

Post misleads new Mail Officers on tests

PWUA members in Mail Centres who pass the Mail Officer test for speed and accuracy are entitled to move up to Grade 2 Step 3. However the management at the Christchurch Mail Centre has issued a statement claiming that "progression from step 1 to Step 2 of Grade 2, and then from Step 2 to Step 3 of Grade 2 is by annual increment only..."

The notice also claims there is a "formatting error" in the PWUA Collective Employment Agreement.

The notice issued by Post is not true. It is a breach of the good faith conduct requirement in the Employment Relations Act for an employer to mislead their employees.

Clause 7, Section L of the PWUA CEA reads "Employees will progress to Grade 2 Step 3, upon successfully passing the Mail Officer test." The clause provides for new Mail Officers to reach Grade 2 Step 3 faster than waiting to complete two years' service.

Post's notice also claims this clause in the PWUA CEA is of no effect "as

there is no 'Mail Officer test'."

The PWUA CEA provision for a Mail Officer to progress to Grade 2 Step 3 upon passing a Mail Officer test was a *company claim* in the 2004 CEA negotiations. It was a completely new provision.

The PWUA agreed to this company claim and accordingly it was placed in the CEA exactly as the company had wanted. Consequently it has not been affected by any reformatting of the CEA.

The PWUA has discussed the "Mail Officer test" with Post on a number of occasions at a national level. The company has never denied that this test exists.

Since this provision came into the PWUA CEA in 2004 a number of PWUA members have progressed to Grade 2 Step 3 after passing the Mail Officer test.

The PWUA will enforce this CEA provision for any Mail Officer covered by the PWUA CEA who is not on Grade 2 step 3 after they have passed the Mail Officer test.

"Cut-ups" review

A review last month by both the PWUA and Post of the new cut-ups payment has brought about a new method of calculating the payments.

A cut-up is the process by which the work of posties who are absent and who have not been replaced by on-calls is divided up amongst the remaining posties.

The PWUA initiated a claim for a cut-up payment based on the principle that it was not fair for posties to do extra work which, if completed within rostered hours, they would not get any extra pay for. Post agreed with the PWUA on this principle.

The payment of a meal allowance for some cut-ups was introduced with the new PWUA/Post Collective Employment Agreement which came into force from 1 July.

For the first three months - July to September - the payments were made to Posties whose own round, when combined with the cut-up, totalled 35 minutes or more extra work above rostered hours for that day.

This was not the preferred option of the PWUA in the CEA negotiations. In practice Post also found that this method of payment discriminated against faster Posties. In last month's review it was agreed to change the criteria for getting the meal allowance cut-up payment to:

If sorting and delivering the mail volume on the postie's own round is calculated (at BS82) on that day to take the full rostered hours or more, and the postie performs a cut-up (sorting and/or delivery), a meal allowance is paid.

The meal allowance is paid no matter what time the postie actually finishes.

Any overtime worked will still be paid in addition, but a postie will not receive two meal allowances for the same day.

PWUA / Post six-monthly meeting

The PWUA and Post met for their six-monthly national level meeting in October. Some items not covered elsewhere in this Redback included:

Lieu Days: The PWUA is to supply Post with any Mail Centre midnight shift workers who have missed out on Lieu Days for Public Holidays.

Regrading posties to grade 3: Post is to provide a reply date to the PWUA's application for a review of the Job Evaluation Committee's decision not to regrade posties to Grade 3.

Toilets for posties on delivery: The company has been asked to formalise the agreements that some posties have to use private or business toilets. The PWUA also wants those who allow posties to use their toilets to be added to the overflow depot Christmas gift list.

Motorcycles on footpaths: The Government is considering a new law to allow Local Authorities to give

permission for motorcycles on delivery to be ridden on footpaths at up to 10kph. The PWUA is concerned that this may lead to Post putting more motorcycles on delivery. Many residents - and also posties - do not feel safe with motorcycles being ridden along footpaths.

