

Disagreement within management about company's alternate day delivery proposal

PWUA will be challenging Post's three day delivery agenda at Delivery Working Group

The PWUA does not agree that Post's October announcement of alternate day delivery from July 2015 is in the best interests of Post, mail senders, receivers of mail, or employees.

Already senior managers have contradicted each other about how, when and even whether there would be three day delivery throughout the nation's urban areas.

At one of the recent "Tiki Tour" meetings in Auckland a senior manager said that mail volumes and the amount of private competition in cities like Auckland may lead Post to maintain a six day a week delivery in some areas.

Following Post's public announcement of changes to delivery frequency, the company has reconvened a Delivery Working Group (DWG) with membership from Post, the PWUA and the EPMU. Each of the two unions will have four workplace delegates and two union organisers on the DWG.

The PWUA will be actively challenging Post's current plan for alternate day delivery with PWUA

proposals for five day a week delivery, or the continuation of six day a week delivery.

PWUA workplace delegates on the Delivery Working Group are:

- Michael Hunter, Maungawhau postie
 - Wayne Newsome, Hunters Corner postie
 - John Maynard, Khandallah postie
 - Andy Hepworth, Te Puni postie
- PWUA organisers on the DWG are:
- Graeme Clarke, Advocate Wellington
 - Terri Ann Schlaepfer, Organiser Auckland.

All information from the work of the DWG will come as a joint report from the three parties - Post, the PWUA and the EPMU. The reports will provide information for discussion amongst union members and provide an opportunity for union membership input into the process and work of the DWG.

The PWUA sees the DWG as an important forum in which the unions are consulted and are provided with information to be able to develop an alternative union response to the changing postal environment.

PWUA warned Post about confusion over its 3 day delivery statement

Senior Post management was warned by the PWUA on at least three occasions over the past year that announcing a three day a week delivery 'service' long before it was to be put in place would be the cause of confusion among businesses and householders and would trigger a further loss of mail volume to the competition.

The day before Post board chair Michael Cullen spoke at a major press conference in October the PWUA again explained at a meeting with CEO Brian Roche that a high profile public announcement more than 18 months ahead of any change to delivery was not a good decision.

However Post went ahead with its press conference and the company is now trying to correct the resulting

confusion and negative public response by paying for advertisements in regional and community newspapers throughout the country.

At the same time that Post was publicly announcing its service cuts, private mail company DX Mail was advertising to businesses its cross-town five days a week standard mail service.

In contrast, Post's own advertisements make it clear that the company is not offering any next day service but instead 95% of mail delivered in three days.

The PWUA cannot understand how Post did not foresee the confusion, negative public response and competitor advantage which has resulted from its public statements about Post's reduction in service standards and delivery frequency.

What is really going on in postal delivery?

The PWUA has produced a leaflet to assist posties to respond to questions from families, friends and supporters about Post's recent public statements.

Posties are reminded of the management's instruction that the leaflets are not to be given out while in uniform or in company time.

Extra leaflets are available from pwu@tradeshall.org.nz

A "thank you"

from a postie
for your concern
at this time...

... but what is
really going on with the
postal delivery service?

From July 2015 New Zealand Post says that for most of you NZ Post will be delivering your mail only every second day. NZ Post has already stopped delivering standard mail across towns and cities the next day.

The Postal Workers Union doesn't agree with NZ Post that such a dramatic reduction in services is needed in most declining mail volumes. The Postal Workers Union believes that instead, NZ Post is putting too much emphasis on profits.

Mail volume decline is made worse for NZ Post by a National Government law change in 1998 allowing private mail companies to "cherry pick" for themselves the more profitable business mail for collection, processing and delivery.

This leaflet is for posties to give to their families, friends and supporters. However NZ Post has instructed posties not to distribute the leaflet while in uniform or in company time.

Post "over-servicing"!

Mail Centre workers and posties have reacted strongly against Post holding mail back to prevent standard mail being delivered ahead of a three day delivery standard.

Post says the company has been "over-servicing" its customers who are getting mail delivered next day without having to pay a priority (fastpost) rate.

The PWUA questions why the company's "Raise the bar" and "Go the extra mile" posters are still on workplace walls because they contradict Post's planned reductions in services to its customers.

Relevant Daily Pay backpay due in mid 2014

Post expects to pay out the Relevant Daily Pay (RDP) owed to thousands of its current and previous employees in the middle of next year.

After a series of legal proceedings, the PWUA had finally achieved a victory in the Court of Appeal in October 2012 because the company had been incorrectly calculating RDP since a law change in 2004.

Relevant Daily Pay is the amount that Post should have been paying for public holidays, lieu days, sick and

bereavement leave, education leave and union representation leave.

The PWUA has been in consultation and information meetings with Post as the company works through the huge job of correcting every leave day of every employee that should have attracted Relevant Daily Pay - up to 30,000 past and present employees.

Arrears will be calculated back to April 2004. Employees will be given a detailed breakdown of each of the leave days that has been corrected.

Meeting on Mail Centre "Work Measurement"

At the last six monthly national level meeting with the PWUA Post agreed to a meeting with the union in February or early March to discuss the PWUA's concern about how the "work rate" of mail centre workers is measured. The PWUA is not satisfied that the company's present "monitoring and resourcing system" is a fair method of assessing employee performance and work rate expectations.

The PWUA wants to ensure that any work rate required of mail sorters meets internationally recognised work

measurement requirements for effort rating and has the agreement of the union.

Other matters discussed at the six monthly meeting included:

- Excessive mandatory cut-ups in some branches to be reported by Post to the PWUA.
- "Spikes" in mail volumes to delivery branches adversely affecting posties' work loads.
- The hazards of cars coming out of driveways.
- "Feet checks" are not compulsory.
- A standard for suitable letterboxes.

The Grinch turns up at Converga negotiations

Post's subsidiary company Converga has offered a 2% wage increase in the current negotiations for a new Collective Employment Agreement but not until March 2014.

Converga's staff work in "in-house" mail rooms in banks and other businesses.

Converga also wants to scrap service related pay increases to be replaced

by a performance based pay system.

Converga itself expects very few of their employees would reach a "score" of 6 or 7 in an individual annual review to gain the extra 2.5% on their hourly rate - currently as low as \$14.15.

The PWUA is giving Converga's business clients an appropriate Christmas card featuring the Grinch.

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Not much cheer for some Converga workers

Only a few weeks before Christmas NZ Post subsidiary Converga has pulled the rug out from under some of its employees in the mail room at BNZ's Quay Park site in Auckland.

The workers were called to a meeting and told that their jobs would be disestablished within three weeks.

Converga told the PWUA that the timing of the job changes at Christmas was dictated by its client, the BNZ.

With very few redeployment opportunities available at this time of the year Christmas and the New Year looks bleak for these workers.

PWUA gets errors for Datam staff corrected

Post subsidiary Datam left out some of the terms and conditions that staff coming across from private company Moore Gallagher were entitled to.

New letters have now been issued to the staff which include their entitlements.

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



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.