able to accommodate all of its employees safely without terminating people who have different safety concerns.

PWUA says no one should have to sort parcels on the floor

NZ Post senior management agrees with the PWUA that no one should have to squat on the floor to sort parcels.

One of the company's own Job Safety Analysis documents in 2017 states:

- "Delivery Agents must sort parcel product at mobile or fixed elevated work platform at a height to minimise the risk of muscular skeletal injuries to Delivery Agents and property damage to product.
- Any failure to use a mobile or fixed elevated work platform shall be recorded in the Safety Management Reporting System and reviewed by

the SWAG and corrective actions assigned and monitored to completion."

Some Delivery Branches already have tables in place for sorting parcels.

The PWUA suggests one arrangement can be a long table along a wall with dividers about every one metre or so, and a lip to prevent parcels falling on the floor during sorting.

Delegates are encouraged to discuss with their local management what may be the most suitable arrangement for their own workplace and to contact their local organiser for any further advice or support.

Postal Workers Union of Aotearoa	
Website: www.pwua.org.nz	
(Northern)	
(pwua.northern@gmail.com)	
Freephone	0800 224 611
Organiser	021 798 244
(Southern)	
(pwu@tradeshall.org.nz)	
Wellington:	(04) 385 8264
Freephone:	0800 469 798
Central North Island:	(06) 952 3738
Nelson:	0800 469 798
Canterbury:	021 679 673
Otago:	022 353 0408
Southland:	022 353 0408

PWUA representatives on each Te Iho forum

NZ Post invited the unions to nominate representatives to new forums established to consider the transition, operation and implementation of the three new Te Iho parcel sorting sites.

The Christchurch and Wellington sites are being set up first. Because the new Auckland Processing Centre is still two years away, the local Auckland forum is not expected to be formed until mid-2022.

A National Senior Delegates' forum and two local forums - one each for the new Christchurch Processing Centre and

Wellington Super Depot are now in place.

There are two PWUA representatives on each of the local Christchurch and Wellington forums.

On the national forum there is one PWUA representative from Christchurch, one from Wellington and one from each of the Auckland sites - the IMC and AMC.

The Wellington site is under construction at Grenada, between Johnsonville and Porirua.

The Christchurch site is located near the city's airport.

The Deed of Understanding

The PWUA continues to challenge NZ Post about service delivery failures and its obligations to the NZ Government and people under the Deed of Understanding (available in full on the company's website):

- 4(b)(i) From 1 July 2015:

Not less than three day per week deliveries to 99.88 percent of Delivery Points ...

It took six months of urging by the PWUA before NZ Post came up with a system of recording mail carry-overs at branch level.

However the PWUA believes that incomplete recording in some branches has led to NZ Post quoting unreliable figures in its belief that the company is honouring its Deed obligations.

The PWUA wants NZ Post to count if in fact it is even reaching 99.88 percent of Delivery Points.

Injury patterns possibly emerging

The PWUA is interested in hearing from its members who are suffering from an apparent emerging range of injuries.

For Paxster drivers these include pain and discomfort in the wrists, necks, shoulders and legs.

For Mail Centre workers the pain and discomfort issues are associated with

lifting, sorting, and wearing steel cap shoes.

The PWUA recognises that Vault can be difficult to record injuries and incidents, however the union encourages all workers to file HS1s or Vault reports so that any pattern of these cases can be established.

A LIVING WAGE FOR ALL WORKERS!

REDBACK is published by the Postal Workers Union of Aotearoa ♦ Trades Hall, 126 Vivian St, Wellington 6011 ♦ pwu@tradeshall.org.nz



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.