

93% of PWUA members' vote is "no" — if the EPMU ratification vote is "no"

PWUA ratification process promotes basic union principle: "unity is strength"

The result of the PWUA's "three option" ratification vote for a new Collective Employment Agreement can only be determined after the final EPMU vote is announced. The EPMU result is not expected before the end of July.

The PWUA result - to accept or reject the new CEA - will be formally announced once the EPMU result is declared.

The PWUA's three option ballot paper was based on the basic trade union principle - that "unity is strength":

- If the EPMU vote is a majority "no", the PWUA vote translates to a 93% "no".
- If the EPMU vote is a majority "yes", the PWUA vote translates to a 55% "yes".

An overwhelming 93% of PWUA members have voted to reject the CEA either outright or along with the EPMU, recognising that either the PWUA or the EPMU acting alone are unlikely to make any further improvement to Post's low wage offer.

If each union produces different ratification results Post will continue to

maintain the stronger bargaining hand it held during the CEA negotiations.

Two letters from the PWUA to the EPMU seeking a process to establish interunion cooperation during the negotiations were unanswered.

Two further requests from the PWUA to the EPMU seeking union cooperation during the bargaining process were also not responded to by the EPMU.

If the EPMU votes "no" the PWUA will ask the New Zealand Council of Trade Unions to convene an urgent meeting of representatives of both PWUA and EPMU negotiating teams. The EPMU and PWUA are affiliated members of the NZCTU which itself promotes trade union cooperation.

To ensure that Post can not exploit its advantage, the PWUA will want the NZCTU to assist both unions to meet Post as a united front.

The PWUA is confident that if the two unions enter into bargaining together the result will produce a better outcome for the members of both unions - "unity is strength".

Industrial action plan 'protects' Post

If both the PWUA and EPMU vote to reject the CEA, the PWUA will propose a novel form of industrial action which the PWUA believes 'protects' Post from its current exposure to unfair competition.

The PWUA would discuss with the EPMU a ballot of union members on the question of refusing to process or deliver mail items from DX and other private mail companies.

Union members in the UK have also been campaigning to protect Royal Mail from significant losses of income to private mail operators.

Last month the PWUA wrote to all 121 Members of Parliament seeking support for a campaign to amend clause 17 of the Deed of Understanding.

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

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

Post has estimated that private mail companies have been costing Post over \$30 million a year in lost business.

Without the unfair advantage provided to private mail companies by clause 17 of the Deed of Understanding not only would Post have benefited from an increase in its revenue, but union members may also have benefited - with a higher wage settlement during the CEA negotiations.

Extra time to be allocated for some postie tasks

Extra time may be allowed for cycling posties following the latest meeting of the Work Measurement Forum last week. Some of the issues included: **Speed of Travel:** It appears that new Speed of Travel for cycling posties was introduced into Auckland before all the data on clusters was included.

Many Auckland branches had not recorded clusters as two delivery points, but three.

The greater the number of clusters, the more frequently the Postie has to stop, the slower the speed of travel. There are more clusters if these are defined as two DPs rather than three. This error is to be urgently addressed.

Introducing new standards: To avoid round sizing errors like that of the speed of travel above from arising again a formal process for introducing new standards was agreed. This includes the new standard being tested in a selection of branches - worst affected, best affected and normal - to identify

any problems with the new standard.

Communications to branches must be given to the unions first.

Delivery point type 1C: A new delivery point type 1C has been agreed. The current type 1 A DP time is an average of 'ride by', 'stop sometimes', and 'must stop'. The 1C DP is to be a 'must stop'. This will make delivery time more accurate as rounds with a high number of 'must stops' are disadvantaged by the current 1A averaging formula.

Toilet stop: The fixed time for all personal needs including using toilets is built into all rounds and is 3% of the total work time.

Where there is no toilet stop within a round there will be a new process to ensure extra time is built into delivery to compensate for the extra travel required. The work measurer will ask the team leader to identify the toilets to be used. A calculation will be made of the average additional travel time to be included in the round size.

Mail Centre closures — PWUA taking up compensation issue with Post

Compensation for Mail Centre workers who leave Post for another job before they are made redundant. This is one of the issues the PWUA will be taking up with Post management at a mid August meeting.

A number of mail sorters are expected to leave for other jobs before the closure of Mail Centres. However there is no provision in the CEA for Post to pay any compensation to those mainly long serving employees whose only reason to leave Post is because they have had to find another job before they are formally declared redundant.

Some mail sorters may find themselves new jobs but they also may find themselves in jobs which:

- Are paid at the minimum wage \$13.85.
- Have no guaranteed hours of work.
- Have no CEA protection.
- Have an Individual Employment Agreement with a clause giving the employer the right to "fire at will" - sack employees within the first 90

days of employment without having to give any reason.

At Post's Mail Centre briefings late last month, the company was encouraging the mail sorters to be "looking after each other". However the PWUA believes Post also has a role in people "looking after each other".

The PWUA will be discussing with Post options like the bringing forward of the notice period to provide for the payment of redundancy compensation to those employees leaving before Post makes them redundant.

Another concern is that full-time employees are being faced with only part-time jobs in proposed shift restructuring.

Members are encouraged to contact the union office or to advise their delegate or organiser of other issues that may have arisen for them following Post's announcement of the restructuring and job losses at the Mail Centres.

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PWUA concerned about non-work related injury proposal

Currently if ACC accepts that a Post employee has suffered a non-work related injury then getting workers back on the job is the prime objective of the ACC.

However the PWUA is concerned about Post's proposal to allow Care Advantage - now part of Australian company Gallagher Basset (GBCA) - to take over the management of non-work related injuries. GBCA is Australia's largest "Third Party Claims Administrator".

Unlike ACC's prime objective of returning employees to work, GBCA's prime objective may be to minimise the cost to Post which may include terminating or medically retiring injured workers.

The PWUA considers that ACC should represent the interests of injured workers. However the PWUA is wary that GBCA could act primarily in the interest of Post and GBCA's overseas shareholders.

Pressure on workers to take annual leave

The PWUA has received more reports of union members being pressured to take annual leave.

Annual leave entitlement can be carried over to a following year with the agreement of the employer. The approval can be obtained in writing.

Managers are not allowed to unreasonably withhold consent to approving employees taking annual leave entitlement. Approval once given cannot be reversed.

Post can require an employee to take annual leave only if the employee:

- has had the timing of taking the leave discussed with them
- has been unable to reach an agreement with their manager as to when leave should be taken
- has been given 21 days notice.

A wall calendar displaying annual leave allocation works well in some branches to ensure a more open process for leave applications.

REDBACK is published by the Postal Workers Union of Aotearoa | PO Box 6287, Marion Square, Wellington

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.