

## PWUA collecting "claims" from union members for new CEA

A series of union meetings beginning this month signal the preparations for the negotiations of a new Collective Employment Agreement.

The current CEA expires on 31 March. Negotiations for the new CEA begin on 1 March.

In a major development the two unions will be bargaining as a combined unions team - the PWUA and E tū - to significantly improve the bargaining strength of union members.

Employees at Post will need all the bargaining strength that can be mustered to face the company's programme of "Integrated Delivery" (using electric vehicles to carry mail and most of the courier parcels) and Processing Innovation (more automation in the mail centres).

The company has already said that clawbacks for mail centre workers are on the negotiations agenda. (See Redback December 2015).

Both the PWUA and E tū will be collecting claims from their own union members. The two unions will then meet to consolidate the claims into one "log of claims" to put before Post

for the negotiations.

PWUA organisers will be bringing around claims forms for union members to put forward improvements they would like to see in the Collective Employment Agreement.

Union members can also use the reverse of this issue of the Redback and then return it to the union address.

Post employees who are not yet union members can fill in the claims form and then fill in the union membership form also on the reverse side of this issue before posting it in. Delegates will have post paid envelopes.

Many union members cannot see why non union employees should be able to benefit from the union negotiations without having made any contribution to the union and its bargaining process. It is the resources provided to the union by the fee paying union members which make the negotiations possible.

One of the union claims this year will be to stop "free loading" - that any non union members wanting the wage increase will either need to join a union or pay a weekly "bargaining fee" equivalent to a union membership fee.

## Illegal blocking of union access in Hawkes Bay

A Post regional manager's instruction to prevent posties being visited by PWUA officials in Napier and Hastings has resulted in the union filing legal proceedings against Post in the Employment Relations Authority.

The PWUA officials enjoy a constructive and mutually respectful relationship with all levels of Post management in Hawkes Bay. However the Wellington based regional manager instructed the local management to block a PWUA official from visiting the Napier and Hastings posties.

Not being satisfied with denying access to the Hawkes bay sites in December, two officials were then denied access to both sites again earlier this month.

Post is in breach of a number of provisions of the Employment Relations Act including:

- Denying access to a worksite by a union official (ERA Section 20)
- Failing to provide written reasons for denying access (ERA Section 20A(3))
- Failing to act in good faith by hanging up on the union official trying to explain to the Wellington based manager that her instruction to deny access was based on incorrect information.

Before a formal Authority hearing the parties are required to try to reach agreement in mediation.

## PWUA gets Board paper on "IDA" under Official Information Act

The PWUA is concerned that the NZ Post Board members may not have had enough accurate or detailed information to be able to make the decision on 26 November to roll out its programme of "Integrated Delivery".

New Plymouth had been selected as the site for a permanent pilot.

The PWUA became increasingly concerned during the later part of last year that there was not enough progress in the New Plymouth pilot and recommended a delay in making the report to the Board. A number of issues remained unresolved by the time the "IDA" report was sent to a Board meeting.

Although the PWUA has been involved throughout the "Integrated Delivery Agent" project the management representatives on the working group refused to provide the PWUA with a copy of the report that

went ahead to the Board on 26 November.

Based on the reports the Board has now recommended the roll out of Integrated Delivery - letters, large flats, AOs and up to 80% of the parcels previously carried by courier van are to be delivered on electric vehicles.

Under the Official Information Act the PWUA has now obtained a copy of the report to the Board.

Large sections of the report have been removed from the copy provided to the union under a provision of the Official Information Act allowing commercially compromising information to be withheld.

Despite the PWUA engaging in 14 full day meetings in 2015 with senior Post management there is not one word about the constructive involvement of the union in the "IDA" programme.

There are also no references to the

union's concerns about the suitability or health and safety problems of the particular vehicle favoured by the company - the four wheel Paxster.

Neither is there any mention of the PWUA challenging the management trying to force weights of up to 25 kgs onto "IDA" posties.

The PWUA remains deeply concerned over the negative effect on "IDA" posties of the proposed 4 day per week roster. Four consecutive days of at least 9.5 hours calculated workload could be both unachievable and unsafe especially when high mail volumes or staff shortages push up calculated workloads.

The PWUA will appeal to the Ombudsman that more of the report to the Board is released to the PWUA so that the union is better able to represent its members during the roll out throughout the country of "Integrated Delivery".

# CLAIMS FORM

## Collective Employment Agreement

### PWUA / NZ Post

The current PWUA Collective Employment Agreement with NZ Post expires on 31 March. Negotiations for the new CEA begin on 1 March.

Union members are invited to send any claims to the Union before 10 February. A claim can be anything that you wish to see changed or improved in the current CEA. Claims will be collated and a merged list of claims will form the basis of the union negotiations.

Union members are invited to send their claims to the box number in the union membership form at the base of this page. Delegates have post paid envelopes.

Post employees not yet union members can fill out this form, fill out the union form below to join the union and give to their delegate or post it themselves to the union.

Claims already being discussed by union members include:

- A pay increase
- No company "clawbacks" from the existing CEA
- Overtime to be voluntary
- Piece rate work not to be included to make up base pay
- Increase in the postie training allowance
- Better annual leave entitlement under the company's proposed new rosters
- A "bargaining agent's fee" to be paid by non union staff wanting the benefit from the CEA increases

I would like to see the following improvement or new matter considered for the log of claims (it would help to provide some reasons):

Claims:.....

.....

.....

Reasons:.....

.....

.....

Name (optional) ..... Branch/worksite.....

Contact number/email (optional) .....

If you are not already a union member please complete the membership form below.

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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.

**Postal Workers Union  
of Aotearoa**

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Organiser 021 798 244

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Nelson: 800 469 798

Canterbury: (03) 942 8370

Otago: (03) 455 4823

Southland: (03) 455 4823

**Wage claims called for  
new Converga CEA**

The 2015 - 2016 PWUA/Converga CEA expires on 31 March.

Union organisers will start visiting sites in the next few weeks to collect wage claims from union members.

A meaningful wage increase and improved higher duties allowances are expected to be high on the list of members' claims.

Dates for the wage negotiations meetings are expected to be set up in the next few weeks.

**Board report includes  
contracting out option**

The quote below from the "IDA" report to the Post Board indicates to the PWUA that Post may use threats of contracting out of postie jobs during the upcoming CEA negotiations. " ... the optimal IDA role should be achievable under an employee or a contractor model. We [Post] will initially seek to achieve this under an employee model but will consider a contractor model in 2017 if this does not prove possible".