

*Post needs to explore all delivery options for declining volumes*

## PWUA 5 day delivery proposal includes more motorcycles

The Communications Minister Hon Amy Adams recently agreed to New Zealand Post's request to reduce delivery to three days per week in urban areas from July 2015. However the Postal Workers Union believes that a five day Monday to Friday delivery service could be retained not just for rural deliveries but also for urban areas.

A proposal to maintain a five day mail delivery service by increasing the number of motorcycles on delivery rounds has been put to all New Zealand political parties by the Postal Workers Union of Aotearoa.

The Union recognises that there will be posties who do not want to ride motorcycles, so the union wants to investigate five day delivery with a mixture of motorcycles, electric bikes, cycling, walking and motor vehicle assisted rounds.

Reducing to three day delivery will see many hundreds of jobs lost. However the PWUA believes that the reduced service will trigger a further loss of mail volume, more mail volume lost to private mail companies and see even further job losses.

As well as maintaining a better mail service the PWUA's proposal would prevent some jobs being lost, but the

union still expects some redundancies.

At the 2011 wage negotiations Post had used its stated intention to free up more money for reinvestment to defend its zero wage increase that year. The PWUA will also be asking Post to provide details of its extra investment in the postal service following the 2011 negotiations.

As a first step the Postal Workers Union wants to set up a joint working party with New Zealand Post.

The union wants to be sure that every option for maintaining a daily mail delivery service has been fully investigated. In seeking an amendment to the Deed of Understanding with the Government, Post had not attempted to regain the 10% of mail volume lost to private mail companies under the Postal Services Act.

The PWUA is also seeking political party support for changes to the State Owned Enterprises Act to give a greater emphasis on the interests of the community while remaining profitable and efficient. Hence the Postal Workers Union's proposal for an increase in the number of motorcycle delivery rounds.

## Laughing in the AMSC carpark no laughing matter

In a recent Employment Relations Authority decision a mail officer at the Auckland Mail Service Centre (Highbrook) has had a final written warning overturned and has been paid compensation by Post for unjustified disadvantage.

The worker was issued with the warning for staying in the Mail Centre carpark after work on a Saturday morning "talking and laughing" with workmates.

The NZ Post manager and HR determined that this constituted disorderly conduct.

In the CEA disorderly conduct is specifically listed as minor misconduct. However NZ Post felt that its allegation was so serious it warranted escalation to

serious misconduct and all five mail centre workers present were issued final written warnings.

The PWUA member in this group didn't agree with the warning and took the company to the Employment Relations Authority.

Post argued that the potential damage to the company's reputation made the event serious.

The PWUA on behalf of its member argued that "talking and laughing" in the company carpark did not constitute disorderly conduct but even if it did then it was at the very minor end of the scale.

The ERA agreed with the PWUA and determined in the worker's favour.

## Post deliberately slowing mail delivery

"That's the way it is and times have changed" is the reason Post management has given to mail centre staff who have objected to the deliberate delay in the despatching of standard mail.

Post has abandoned its next day delivery service - even though some cross-town mail could be tied down and despatched from the mail centres, it is being delayed for 24 hours.

Posties could expect to face a disciplinary process if they were found to have deliberately delayed the delivery of mail items.

## Royal Mail sold off — UK postal workers prepare for CEA strike

Against the strong opposition of the 204,000 member Communications Workers Union the British Government has sold Royal Mail.

CWU members are planning to strike on 4 November over their collective employment agreement with a one day all-out strike. The union is also balloting members to boycott their competitors' mail.

The CWU is also concerned about how Royal Mail Group will operate as a private entity.

They want no further break-up of the company, no franchising of individual offices or delivery rounds, no introduction of a cheaper workforce on two-tier terms and conditions and no part time industry.

More information is on the union's website at [www.cwu.org](http://www.cwu.org)

Come on Jess, we're going down to the picket line ...



## PPM brings pay cuts for some posties

Some posties have seen a cut in take-home pay of up to 10% following the introduction of the Postie Pay Model (PPM).

The reduced income has shown up for posties working above the company's expected rate of BS75 but working at less than BS82 which is used to calculate posties' pay under PPM.

Several factors under PPM have caused the reduction:

- Payment for excess hours only applies over a full week. Before PPM a postie could earn overtime on heavy mail days while still finishing within their rostered hours on other days of the week. Under PPM the total hours worked during the week have to exceed rostered hours before the additional excess hours payment is made.
- Excess hours under PPM are paid at a fixed rate of \$20.94 which is less than the time and a half rate before PPM.
- Meal allowances are only paid under PPM if the postie is required to work more than 10 hours of calculated workload at BS82 on any one day.

Before PPM posties were paid a meal allowance if they worked more than 7 hours 30 minutes.

- Workload under PPM is calculated at BS82 so posties working at the internationally accepted safe standard work rate of BS75 spend about three hours per week working which they are not paid for under PPM but were paid for before PPM.

The pay reduction for these posties is greatest when the mail volume is heaviest. In a recent very heavy week a postie who worked at an average of BS77 over the week was paid 15.5% less under PPM than they would have earned under the old pay system.

The union continues to work to increase the accuracy of the Work Measurement System. In some cases the pay cuts may be corrected by improved WMS accuracy.

Under the old time-based pay system faster posties were disadvantaged because they rarely earned any overtime. Under PPM it is the moderately paced posties who are disadvantaged.

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## Ongoing studies for CBD delivery times

The last branches to change to PPM have been CBD branches where there have been issues with the accuracy of work measurement for walking posties.

A more accurate time standard has already been devised for CBD rounds with heavy box mark-ups.

Studies of the application of the Work Measurement System continue for two other issues - the opening and closing of doors and congestion in CBD areas.

One Lower Hutt postie counted 100 doors to be opened and closed twice for each single delivery, significantly reducing the speed between delivery points.

In the interim, 5 seconds per door has been allocated to rounds with at least 36 doors. The CBD round in North City has already had the new times allocated.

CBD pedestrian congestion was measured at Newmarket in Auckland.

On the least congested day the walking speed was slowed by 4 minutes.

Congestion includes pedestrian traffic, manoeuvring through confined spaces and opening and closing doors.

## Cards to call -- PWUA raises process and pay

Until the PWUA raised its concern with the company, Post did not have a process for recording the measured time for cards to call which are filled out on delivery.

Post has now issued an instruction that until the matter is resolved in Postie Pay Model meetings, posties should record on their docketts any cards to call written out on delivery.

These cards should not be written on the whiteboard as there would be no record of the postie attempting delivery and they would then not be paid for that activity.

Cards filled out at the branch before delivery when the postie knows delivery

is not possible to a particular delivery point are already allocated 52.88 seconds. These times are already being paid for.

At first the company was incorrect in wanting to pay for only four or more outside cards to call on any one day believing that 'anomalies' which take less than 3% of total working time do not have to be paid for.

However every card to call for a registered item or parcel which is filled out while on delivery is a specifically measured activity under the Work Measurement System and must have a process for being recorded so that posties can be correctly paid.

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### POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)

PO Box 95211 Swanson Auckland 0653

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.