

PWUA MEMBERS' UPDATE!

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E tū has sought a delay to bargaining

On 26th January the PWUA was told by NZ Post that E tū had asked NZ Post for a delay to the Collective Agreement wage negotiations. The PWUA was surprised by this as it had not been notified by E tū that it wished to delay wage negotiations.

The PWUA told NZ Post and E tū of important matters that needed to be considered:

- With national inflation running at about 6%, and probably effectively 10% or more for low-paid workers, PWUA members could not afford any delay in receiving overdue pay increases.
- All organisations, whether they be companies or unions or anything else, needed to adapt to the current Covid environment and embrace new ways to keep their organisations functioning over the unknown length of time that Covid may be around. It was not OK to say that employees could not get a pay increase until Covid was behind us.
- The PWUA had adapted to Covid and had arranged for new ways for member involvement and democratic processes to function by using electronic technology (such as video conferences) so that wage negotiations would not be delayed.

It became clear in discussions that E tū would not be ready for wage negotiations in March 2022 using electronic technology.

PWUA officials, having considered all the matters, decided that the benefits of delaying negotiations and bargaining with E tū (so all the workers were on the same team) for substantial pay rises to the Living Wage and higher outweighed the alternative of split negotiations, which would likely result in a worse outcome for all workers.

So, in response to E tū's request for a delay in wage negotiations, the PWUA decided it would agree to a fixed three month delay, no longer, and on the proviso that NZ Post paid an interim wage rise to all employees effective from 1 April 2022.

NZ Post agreed to the 3 month time frame, and undertook to give an interim 3% wage rise to all employees from 1 April. Additional % wage rises achieved in negotiations will likely be backdated to 1 April 2022 for union members only.

Wage negotiations are now delayed by three months and are scheduled to begin on 25th May 2022.