



REDBACK

PWUA lodges Work Measurement dispute:

Cycling "speed of travel" changes disputed by PWUA

The PWUA has lodged a formal dispute with NZ Post over the changes made by the company in 2013 to the cycling "speed of travel" time in the Work Measurement System (WMS).

The company's changes have reduced the calculated workload on many rounds (while increasing it on others) meaning that these cycling posties are now either paid less than they used to be, or have to perform additional cut-ups to make up their rostered hours.

Information extracted from the company over many months indicates to the PWUA that the cycling "speed of travel" time in many cases now fails to include sufficient time for many essential tasks that posties perform when out on delivery. These tasks include:

- Minimising risk by pausing at potential hazards such as road crossings and blind driveways
- Deviating from straight line riding (the WMS time studies were done mostly in controlled conditions such as carparks, with cycling subjects riding past traffic cones simulating

letterboxes)

- Riding fully laden with 20kg or more mail
- Retrieving mail bundles from rear panniers, loading the letter rack, and rearranging the load for balance
- Reading addresses on mail items before delivery
- Sorting and collating items for delivery when that cannot be done while riding
- Stopping at some Type 1a (standard) letterboxes rather than simply flicking mail in without stopping
- Dealing with mail that does not stay in the letterbox when first delivered, and dealing with missorts

When sufficient time allowances for these tasks are added back into the Work Measurement System the PWUA believes that the calculated (paid) time for delivery on many cycling rounds will be significantly improved for posties.

The dispute will first be addressed at the February meeting of the national Work Measurement Forum (comprising representatives of Post, the PWUA, and the EPMU).

Postie wins back his Roster Make-up Allowance

The PWUA has won a case in the Employment Relations Authority (ERA) in Auckland reinstating the roster make-up allowance (RMA) to a postie who returned to full-time hours after four years as a part-timer.

The PWUA Collective Employment Agreement entitles full-time employees who were full-time on 5 July 2000 to be paid the RMA, which lifts their standard hours wages to 40 hours per week. (For posties, the RMA is equivalent to 2.33 hours' pay, plus 6th shift allowance, each week.)

The Auckland postie changed to part-time hours in 2006 so became ineligible for the RMA at this time. But in

November 2010 he returned to full-time employment. Post declined to reinstate his RMA, arguing that once it was lost it was lost for ever.

The ERA did not accept Post's arguments, but instead agreed with the PWUA's position that the allowance must be reinstated when an eligible employee resumes full-time duties.

The postie was awarded backpay to November 2010.

The result of this case will apply equally to any other Post employees in similar circumstances. PWUA members who think they may be affected should contact the union.

Up to 10% of hand addressed mail failing Post's service standard

The increasing concern of PWUA members about delays in fastpost mail and mail being held back is being recorded in Post's own "net per" count. The postmark dates of a sample of PPS letters are checked in postal branches each day.

The counts are showing that on occasions up to 10% of the mail is postmarked four or more days before arriving in delivery branches.

The PWUA will be taking up with senior Post management the continuing decline in standards.

Post to respond on measuring work in the Mail Centres

The work of mail sorters has been measured by Post in ways which the PWUA believes are not fair, not consistent, and are not based on recognised work measurement processes.

After the PWUA began raising with the company the unfair treatment of its mail sorters, Post then agreed to a meeting to consider the PWUA concerns.

The PWUA wants to see a recognised Work Measurement System in Mail Centres similar to that for posties but adapted appropriately to the work of mail sorters.

Payment for PPM team briefs must include the first 5 minutes

PPM posties are only paid for those team briefs which go longer than five minutes. However a six minute team brief, for example, is to be paid for in full - not for only the one minute past the five minute threshold.

Any PPM posties who are having the first five minutes of longer team briefs deducted from the time paid for the team brief should contact their union office for advice, or call the PWUA Wellington (04) 3858264 or the free call number 0800 469 798.

Post's announcement of service changes — one of NZ's big public relations bungles for 2013?

The PWUA believes that the way in which Post has handled declining mail volumes in the news media has destabilised public confidence in the future of the postal system.

On at least three occasions over more than a year the PWUA had advised senior Post management against an early announcement of its 'every second day' delivery plan.

Post was also giving its competitors the opportunity to exploit a new gap it had created in the market place.

The PWUA was concerned that by

'pulling the last lever' Post was ruling out any alternatives to responding to declining mail volumes. (See also Redback December 2013).

Public relations company BlacklandsPR has listed Post's service changes as New Zealand's 8th biggest public relations "challenge" of 2013.

Another internet commentator has called the list the twelve biggest PR disasters of 2013.

Meantime the PWUA continues to support further investigation of either a six day or five day a week delivery.

Unjustified dismissal of Mail Centre on-call

The PWUA is concerned about the apparent unjustified dismissal of an on-call at the Christchurch Mail Centre.

The worker had asked what work was available over Christmas and was told that there was no guarantee of any particular work.

In good faith the worker explained that he had been offered eight weeks full time work at another job and if he accepted the work he would not be available for Post for those eight weeks. Management expressed no objection.

The worker was then stunned to receive an email saying he had been sacked for not being available for work.

Some on-calls believe they can be sacked by the management by simply not calling them in to work.

Just like fulltime and temporary workers, on calls cannot be dropped from the roster or sacked without a fair process being followed.

The CEA provides protection for on-calls in clauses 8 and 9 on page 70 and section I on pages 46 to 50.

Some PPM posties required to work excessive delivery hours — Post to report cases to the PWUA

Some posties are being required to work many more hours a week under PPM than they have chosen to work.

The PWUA is concerned that some of the branches involved do not have enough permanent staff.

At the last PWUA national meeting with Post the company agreed to

provide information where posties were working mandatory cut-ups taking them to more than 43 hours of calculated hours for two successive weeks.

The PWUA wants to hear from posties who feel they are regularly being required by mandatory cut-ups to work more calculated hours than they want.

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New posties not given enough training time

The time allowed to train new posties has been reduced in some branches. Instead of six weeks training some posties are being left to work unassisted after less than two weeks.

The PWUA will be advocating that posties are given adequate training and that posties who help them during their first six weeks on the job are paid for the extra time taken.

Further progress on RDP

The PWUA and EPMU met with Post again this month for an update on the progress towards making the Relevant Daily Pay backpays by mid year. (See also Redback December 2013).

The meeting clarified the proposed explanations to employees about why the backpay was being paid and how the backpay calculations were made.

The meeting also worked to clarify the forms and process to be used by ex employees to make their claims.

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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.