

## **PWUA MEMBERS' UPDATE!**

Issue No 18  
16 August 2022

Postal Workers Union of Aotearoa  
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### **PWUA members ratify the 2022-2025 Collective Agreement**

The members of the PWUA have voted to ratify the new Collective Agreement.

The vote in favour of ratification was 80.45%.

The separate vote on the \$2.00 per member paid by the company to the union to be used to provide direct benefits to members was passed by 95% of the members.

NZ Post management has advised the PWUA that the pay increase and lumpsum backpay will be paid on 31 August (back to 1 April).

The PWUA has been successful in its campaigning for over a year for the minimum wage at NZ Post to be at least the Living Wage (which will be \$23.65 an hour from 1 September). The lowest starting rate at NZ Post will now be \$24.00 an hour.

Although the pay rates for employees on Grades 1 to 3 have moved a further 8.9% to 12.7% since the 3% pay increase on 1 April 2022, employees on Grades 4 to 6 will have pay increases this year below the rate of inflation.

A major outstanding issue from this year's Collective Agreement negotiations is that there is no union member benefit. It has been a customary practice for the company to hold back three months of the new wage rate from non union members, recognising the value of collective negotiations between the unions and the company. The unions have the resources to be active participants in regular various working parties and meetings with the company only because the union members pay their union fees every week.

The unions are currently in discussions with the CEO about what the union members see clearly as a pay structure which rewards employees for not joining a union.

While NZ Post **says** that it greatly values the process of negotiating the Collective Agreement with union members, and it **says** it greatly values its Real Engagement forums that are enabled by union members, the company's actions demonstrate the opposite by financially rewarding employees who do not participate in these processes. NZ Post's "say one thing, do the other" approach is unacceptable to the PWUA.

**You can join the PWUA now by going to the union's website, [www.pwua.org.nz](http://www.pwua.org.nz), click on the "Join Us" link, and submit the form.**