

Two year Post wage offer only \$500 and 1%

Better wage deal possible – if both unions vote “No”

The PWUA believes that an improved wage offer from Post can be achieved if the members of both the PWUA and EPMU return a majority “no” vote at the up-coming ratification meetings.

At the last of the bargaining sessions earlier this month Post did not increase its initial offer of a one-off payment of \$500 this year and a 1% wage increase in July next year.

Both unions are now taking Post's settlement offer for a new Collective Employment Agreement to meetings of union members through-out the country.

The current CEA does not expire until 30 June. However if a new CEA is not ratified before 30 June employees would remain on their current wages and conditions until a new CEA is ratified.

The EPMU and PWUA both voting “no” would create the strongest bargaining position union members at Post have had since the PWUA began

representing Post employees in 1994 and the EPMU in 1995.

The PWUA has proposed to the EPMU that if the two unions voted “no”, a further bargaining session with Post could see representatives of both unions sitting side by side at the negotiations table for the first time.

These negotiations are the first time that efforts by both the PWUA and EPMU have prevented Post from getting any clawbacks at CEA negotiations.

The PWUA believes there are now more opportunities to build on the successes of the PWUA and EPMU working together as they have on the Postie Pay Model. Following the PWUA success in the Court of Appeal the PWUA and EPMU are now working together on the RDP back pay issue. (See adjacent column.)

Meetings to hold ratification votes at each site will begin next week.

Process begins for RDP backpay

Following the PWUA's victory in the Court of Appeal Post has begun the preparation for the calculations of Relevant Daily Pay backpay for around 21,000 present and past employees expected to be paid out in mid-2014.

Post has been consulting with the unions including about which allowances and payments are to be included in the backpay.

Relevant Daily Pay is the amount that must be paid for sick and bereavement leave, public holidays, education leave and lieu days.

Since 2004 Post had been paying less than required by the Holidays Act.

Some employees of Post subsidiaries Datam and Convergica will also be entitled to RDP backpay.

Drug testing problems

Post agrees with the PWUA about the problems of urine testing not necessarily detecting impairment. However Post says that saliva testing has also been known to produce false negative and false positive results.

Post and the PWUA have agreed to investigate the possibility of using more reliable tests for impairment if and when they become available.

Post points out error in EPMU settlement

Post agreed to the PWUA claim for the postie “buddy” training allowance to be increased from \$11 a day to \$21 a day for the first week of training.

However when Post offered the PWUA claim to the EPMU, the company made an error in the wording of the EPMU “terms of settlement” which has been posted on EPMU noticeboards.

Post says the words “for the first week” were omitted from the EPMU terms of settlement and Post will be moving to correct the error.

No clawbacks at CEA negotiations

Post withdrew all its clawback claims during the Collective Employment Agreement negotiations this month. Workers at the mail centres would have been the most seriously affected if the company had been successful in its claims:

- To remove the 30 minute paid break for mail centre employees
- To remove the 37% allowance on the base rate for night work.
- To remove the sixth shift allowance for all new employees.

The unions were also successful in preventing the company from “grand-parenting” the payments by which they would have kept them for existing staff and not paid them to new staff.

Post also withdrew its claim to change from weekly to fortnightly pays.

A report on the outcome of PWUA and Post claims will be provided at the PWUA ratification meetings.

6th shift and super not fair for all

The sixth shift allowance has been “rolled into” the hourly rate for PPM posties and is part of their base rate. However team leaders, delivery support and non PPM posties are at a disadvantage because they do not always qualify for a sixth shift allowance. Also some small branches may never go into PPM.

Although the unions were not successful in preventing the two groups of workers getting different entitlements, Post agreed to “commit to discuss the relevance of the “rolled up” PPM rate to Delivery Support and Team Leader roles”.

The same group of workers is disadvantaged by having their company super contributions based on their hourly rate without allowances, while PPM workers have a larger company super contribution because their hourly rate includes the sixth shift allowance.

Some errors in "speed of travel"?

Post has recently changed the "speed of travel" time allowed for all cycling rounds. However the extra time required for riding on grass and for delivering to "clusters" of mail boxes may not have been inputted in the round sizing of all cycling rounds. The result is that some of the work on some rounds may not be captured under the WMS.

Sorting on delivery for the first box of a cluster is done while riding to the cluster. However every box after the first box must be sorted and delivered while stationary at the delivery point.

The new time standard provides for two or more letterboxes each within two metres of each other to form a "cluster". The previous time allocation required a cluster of three letterboxes before more time was allocated.

The time for two letterboxes does not appear to have been entered into all the round profiles meaning that the round size is actually longer than currently calculated and the extra time under PPM is not being paid for.

The PWUA wants assurance from Post that the measurements have been correctly made and also correctly inputted.

Unavoidable cycling on grass verges is also given more time under the speed of travel changes. But the union has been told that extra time for riding on grass has been allowed for only 7 months of the year, from April to October.

The work measurement studies on grass verges were carried out in both summer and winter and while the extra delivery time was longer in winter (45 seconds per 200 metres) extra time was also taken in summer (11 seconds per 200 metres).

Post has agreed that an urgent Work Measurement Forum meeting is needed where the PWUA will further pursue the speed of travel on grass verges.

The Work Measurement Forum will also be taking up the issue of the time allowed for e-bikes and e-bikes with trailers, including the extra effort required when batteries go flat.

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Work measurement problems at SDA pilot sites

Following the introduction of the new "speed of travel" changes to the Work Measurement System posties on e-bikes at the SDA pilot sites have noticed big reductions in their calculated hours. Since they are on PPM this has resulted in significant reductions in their pay.

Staff at the branches have repeatedly identified to Post management several issues that slow down their work rate but management appear to have done little to fix these issues.

They include:

- Some e-bike batteries run out of charge before the round is completed.
- Boost buttons on e-bikes sometimes do not work, so posties must push their loaded bikes up hills.

- Scanners needed to deliver tracked items often malfunction.

The PWUA has also notified Post that the time studies conducted by the company on e-bikes and e-bikes with trailers were not conducted under the real conditions that Tauranga posties face. Instead, they were conducted under "simulation" conditions which the PWUA believes may have resulted in misleading results.

These matters will be addressed as a matter of urgency at the Work Measurement Forum.

Meanwhile Post advised PWUA representatives at the conclusion of CEA negotiations that new batteries would be supplied to Tauranga posties urgently.

Unfair mail competition

The PWUA has written to all 121 Members of Parliament seeking support for the PWUA's campaign to end the unfair competition of private mail companies like DX.

Post has asked the Government for changes to the Deed of Understanding to provide for the "flexibility" of every second day delivery at some time in the future.

However in its submission to the Government on any changes to the Deed the PWUA called first for the amendment of clause 17 of the Deed.

Clause 17 effectively provides a subsidy to companies like DX because Post is required to carry that mail which private mail companies decide is unprofitable or impracticable.

DX's unfair advantage has allowed DX to "cherry pick" 5% of the most profitable cross-town and CBD mail from Post.

The PWUA believes removing the unfair competitive advantage given to private mail companies should come before the Government allows any reduction in Post's service to customers.

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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.