

EDITORIAL**NZ Post called on to demonstrate its stated support of union membership**

NZ Post says it greatly values the process of negotiating a Collective Agreement with union members. The company also says it greatly values its engagement with representatives of union members in its "Engagement Forums".

The union provides a structure of employee representation and advocacy that enables the company to engage with its employees (through the union) in a genuine and constructive way.

NZ Post to engage with thousands of employees individually?

Without the union providing the collective employee structure, the company would not be able to engage with its thousands of employees individually:

- to negotiate employment agreements
- to fulfil its legal obligations to consult on policies affecting employees
- on proposed changes to its business operations.

It is the union members who bear the cost of this collective structure by paying their union fees.

The PWUA says the time has come for NZ Post to acknowledge in a meaningful way the benefits that union membership brings to the company by NZ Post incentivising employees to join a union.

Union seeks variation to the Collective Agreement

That is why the PWUA is seeking a variation to the Collective Agreement under clauses B6 to B9 (page 8). The variation would provide a payment from the company to employees who are union members.

Such a union member benefit paid by NZ Post would end the disadvantage that union members carry, and would be a demonstration by NZ Post that what it says about valuing union membership is really true.

Union claim for \$500 per union member per year

Union membership has benefits for both employees and the company. The PWUA says NZ Post needs to take action to match its statements about valuing union membership and the role of unions representing their members.

The PWUA is seeking a payment to union members only, of \$500 gross once a year during each of the three years of the now ratified 2022-2025 Collective Agreement.

Paid breaks increased for DAs

Under the new Collective Agreement (CA) all Delivery Agents who work between 6 hours and 10 hours a day are now entitled to 50 minutes of paid breaks each day.

DAs working 6 days per week (6:17 contracted hours) previously got 30 minutes, DAs working 5 days (7:32 contracted hours) previously got 35 minutes, and DAs working 4 days (9.25 contracted hours) previously got 45 minutes of paid breaks each day.

All are now entitled to 50 minutes of paid breaks each day when working

their contracted hours.

Additional paid breaks now also apply for DAs working overtime.

A DA working more than 10 hours is now entitled to 60 minutes of paid breaks over the course of the day, and a DA working more than 12 hours is entitled to 90 minutes of paid breaks over the course of the day.

Refer to clause C17 of the previous or new Collective Agreement to see the new paid break entitlements.

Note that for DAs, all the 30 minute meal breaks in clause C17 are paid breaks.

Ratification of the Collective Agreement

80% of the PWUA members voted in favour of the ratification of the 2022-2025 Collective Agreement with 20% voting against. Feedback at the meetings was:

The best points:

- a) Significant pay increase for lowest paid employees
- b) No losses of conditions for large groups of employees.

The worst points:

- a) Pay rises below the rate of inflation for Grades 4 to 6
- b) No financial benefit for union members.

NZ Post to trial mail delivery by contractors

The PWUA was shocked to hear this month that NZ Post wants to trial mail being delivered by contract couriers.

The trial aims to establish at what mail volume it becomes cost effective to give all the mail to contract couriers, with no need for DA employees.

As contractors the couriers do not have any rights as employees and absolutely no power to bargain collectively about their contracts with the company.

The experiences of contract couriers demonstrate how NZ Post treats people who do not have the benefit of collective union representation.

The PWUA had already decided to seek a meeting with NZ Post about contract couriers.

The next Redback will focus on how the company treats contract couriers.

PWUA organising petition to Parliament

Concern among NZ Post employees at the deterioration in the quality and reliability of NZ Post's mail service has led the PWUA to develop a petition to Parliament.

The petition is being circulated with this issue of Redback along with a letter explaining how to return the petition forms to the PWUA office.

The PWUA believes that a publicly owned mail delivery network is a critical component in the nation's essential infrastructure.

When the petition is accepted by Parliament then a Parliamentary Select Committee could be tasked to review NZ Post's mail service and make recommendations for the future funding of the mail delivery network.

PWUA members speak up strongly against what they see as NZ Post's attempt to weaken the union

The PWUA has been overwhelmed by emails from union members responding to NZ Post refusing its customary Union Member Benefit by delaying the union's pay increase to non union members.

This year the company has acted to disadvantage fee paying union members by giving the full lump sum backpay won by the union members to employees who have not paid union fees but will enjoy the benefits of the PWUA's organising and negotiating skills.

The following is a selection of the heavy volume of emails from union members in response to NZ Post's decision to refuse a Union Member Benefit:

- Definitely a hidden agenda ... Don't be fooled people ... it will lead us away from being a strong union to picking us off one by one.
- NZ Post have operated in bad faith and undermined the PWUA and all its members. I enjoy my job but have no confidence in NZ Post management.
- Fewer members x \$2.00 each week will save the company money in the long term. Pretty cunning ploy, I'd say.
- I believe its a way to weaken the union.
- Post needs to justify themselves.
- That is not fair for all the union members who pay fees to get a fair deal.
- Its not fair that we do all the work and other get benefits without lifting a finger.
- This makes me feel like opting out of the union knowing I can still reap the benefits for free.
- This is what the company wants ... for union members to get out of the union.
- NZ Post is trying to undermine the

very essence of what the Union is all about and I consider NZ Post's intentions to be unethical.

- Their pay rise should start later, and the difference should be roughly equivalent to 156 weeks x \$5.95. [Three years of union fees.]
- Without our union there probably wouldn't be a union and therefore no pay rise.
- They're going to do it anyway just to piss union members off and weaken membership ... As long as our membership numbers stay solid we stay strong and they know it.
- Stay united PWUA its our only hope for a decent representation against a cunning foe.
- I think its a calculated move by NZ Post to reduce the power of the union.
- After nearly 30 years working for NZ Post and loving my job ... I hope future new employees realise being a union member is an absolute necessity ...
- NZ Post is trying to pull union members out of the union ... all these pay rises are bargained by the union.
- They have made it clear they don't care about mail or staff and now they're giving the middle finger to the union.
- Its quite clear what NZ Post is trying to do with their underhanded techniques.
- Last time we received a pay increase it was paid to union members several months before non-union members. This seems to be a fairer way to operate - and actually saves Post money!
- By not giving any 'advantage' to union members I believe they are hoping to discourage union membership.
- Typical of NZ Post giving the finger to the union. Well myself and other are

giving it back to them.

- This looks like a move from the company to discourage membership.
- The non union members are benefiting from the resources provided by union member dues.
- NZ Post should not be supporting the non union members when the union has paid out and done all the work.
- It is disgusting, unfair and incredibly deceptive. It reflects NZ Post's true nature; their lack of good faith.
- A tactic used in other countries to erode the power of the union. In years to come when membership levels have decreased pay deals will be LOWER - be warned.
- CRAP. You need to bill NZ Post for the cost of the union bargaining on non union members behalf. Thank you all for all your efforts to get the best deal, well done.
- Post's undermining of the union is typical of big boy bully tactics. I know my membership will hold firm because of their tactics to divide and conquer.

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POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)
6A Western Springs Road, Kingsland, Auckland, 1021

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.....Site.....

Department.....Position.....

Home Address.....

Suburb.....City.....Post code.....

Phone.....Email.....

Deduction Authority for Postal Workers Union of Aotearoa (Northern)

I authorise my employer to deduct:

\$5.95 per week when I am employed for 30 or more hours per week, or

\$2.95 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.