

*Post expects to return to profit next year after this year's reported loss*

## The PWUA supports positive future options for Postal Delivery

Posties on e-bikes with trailers who would be using the "green" way to deliver parcels and mail to the NZ public. This is part of the environmentally-friendly, customer-friendly and worker-friendly future the PWUA sees for NZ Post.

The results of the PPM (Postie Pay Model) and RLM (Residential Last Mile) trials carried out in Post's delivery branches have laid out the prospect of a positive future for the postal delivery network, for Post employees and for the New Zealand public.

Although Post's annual financial report showed a loss, the main causes were an unsuccessful parcel venture business in Australia and the losses

related to the Christchurch earthquake.

While many overseas postal operators are reducing their services and turning towards privatisation, NZ Post and the PWUA have been working co-operatively (also with the EPMU) to create the opportunity for a growing Postal Delivery network characterised by:

- More posties riding rechargeable battery-assisted e-bikes some with trailers, delivering almost all the parcels as well as the mail
- Posties choosing and managing their own workload and income (now possible under PPM)
- Better remuneration for Team

Leaders, to more fairly reflect their role, skills and responsibilities

- Retaining an extensive network of Post Shops allowing all communities to have continued access to Post's services
- A continuing and growing profitability for Post's Delivery network
- The retention of Post as a wholly government-owned State Owned Enterprise, so that profits and an on-going dividend stream are retained.

The Board of Directors of Post, the Minister of SOEs and the Minister of Finance have the responsibility for delivering this positive future which will be actively supported by the PWUA.

### PWUA/Post national meeting agenda items

Some of the items discussed in July:

- **E-bikes and walk bags:** A company presentation about e-bikes, trailers, and new walk bags with larger outside pockets.
- **Natural fibre uniform:** In response to PWUA concerns about the lack of natural fibre uniforms a bamboo product is being used in the fabric.
- **Redesigned shorts and base layer:** Shorts more suitable for women and a warmer base layer.
- **Old uniform:** Post has not issued any instructions that only the latest issue of uniform is to be worn by posties.
- **C-motor payments:** In the future Post is expecting to rely on the use

of posties' private motor vehicles to carry out piece-rated delivery work (including overflow bags and parcels). The PWUA believes that posties who are required to provide a car as a condition of their employment should be paid the c-motor allowance from their homes, to the branch, out to the round, any extra distance to deliver items, and also the return distance home.

- **Street receiver locations:** A Red Hot idea has been submitted by the PWUA that, along with the location of Post Shops, the location of street receivers should be shown on Post's website to assist customers.

### Ban on baseball caps in Mail Centre challenged

The PWUA organiser visiting the Wellington Mail Centre has advised union members that mail sorters do not have to remove their baseball caps at work.

Some mail sorters wear baseball caps to shade their eyes from the overhead lighting which provides the required level of lighting for their workstations. There are posties who wear caps while sorting mail for the

same reason.

Mail sorters had been told that the wearing of baseball caps prevented their faces being seen clearly on security camera footage. However Post's own up-dated draft "House Rules" only ban caps with "gang related messages".

Any members being required to remove baseball caps at work should contact their delegate or local union office.

### New Converga CEA

A new CEA has been ratified by PWUA members employed by Post's subsidiary company, Converga. Features of the new CEA include:

- 15 month term from 1 July 2011
- 2% pay increase from 1 July
- New rates paid on 15 September and backdated to 1 July
- Additional pay increase for members who complete 3 years' service
- A higher responsibility allowance of \$1 per hour when a member works on tasks one grade above their own
- Sick leave increased to 7 days per year for 5-day employees.

### Signing "House Rules"

The PWUA is advising members that they are not required to sign workplace House Rules.

Any documents that need to be signed can be signed by the union on behalf of members with the agreement of the union members concerned.

It is the same with the Collective Employment Agreement - union members are not required to individually sign the CEA. After the union members have voted in the ratification process, the PWUA signs the CEA on behalf of members.

## "Fishing expedition" causes unnecessary stress

Letters from Post management alleging misconduct and calling a union member to a meeting are seen by the PWUA as enabling Post to use the meeting as a "fishing expedition".

The possible outcomes listed in the letters from management include "dismissal" when in most cases it is clear from the particular allegation that dismissal is not an option available to the company under the Collective Employment Agreement.

Post's response to the PWUA's concern is that other more serious information may become apparent during the interview with the union member concerned.

The PWUA expects that in the event of more serious conduct being revealed the company is then free to issue a further letter about any new allegation.

Members have suffered unnecessary

anxiety and stress about the possible loss of their jobs when they have been called to a meeting to investigate what may be a first example of only "minor misconduct". (See page 51 of the CEA.)

The PWUA has advised Post that if the company wants to use template letters, then separate template letters should be created - one letter for a minor misconduct situation, and another letter for a serious misconduct situation.

Union members are then not faced with the stress of worrying about losing their jobs for minor misconduct which, unless it is an example of repeated misconduct, will not result in dismissal.

If Post's letter creates a "dis-advantage by some unjustifiable action by the employer" (Clause J3 PWUA CEA page 55) a member would be entitled to take a "personal grievance" action against Post.

## From bike to motorcycle - not enough training

Those posties changing to motor cycles from bicycles for the first time have on occasions been given only three days' training.

The national PWUA delegates meeting last month heard examples of posties who did not feel safe doing motorcycle delivery for the first time until having had the opportunity to ride the round with a trainer for a full week.

The PWUA has written to Post asking that the company issue a directive to branch leadership that while three days' training is acceptable for motorcycle posties changing to a new round, at least one week's training is necessary where the postie is changing to motorcycle delivery for the first time.

## Trial of wraparound sunnies over glasses

A group of PWUA posties who wear prescription glasses have volunteered to trial new wraparound style sunglasses which would fit over their everyday glasses.

At this year's Collective Employment Agreement negotiations the PWUA had raised the problem for those posties who wear prescription glasses everyday and who do not have suitable sun protection on issue from Post.

The new sunglasses which are due for international release in Germany are expected to be lighter and more suitable than the large "clunky" sunglasses available at present.

The postie volunteers will be contacted once the new style sun glasses are available to Post for trials.

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## Two magazines in one wrapper - an AO?

Posties have been asking whether two magazines coming in one wrapper should be counted as either one or two large flats or as an AO.

Posties have to stop and put some of the double magazines into the milk boxes.

According to the Terms of Settlement of the PWUA Collective Employment Agreement the "standard dimensions" of all mail items should be contained in the Work Measurement System Operating Manual.

At the July PWUA/Post National Meeting Post management undertook "to follow up" after the PWUA raised the lack of standard dimensions for mail items.

Until the standard dimensions of letters, large flats and AOs are agreed upon between the union and the company then two magazines in one wrapper may, depending on the size of the item, be judged and counted by posties as an AO.

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



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.