

Ground swell for Five Day Delivery building up amongst PWUA members

Mon 1	Tue 2	Wed 3	Thu 4	Fri 5	Sat 6	Sun 7	Mon 8	Tue 9	Wed 10	Thu 11	Fri 12	Sat 13	Sun 14	Mon 15	Tue 16	Wed 17	Thu 18	Fri 19	Sat 20	Sun 21	
		X	X	X	X		X	X			X	X		X	X	X	X				

Problems of Post's "four day" 9 hour 25 minute roster becoming more obvious to increasing numbers of PWUA posties

The PWUA's layout above of NZ Post's "four day" roster immediately demonstrates some of the problems. In the seven days from when a roster starts on Wednesday 3rd (as in the example above) there are six 9 hour 25 minute shifts over the following seven days until Tuesday 9th. Without any compulsory overtime that is already 56 hours 30 minutes rostered in a period spanning one week.

However after only two days off for recovery a similar pattern is repeated from Friday 12th to Thursday 18th - another 56h 30m rostered in the period of one week.

Then there are five days off from Friday until the roster starts again on the following Wednesday.

Post has rejected submissions and reports provided by the PWUA that this shift pattern is not safe. Posties in

Oamaru and Auckland's Porana Rd have already been told by the company that they may find the new rosters "tiring". (See back page.)

At the CEA negotiations earlier this year Post flatly rejected the PWUA claim to move to five day delivery.

However the PWUA is hearing from increasing numbers of posties and delegates that they believe the company should now move to a five day delivery programme.

The PWUA believes NZ Post is in breach of the Collective Employment Agreement for failing to create rosters which "minimise the potential for employee harm" as the company tries to force through its change to four day delivery rosters on electric Paxsters.

The company has also failed to "seek agreement" with the union about the

safe introduction of Paxsters.

Both requirements are covered by Section N of the new CEA - Integrated Delivery Agents.

The PWUA will continue to be vigilant in protecting the health and safety of its members and ensuring that the company complies with its obligations to the posties under the Collective Employment Agreement.

As in this item and other items in this issue of Redback the PWUA will continue to provide regular information about the Paxster programme which is being requested by posties all around the country.

Among issues to be covered in the next Redback will be weights, liability to pay for damage to the Paxsters, and 'interrogations' about redundancy applications.

PWUA supports Five Day Delivery now

Post is telling posties that the 4 day roster will "give posties their weekend back" and "give them more time with family and friends".

However Delivery Agents will still be working 2 out of every 3 Saturdays and, instead of usually finishing at 1pm or 2pm they will instead be working until 3pm to 6pm.

Posties who are currently able to take part in sporting, cultural or family activities regularly on Saturday afternoons will, as Delivery Agents, only be able to participate every third Saturday. That is not enough commitment to be part of any team, so the company's four day roster will actually prevent these employees from participating in their communities.

Post's determination to cling on to Alternate Day Delivery means that Delivery Agents have to deliver two

rounds every day - a priority round and a full round.

This means that either:

- the Delivery Agents have to travel between the branch and their rounds four times each day, with the first and last trip at times of peak traffic congestion, or
- the company has to establish satellite sites around the branches, which means more cost of leasing buildings, more logistics costs to transport mail to the satellites, more management costs with team leaders required for each satellite, and a higher incidence of service failures.

If ADD was scrapped then all mail and parcels could be delivered 5 days a week, Monday to Friday, with a priority only service on Saturday which could be staffed by part timers or employees who need additional income.

This would allow:

- "Round ownership" which the company said it wanted to help grow the parcel business.
- Certainty and reliability for both residential and business customers
- Better service standards to compete against private mail companies.
- True work life balance for Delivery Agents and better connection with their families and communities.
- Much more protection against fatigue-induced incidents.

The PWUA believes that Five Day Delivery will bring significant benefits to the company, the sending and receiving customers and its own employees.

The PWUA is aware that if Post is not persuaded of the benefits of Five Day Delivery there is already strong and widespread support among PWUA members for a Five Day Week claim at the next CEA negotiations early next year.

Paxster drivers instructed to operate brake lights manually

After posties driving Paxsters at Porana Rd reported hearing screeching car brakes behind them as they slowed down they discovered that their brake lights do not come on as they slow down to stop.

The Paxster drivers have been trained in the use of the regenerative braking system which operates to slow the vehicle as it is throttled down to a stop. The PWUA is concerned that the failure of brake lights to come on could cause an accident.

On being told of the brake light hazard Post came up with a initial suggestion that Delivery Agents be instructed to also touch the handlebar brake lever sufficiently to turn the brake lights on whenever they use the regenerative braking on the road.

The Union will be discussing with Post steps that can be taken to ensure the safe operation of the Paxster without distractions like having to remember to manually operate the brake lights.

Post admits that new Paxster rosters "may be tiring"

The PWUA believes that Post, by conceding that it will push ahead in introducing a four day Paxster roster that is "tiring", and may be breaching Health and Safety law which requires fatigue to be treated the same as any other workplace hazard.

In preparation for "four day" rosters Oamaru and Porana posties have been told in a company "feedback summary" document that "We also recognise that the long working days may be tiring".

The new CEA provides for Post to introduce a 4, 5 or 6 day roster pattern

but is also required to "minimise the potential for employee harm".

Post has already rejected PWUA concerns and documentation about the relationship between long working hours, increased fatigue and the higher risk of mistakes and injury.

The PWUA is seeking further professional advice in its duty to act to protect the health and safety of its members, and to ensure that Post honours its own duty to its employees by complying with the law and the Collective Employment Agreement.

Post says "No maximum daily workload" for Paxster delivery

As Post tries to implement its 4 day delivery roster at Auckland's North Shore Porana Rd branch, posties were told:

"There is no maximum daily workload, but 11, 12, 13 hour days are not going to happen. Contingency plans will prevent this".

When asked what the "contingency plans" are Post replied:

"There are two contingency plans. One is that posties on bicycles will take some of the mail of the Delivery Agent and do a cross cut. The other is that Courier Post contract drivers will take courier product off the Delivery Agent."

Post needs 24 full-time "Delivery Agents" for the two Porana Rd Paxster teams. However they have only 17 posties available leaving 7 vacancies.

Posties already trained on Paxsters said outside delivery with their usual mail but no courier parcels took about as long as a bicycle. In wet weather and low temperatures they became very cold with insufficient uniform. They will need layers of thermal underwear in similar conditions - even in Auckland.

The Paxster drivers are currently being paid either their actual hours or calculated time using a bicycle, whichever is higher.

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Paxsters doing 20kph on the footpath

The three PWUA representatives on the Integrated Delivery Working Group continue to work through the detailed documents Post is putting out about the Paxsters.

The PWUA has found it necessary to raise questions about the content of almost every document.

Amongst the documentation is the permission Post has gained from the New Zealand Transport Agency to allow Paxsters to be driven at up to 20kph on the footpath.

However the PWUA believes the combination of speed, long hours, weather conditions, pressure to 'perform' according to incorrect work measurement combined with fatigue is likely to result in an increase in serious incidents and injuries.

In another document the PWUA has yet to hear from Post about how the company thinks it can be safe, or even possible, for Paxsters to be driven through standing water of up to 25cms.

REDBACK is published by the Postal Workers Union of Aotearoa | PO Box 6287, Marion Square, Wellington



POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)

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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.