Round measurement: Post will look at any specific examples where round measurers have not actually followed posties on delivery.

Hand addressed cards: Many 'oversize' Christmas cards with 50 cent stamps will be returned to sender if Post continues with its present policy of "return to sender, insufficient postage".

The PWUA believes that the use of post and also Post's image will be greatly enhanced if all hand-addressed greetings cards up to C5 were to be charged at 50 cents (fastpost \$1.00).

Post is referring the PWUA proposal to the company's Marketing Team.

Know your CEA!

Higher starting rate for prior work experience

"Commencing Rates" in Section L of the PWUA Collective Employment Agreement provides for a higher starting rate for workers with "relevant work experience".

The PWUA has won a case in the Employment Relations Authority for two posties with prior "relevant work experience" who were denied a higher starting grade. They have now been paid backpay.

Workers with not less than 12 months' previous "relevant work experience" are entitled to start on Grade 2 Step 2 of the PWUA CEA.

New employees start on Grade 2 Step 3 if their previous "relevant" work experience includes 2 years or more with Post.

In the case of two Rotorua posties the company argued unsuccessfully that "relevant" meant within the past five years. However the Authority pointed out that there was no time limit in the CEA and Post could not apply its own erroneous interpretation to a clearly worded clause in the CEA.

Post has stated that it will not try to identify which of its employees have been re-employed on the wrong starting rate.

Any employees who are unsure if they have been paid the correct starting rate should take the matter up in the first instance with their team leader.

If the matter is not resolved they can contact the PWUA at one of the addresses above.

Delivery on Christmas and New Year Saturdays

In February the PWUA raised the matter of Saturday delivery for this Christmas and New Year.

Last month the PWUA was told that the company had done a detailed analysis of the issues, including its obligations under the Memorandum of Understanding with the Government, and finally decided to go ahead with deliveries on Saturday 27 December and Saturday 3 January.

The PWUA has invited the company to be part of a joint PWUA / Post delegation to the Minister of State Owned Enterprises to seek appropriate changes to the Memorandum between the Government and Post to provide for up to six Saturdays a year to be non-delivery Saturdays.

Relevant Daily Pay

Post has acknowledged that it faces a liability of up to \$1.2million in backpay to employees who have been underpaid for public holidays, sick and bereavement leave, and lieu days since 2004.

The legal action filed by the PWUA to get the correct payment for its members will return to mediation on 5 November. Post has said that it intends soon to install new computer software to pay employees correctly for these types of leave in future.

Post indicated that the new software may be capable of calculating the correct amount of backpay owed to each employee, but that the company cannot afford to pay all the backpay to all employees "in one go".

Postal Workers Union of Aotearoa

(Northern)

(pwua@unite.org.nz)

Office: (09) 845 2132
Freephone: 0800 224 611
Auckland: (09) 846 9452
Waikato/BOP: 0800 286 483

(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) 366 4177
Otago: (03) 455 4823
Southland: (03) 455 4823

PWUA fee up from \$4.00 to \$4.16

The PWUA membership fee has remained at \$4.00 for 14 years. However recent steep cost increases including in postage and petrol have required a review of the fee.

Following voting on a union fee increase at this year's Collective Employment Agreement ratification meetings, the union fee for PWUA members will now move in line with each wage increase.

The new CEA provides for a 4% wage increase from 1 July this year. Consequently the union fee will move up 4% from \$4.00 a week to \$4.16 a week for fulltimers.

From the pay week beginning 2 November the following fees changes will apply for PWUA members:

From \$4.00 to \$4.16
From \$3.00 to \$3.12
From \$2.00 to \$2.08.

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POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)

14 Ahiriri Ave, Avondale, Auckland 0600

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

Home Phone

Deduction Authority for
Postal Workers Union of Aotearoa (Northern)

I authorise my employer to deduct

\$4.16 per week when I am employed for 30 or more hours per week, or

\$2.08 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.