

Posties in uproar around the country over workloads and pay

PWUA calls for urgent action around "frequency" problems

Working much longer than their calculated hours, "working for free", serious doubts about round sizing and times, very heavy mail loads and high levels of stress and frustration. These are some of the many problems flooding into the union offices following the change to Alternate Day Delivery (ADD) last month.

At the Delivery Working Group meeting at the end of July the PWUA insisted to the company the need to set up a process to quickly identify and resolve the serious problems resulting from Alternate Day Delivery.

Among the other problems in the four pages of issues the PWUA put to the company for urgent action were:

- Posties cannot understand how their working hours are recorded on their pay sheets and Weekly Pay Reports
- A very uneven spread of mail between the beginning and end of the week
- More time taken sorting into full cases and pulling out from full cases
- Complications around base round and cross cut times and duties
- Extra time taken coordinating with

other posties

- Incorrect crosscut per centages - for example on typical days a particular round with a 22% cross cut had only 4% of AOs taken by the cross cut postie and on another day 8% of large flats taken
- Payment for circulars
- Posties sharing rounds with cross cutter posties told to do all circulars on one day for pay calculation
- Either the base posties or the cross cutter postie doing all the business circulars but payment shared
- Irregular routes and high levels of concentration required for priority posties to maintain personal safety
- The amount of walking required for motor cycle and priority posties in hot uniforms

Having insisted on the urgency of the problems and the need for action the PWUA continues to hear of problems faced by posties under ADD.

In the meantime posties are encouraged to read the company's Updates publication and to raise with the Union any further issues that arise.

NZ Post's future under serious threat from TPPA

The potential serious threat to the future of state owned enterprises like NZ Post have been revealed during this month's collapse of the secret and controversial negotiations of the Trans Pacific Partnership Agreement (TPPA).

Earlier last year when the PWUA began alerting Post to the threats to state owned enterprises (SOEs) posed by the TPPA the company appeared to take little interest in the potential impact on Post of the so-called "free trade" agreement (FTA).

However in a 10 page analysis of a leaked section about state owned enterprises in the Competition Chapter of the TPPA Auckland University Professor Jane Kelsey has now set out in detail the significant threat to the future of SOEs like NZ Post.

"No other agreement, including US FTAs, has such sweeping restrictions on the right of governments to support

their SOEs", says Professor Kelsey.

The New Zealand Government could face being sued by international corporations under the highly controversial Investor State Disputes Settlement provisions of the TPPA.

Union members are encouraged where ever possible to support their local TPPA protest activities during the national "week of action" 8 to 15 August.

For more information about the TPPA, the threats to SOEs, and protest activities in their local areas union members can visit www.itsourfuture.org.nz

An interview by Wallace Chapman with Professor Kelsey at 8.50am on "Sunday Morning" (2 August 2015) is available on the Radio NZ website.

Professor Kelsey's book *No Ordinary Deal* is highly recommended for anyone wanting to understand more about the TPPA.

How not to solve mail service failures



New Zealand Post giving a whole new meaning to junk mail as it continues to pull out street receivers around the country.

The PWUA has made many complaints to the Customer Service Centre and to Post's regional and national management about the service failures of mail posted by the Union.

The PWUA made the complaints because all businesses using the same street receivers would be having the same delays with their mail - especially their fastpost mail.

A recent serious complaint made by the PWUA was that it took three days before the Union's fastpost large flats (a previous issue of the Redback) even got a postmark.

Newspapers throughout the country regularly have letters to the editor from angry residents.

A letter in the latest Porirua based Kapi Mana News is typical:

"New Zealand Post seems incredibly determined to ignore the wishes of residents (its clients) and push ahead in its wholesale destruction of this once proud organisation.

Everything New Zealand Post does seems designed to ensure people are deterred from using its services, and removing post boxes all around the Porirua area is just another example."

The latest street receivers to be quietly pulled out were the two post boxes outside the Postal Workers Union office in Wellington.

Removing street receivers is further undermining public confidence in NZ Post's mail service.

Instruction to New Plymouth posties they "must" keep mobile phones on until 5pm breaches CEA

Last month Post told the New Plymouth posties that the company had "promised" their customers that the posties would provide the same parcel delivery service as the couriers. This resulted in posties being instructed that they "must" leave their mobile phones switched on until 5pm Mondays to Saturdays.

At a team brief two weeks before the posties began to carry courier parcels in their electric vehicles and trailers they were told that the Courier Post call centre may want to call them to follow up on customer enquiries.

The PWUA has told Post that the instruction to posties to keep their mobile phones on after work cannot be enforced because the company is in breach of a number of clauses of the Collective Employment Agreement.

- The company is required to consult with the posties and the Union "on important issues that affect their work" (Clauses A6 and A17).
- Clause A19 requires that the consultation process gives the posties time "to consider the proposed change and make comments and suggestions". There

is also a requirement on the parties "to try to reach an agreement on the proposed change and how it will be put in place".

- Clause C18 provides for a stand-by allowance of \$10.18 for each 24 hour period. (The \$20.60 annual mobile phone allowance in clause N56 of the CEA is for the "health, safety and personal security of the posties" only, and does not extend to any of Post's business obligations.)
- Clause B6 provides for the company to be able to propose a change to the agreement. The proposed change would be voted on only by those posties "directly affected".

If Post wants a change to the working conditions of posties working under the Integrated Delivery Agent arrangement in New Plymouth, the Union will discuss with those posties affected any proposal before the posties themselves make the final decision.

Post's attempt to unilaterally impose extra unpaid duties on posties outside their working hours demonstrates the importance of workers belonging to a union and having a CEA which sets out their rights.

Preparations for CEA negotiations at Datam

The PWUA has initiated the Collective Employment Agreement bargaining process with Post for its subsidiary company Datam.

Datam is a mail house which produces bulk mailouts for various companies.

Although a date for negotiations has yet to be agreed to, the Union is already collecting wage claims from Union members at Datam.

Australia Post underpaying contractors – and NZ Post?

"Australia Post was deliberately turning a blind eye to contractors cutting corners" says Joan Doyle of the Australian postal workers union the CEPU. "I think Australia Post are getting very cheap labour out of this system of work, and so it suits them not to ask questions ..." The PWUA has raised similar concerns about NZ Post (Redback June 2015).

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A wall calendar makes leave easier all round

A wall calendar setting out when people have had their annual leave approved makes the organising and allocating of annual leave much easier and fairer for both staff members and also for team leaders.

Staff members can look at the wall calendar themselves to see if anyone has leave at the same time they may be wanting to take leave.

It is also less work for team leaders as they do not have to keep looking up how many are on leave at any one time or repeatedly look for alternate dates for leave applicants.

Where there is no wall calendar for annual leave delegates or staff members can ask their team leaders to arrange for a wall calendar.

If there is no progress in getting a wall calendar, a call to the union office may be necessary.

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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.