

Union's concerns about Postie Pay Model raised:

PWUA meets Post before start of CEA talks

PWUA representatives met with Post on 23 March for a pre negotiations meeting focusing on the company proposed Postie Pay Model. The aim is to fix as many PPM issues as possible before negotiating the Collective Employment Agreement (CEA).

The full union claims for the renewal of the CEA were also officially given to the company.

During a day of constructive discussion the PWUA identified what it considers are the major problems in Post's current version of the PPM.

Post's current PPM proposal for the CEA is different from the version of the PPM being trialed in seven postie branches around the country. It includes Post having the right to add new work not covered by work measurement that is compulsory for posties to perform, and which is to be paid for by a piece rate.

Because the EPMU has not agreed to a joint union approach, the PWUA wanted to meet with Post before the company meets with the EPMU at the negotiating table. The PWUA raised concerns about the PPM including:

- **Trialing of PPM:** Compulsory piece rate work needs to be trialed before it goes into a CEA.
- **Piece rate work:** Any compulsory piece rate items should be included in round sizing and the piece rate needs to be negotiated between the union and company.
- **Voluntary PPM:** The Postie Pay Model should be entered into on a voluntary branch by branch basis and round sizing issues (if any) should be fixed before a branch changes to PPM.
- **Work Measurement System:** There must be a clear contractual basis for the Work Measurement System. In the past Post has been able to change the WMS and its application without the union's agreement. If posties' pay is going to depend on work measurement the company must not be able to

unilaterally change the work measurement system, and it must be more accurate than it currently is. For example, the current national time standard for a "type 1" delivery point isn't accurate when a high proportion of a round's delivery points are clusters such as in large apartment complexes.

- **Disputes procedure:** Post has agreed to the need for a suitable disputes procedure. This is yet to be tested fully. The "trigger point" for deciding that a national time standard is wrong, and must be replaced with an accurate local exception, has not yet been agreed to.
 - **Minimum staffing levels:** To prevent mail volumes being dumped on fewer posties an agreed minimum number of permanent posties must be established for each PPM branch, and a limit set for how much mail a Postie can be required to deliver.
 - **\$500 "Personal allowance":** On the odd occasion when a postie declines the extra work needed to make up that week's 37 hours 40, a personal allowance should be used as a 'bank' to make up the full week's pay. Half the current BUIP would provide such a personal allowance. This allowance is needed to underwrite the flexibility that PPM is meant to deliver in branches where a majority of posties don't want extra work to earn more.
 - **Union membership:** In recognition of the impossibility of operating the PPM without union representation, the \$500 personal allowance should only be available to union members.
 - **Smaller branches:** PPM has not been trialed in small branches - the flexibility benefits of 'trading' parts of a round are more limited, as is the opportunity for picking up and being paid for suitable blocks of extra work.
- The PWUA gave further examples of the concerns posties had raised with the PWUA along with the PWUA's proposed solutions and improvements.

Mail sorters' night rate on the CEA block next?

Mail sorters have been alarmed at rumours that Post wanted to remove or reduce the night rate for working between 8pm and 6am at this year's negotiations for the new Collective Employment Agreement.

Post's Employment Relations Manager has assured the PWUA that although the company views the allowance as "above industry standard and unsustainable" there will be no claim from the company this year to reduce the night rate.

However the PWUA believes that this year Post would not have wanted controversial issues facing all three sectors at Post in the same negotiations - the Postie Pay Model, the mail centre night rate and changes in retail.

It appears to the PWUA that Post's strategy is to try to have a *majority* of workers with no controversial issues at the time of the CEA ratification. Then the majority are able to outvote a minority of workers who may be voting on a significant issue - for example this year Delivery voting on the PPM.

The PWUA ratification process aims to counter Post's strategy - only PWUA delivery members will be voting on the Postie Pay Model.

If Post wants to make changes to the night rate for mail sorters at the next PWUA CEA negotiations, only PWUA mail sorters will be voting on the night rate issue.

Non union members have no say on PPM

Posties have a range of views and levels of understanding of the proposed new payment structure, the Postie Pay Model.

Posties who want to be able to vote on the Postie Pay Model will need to be union members or they will have no voice in the decisions about the future of the PPM.

The PWUA invites posties who do not yet belong to a union to fill out the form on the reverse of Redback and hand it to their PWUA delegate or mail it to the union office.

Motorcycles on footpaths - safety and sizing

Following Government changes to road regulations, Local Authorities can give permission for motorcycles to be ridden on the footpath for mail delivery. Post has developed a template for getting this approval for local use.

The PWUA's view is that motorcycle posties should decide, based on safety, whether they ride on the footpath or on the road. There is no set speed limit for riding on a footpath, however, less than 10 kms per hour would seem the easiest limit for a postie to implement.

In a Post survey of 40 motorcycle posties in Auckland, of the 39 posties who said that they rode on footpaths 33 said that they did so for safety reasons.

Delivering mail by riding a motorcycle on the footpath increases some risks, like cars reversing from driveways, but there is a reduction in other risks from fewer dismounts, less exposure to busy roads and less entries and exits.

The PWUA has advised the company that the way rounds are measured for motorcycles needs to be looked at. The union and company have not agreed on round measurement practices for motor cycles.

Now that riding on the footpath can be made lawful, it is even more important for safety reasons that a reasonable workload is established to ensure that there are no unsafe practices built into round sizes.

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CEA and drug policy

Following the PWUA's submissions on Post's new Drug and Alcohol Policy, the company is going ahead with its intention to require urine tests even for internal transfers and promotions.

The PWUA will make a new claim for the CEA negotiations that drug testing not apply to existing employees transferring within the company "without good cause" and that any testing must be for impairment, not simply showing social use.

Mail sorters by-passed

Post is working on a project to divert large amounts of mail coming from mail houses directly to postie branches without the need to be sorted or broken down into rounds by mail sorters.

The extra work involved is being carried out in the postie branches while mail sorters worry about another round of redundancies in the mail centres.

The PWUA has begun raising with the company its concerns about the project's effect on mail sorters.

\$1 an hour versus % wage rise

The PWUA believes that lower paid workers should not slip further behind higher paid workers and that a \$1 an hour wage rise would be more beneficial to lower paid workers.

International studies show that countries with less inequality in incomes are significantly happier than countries with more inequality.

For society as a whole happiness is related not just to overall income, but how fairly it is spread among its citizens.

PWUA and EPMU have different voting processes for new CEA

PWUA organisers have been answering phone calls from workers asking about the different voting process for the renewal of the new Collective Employment Agreement.

The PWUA and EPMU have quite different ratification processes.

In the PWUA it is only Delivery who will be voting on the Postie Pay Model component of the new CEA. All PWUA

will be voting on the CEA in its entirety.

The PWUA ratification vote is similar to the process used for "Changing the Agreement" - only those directly affected by the Postie Pay Model will vote on that part of the CEA 'package' (CEA clause B6).

However for the EPMU members at Post everyone will vote on the CEA as a whole, including Operations and

Retail members voting together with posties on the Postie Pay Model.

Any postie who is still an EPMU member at the time the EPMU negotiating team reaches a proposed settlement will not be able to walk away from the deal either before or after it gets ratified. All EPMU members will be bound by the settlement reached at the table by their negotiating team, if ratified.

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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:

\$4.50 per week when I am employed for 30 or more hours per week, or

\$2.25 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.