

Post tells the PWUA of the company's CEA 'wishlist'

The company has provided the PWUA with some of the changes Post wants to put forward during the negotiations for the next Collective Employment Agreement.

The current CEA expires on 31 March. Negotiations for a new CEA will be held during a series of meetings in March.

Post's claims are based on the changes it wants to make next year for Processing Innovation (see story below) and the Integrated Delivery of mail and parcels.

The PWUA will be putting forward its own claims gathered from union members around the country over the coming months.

For Integrated Delivery Post wants to introduce new rosters to maximise the time that electric vehicles are used on delivery.

The roster being considered by the company would see posties working 9

hours a day 4 days a week. This type of roster with the extra days off may be attractive to many posties but to prevent work blowing out to 10 or 11 hours a day the union would want overtime to be voluntary and not mandatory.

The company also wants a drivers licence as a condition of employment.

For mail processing the company wants a standard 40 hour week for fulltime employees, reducing the night rate to \$2.97 an hour and removing the paid mail break and some "historical allowances".

The PWUA believes the next CEA negotiations will be the most important for many years.

The PWUA is encouraging all employees to be union members so that union members will be in the strongest possible negotiating position.

PWUA feedback on "Processing Innovation"

In its response to Post's request for feedback on the company's plan for "Processing Innovation" the PWUA believes that not only the number of jobs will fall but also that the quality of some of the remaining jobs in the mail centres will suffer.

The result of Processing Innovation - the increased automation in the mail centres - would see most of the posties' mail machine sequenced into delivery order.

Posties would spend much less time sorting mail and more time out on delivery. The New Plymouth "IDA" pilot has been testing the suitability of

electric vehicles for delivering mail and courier parcels.

The company says two projects must go hand in hand - "Processing Innovation" sequence sorting mail, and "Integrated Delivery Agents" to replace cycles, some walking rounds and most courier vans with mid range electric vehicles.

The PWUA is concerned that posties would have to deliver their mail in the sequence predetermined by the sorting machines. Posties would have much less flexibility to change delivery order for cut ups, mail volumes, and the weather.

CEA pay rise for Datam takes too long

Although a new Collective Employment Agreement with NZ Post subsidiary Datam was agreed to in September, the union is concerned about the length of time taken to pass the 2% pay increase on to the union members at Datam.

Datam has now written to the members explaining that the pay raise will come into effect on 17 December. At the same time union members will get three months back pay to 10 September.

PWUA and E tū agree to bargain CEA together

Both the PWUA and E tū (previously EPMU) have entered into an agreement to bargain together for the next Collective Employment Agreements.

Each union will bring forward its claims which will be consolidated as a single log of claims for the joint negotiations in March.

The next Redback will provide more details and will also be calling for claims from members for the new CEA.

PWUA concern about Board approval of "IDA"

The management has told the PWUA that they were not consulting with the unions about the Integrated Delivery Agent ("IDA") programme. However Post says in its team brief of 1 December that the company will be "working closely with the unions" on the roll out of the integrated delivery of mail and parcels.

The PWUA is concerned that the senior management's report to Post's Board to gain approval for Integrated Delivery may have been based on insufficient evidence. (See also stories on Processing Innovation and New Plymouth's "IDA" in this Redback).

Post did not agree to a PWUA request for a copy of the Network Working Group's report to the NZ Post Board or to be present to answer questions at last month's Board meeting.

Meanwhile posties in many parts of the country continue to struggle with the heavy workloads and staff shortages resulting from Alternate Day Delivery.

The PWUA is concerned that the situation may well continue under "IDA".

Post identifies "pain points" and invites solutions

Senior managers told the PWUA that following the introduction of Alternate Day Delivery they had identified a number of "pain points" which they have agreed to share with the PWUA.

Examples of "pain" given by the PWUA to the senior management included:

- Inaccuracies in the Work Measurement System with posties "working for nothing".
- A feeling of despair among posties that the problems would never be fixed.
- Frustrated posties leaving the job and adding to the existing "pain" of understaffing.
- Considerable delays in replacing posties who leave the job.

