

PWUA and Post regular six-monthly meeting in November**Arrears of wages unpaid**

Since Post changed its pay system last July many employees have been owed increasing amounts of money and have been losing confidence in the accuracy of the information on their paysheets.

Backpay owed for incorrect annual leave and allowance payments and incorrect amounts being deducted for superannuation were also raised by the PWUA as on-going problems.

The company freely admitted they were in breach of the Collective Employment Agreement for failing to pay arrears owing within 5 working days.

The PWUA is chasing the company to have the matters resolved urgently and will report progress in group emails to delegates and also in Redback.

Senior Post management had been unaware of problems with information about annual leave and sick pay on paysheets until raised by the PWUA at the joint Post/PWUA six-monthly meeting in November.

Some union members have found that irrespective of the amount of the annual leave that has been approved, only one day shows as "annual leave booking"

at the bottom of their paysheets.

Some other members have found that their sick leave entitlement on their pay sheet has been expressed in fractions of a day.

Other matters discussed at the national meeting with the company were:

- The timetable for the Postie Pay Model.
- Provision of the work measurement process for mail centres.
- Union fee deductions not being reinstated after union members have been on unpaid leave or changed their employment status.
- Round profiles of postie rounds - training for posties to read the profiles and time allocated for checking the profiles.
- Annual leave calculations under PPM.
- On-calls taking annual leave.
- Company problems in trying to recruit posties.
- Natural fibre options becoming available for t-shirts.
- Post's "Lifestyle Survey" and the Privacy Commission.

Members can get further information about the meeting from their union office.

More problems with Mail Centre BUIP

Computer cables not neatly tucked away are the latest problem for workers covered by the Business Unit Incentive Plan (BUIP) at the Christchurch Mail Centre.

The BUIP provides for "incentive" payments which have been imposed by the company without consultation on union members in the mail centres.

Under the 2011/2012 mail centre BUIP the company has included a "5S" criteria for measuring tidiness.

Christchurch mail sorters were not happy to hear at a team brief that their BUIP payments can be adversely affected by areas which are not their responsibility.

The "5S" checklists show that it is the team leaders' responsibilities to keep their work stations tidy.

The Christchurch Mail Centre also has coloured maps to show areas of responsibility for each team. The team leader stations and support offices are blacked out in the maps.

Only an edited summary of the "5S" audit has been read out at team briefs. The PWUA has requested a written

copy of the full Christchurch Mail Centre "5S" audit before considering what action is necessary to ensure that the PWUA members at the Christchurch Mail Centre are treated fairly.

BUIP criteria are required by the BUIP rules to be in areas or activities under the control of the employees covered by the particular BUIP criteria. (Any BUIP payments are made after the end of the company's 30 June 2012 financial year.)

The PWUA has already filed a legal case against Post for its failure to consult with the PWUA in setting the mail centre BUIP criteria last year.

An attempt by the PWUA to reach a settlement with Post at the Mediation Service of the Department of Labour last month was not successful.

The company had earlier ignored an invitation from the PWUA to put forward a proposal as a basis to work toward a solution. (See Redback November 2011.)

The case is expected to be heard in the Employment Relations Authority in Wellington within the next few months.

Court confirms on-call posties don't have to deliver all their mail

When on-call posties reach the end of their *specified* hours for the day they can simply return their remaining mail to the branch and note this on their docket. On-call posties are not obliged to complete their round before they sign off for the day.

This came in a judgement handed down on 13 December 2011 by the Employment Court.

The CEA states, when on-calls are employed for any assignment "... the hours to be worked will be specified before the assignment begins."

The statements by the Court were made as part of a judgement on a case brought by the PWUA on behalf of on-call posties.

The PWUA had sought a directive from the Court that on-calls should be paid the full rostered hours of the permanent postie they were replacing (if they did all of the absent postie's work) rather than a lesser number of paid hours.

However the Court declined to give this directive, stating amongst other things, that the on-call is not obliged to work any overtime or to complete their full round.

Team leaders attending doctor visits

The PWUA has been made aware that some team leaders or managers have been going into doctors consultations against the wishes of their staff.

- NZ Post management do not have the right to go into a doctor's consultation with their staff, unless they have been invited to do so by the staff member concerned.
- The doctor cannot discuss anything about a staff member's sickness or injury with the company, unless the doctor has the consent of the staff member (except as provided for by ACC legislation).
- Staff members have the right to go initially to their own doctor instead of a doctor selected by the company. However once a *work injury* has been diagnosed, the company at its expense can decide which medical professional then treats the injury.

Concern about racial stereotyping at Post

A distinctive "accent" and style of speaking being used by Post in an audio tape in security briefings to staff has been the cause of offence to some employees.

At least one security briefing was also used to tell posties, in what posties considered to be an arrogant and offensive manner, that some of them are thieves.

The audio tape played to staff has a person telling of how they were in jail over a Christmas because they had stolen some mail.

Because it is an audio tape and not a video tape it is not possible to tell if the voice is that of a Maori, a Pacific

Island speaker, or someone imitating their speaking.

Complaints to the PWUA office suggest that the security section of Post appears to have used racial stereotyping in selecting the accent and style of speaking used on the audio tape.

The PWUA has asked for a meeting with the company to listen to the audio tape, to discuss the content of the tape and to hear the company's intentions in making and using such a tape.

The PWUA is very concerned that there has been no reply from Post.

The PWUA has now asked for the immediate suspension of the use of the audio tape in security briefings.

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Round profiles not signed off correctly

The PWUA is concerned that some posties who have had no training in reading round profiles have been required to sign them off when some information may not have been correct.

Correct round sizing is essential to correct pay under the Postie Pay Model.

Some posties have also not been given any additional work time to carefully check information which may have an on-going effect on the pay of posties for years to come.

The PWUA has proposed to Post that:

- Only those posties who have

received training in reading round profiles be given the task.

- That those posties who are checking round profiles are taken off sorting and/or delivery duties for the time necessary to do the profile checking thoroughly.
- That more than one postie checks each profile.

The company has been advised that one postie has already taken seven hours in his own time at home to carefully check through a profile of his own delivery round.

Privacy Commissioner and Post's "Lifestyle Surveys"

Following negative reactions from many citizens and nationwide adverse news media comment the PWUA was concerned about:

- Residents who had taken offence at the content of the survey form.
- Posties who may find themselves trying to defend the company's survey to angry or annoyed residents.
- The adverse effect on the reputation of Post as a trusted and respected postal network.

The PWUA has received two reports written for the Privacy Commissioner in response to Post's 2009 Lifestyle Survey.

The PWUA proposed to Post a joint meeting with the Privacy Commissioner to hear the Commissioner's concerns and recommendations and to eliminate any confusion that may arise from having separate meetings.

Although Post has declined to meet jointly with the Commissioner and is willing to have further discussions with the PWUA, the PWUA will consider proceeding with its own meeting with the Privacy Commissioner.

PWUA proposes recruitment incentives

Post has explained to the PWUA that the recruitment of new staff in some areas has not been successful.

To assist Post in areas where recruitment of new staff is difficult, the PWUA proposed an incentive payment for existing staff to introduce recruits to the company.

For a new employee introduced to

Post and who remained with the company for a minimum period of, for example, three months the existing staff member would be paid a bonus.

If the new employee remains with Post continuously a payment could be made at three, six and twelve months.

The PWUA has yet to receive a response from Post to the proposal.

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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

Phone

Deduction Authority for Postal Workers Union of Aotearoa (Northern)

I authorise my employer to deduct:

\$4.75 per week when I am employed for 30 or more hours per week, or

\$2.40 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.