The PWUA proposed a remedy in response to the senior management's request for ideas to resolve the problems: "Pay posties either their calculated workload or their actual working time - whichever is the greater."

The PWUA awaits a response.

PWUA wants action on New Plymouth's "IDA"

At a meeting in New Plymouth on 9 December the PWUA will be tabling a number of issues which have arisen during the pilot of "IDA" - Integrated Delivery Agents.

New Plymouth posties were positive in agreeing to join the pilot programme to deliver all mail and up to 80% of courier parcels on electric mid range vehicles. However the PWUA is not happy that a number of the problems which have arisen have not yet been resolved.

- Post is trying to have the "IDA" posties lift, load and deliver items weighing up to 25kgs "because this is the weight limit for couriers". However the company is in breach of consultation clauses A17 and A19 of the Collective Employment Agreement by simply imposing a 25 kg weight requirement on posties.
- There has been a long delay in having the rounds resized. Although the posties are being paid for actual hours on delivery they do not know what the final round sizes will be. Posties have been working much longer hours than they agreed to at

the beginning of the pilot. As in many places, Post is having problems hiring new posties, or getting them to stay.

- Health and safety issues have arisen with the vehicles - two injuries and a number of "tipping" incidents with the 3 wheel Kyburz and some problems with the seat, steering and braking lever of the 4 wheel Paxster.
- The CEO has overridden his management and decided on the label "agent". The PWUA does not agree that the "IDA" postie job be renamed without consultation and agreement.

Post had also breached the consultation clause of the CEA by trying to force through a requirement that posties answer Call Centre enquiries about parcels and registered items after work - until 5pm each day.

The unions have since made a temporary agreement with Post for the voluntary answering of calls until the negotiations of a new CEA in March.

The PWUA wants significant progress on "IDA" issues at the New Plymouth meeting before Post attempts to take its "IDA" model to other postie branches.

Postal Workers Union of Aotearoa

(Northern)

(pwa.union@ihug.co.nz)

Office: (09) 832 7982
Organiser: 021 798 244
Freephone: 0800 224 611

(Southern)

(pwu@tradeshall.org.nz)

Wellington: (04) 385 8264
Freephone: 0800 469 798
Central North Island: (06) 952 3738
Nelson: 0800 469 798
Canterbury: (03) 942 8370
Otago: (03) 455 4823
Southland: (03) 455 4823

Some posties owed training allowance backpay

Post has agreed that some posties are owed money for the "unsupported training allowance".

Clauses N23 to N27 of the CEA relate to the minimum guaranteed weekly income.

The training allowance is listed separately as an "additional allowance" in clause N46. \$21.11 is to be paid where an employee without training support is required to sort and/or deliver a full round they have not sorted/delivered before.

Where posties had not worked their calculated rostered hours Post was taking the training allowance to make up their weekly pay.

The PWUA has never been happy that overflow bag payments are absorbed to make up weekly earnings although the company has the right to do so under the CEA.

Although a date has yet to be set Post will be backpaying posties who lost their training allowance to make up their weekly pay.

Senior management's Tiki Tour "censored"

Before the arrival of the senior management "Tiki Tour" in October some Post employees were told not to raise Alternate Day Delivery or "business as usual" issues with the visitors and that they were not to be "negative".

When the issue of management censorship of what could be discussed was raised by the PWUA at a national level meeting the senior managers denied any such instruction had been given. They said there had been good "robust" discussions at some meetings.

However the team briefs about what not to talk about were not withdrawn.

The Tiki Tour was cancelled at one branch - some posties believe the local management did not want their problems of short staffing, long hours and heavy workloads being raised with senior management.

The PWUA believes the value of senior management's "Tiki Tour" has been undermined by an instruction censoring what its employees may have wanted to talk about.

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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.