

## *Negotiations for new Collective Agreement begin 1 May*

# The “Living Wage” is top of the PWUA claims list

Like other unions throughout the country the PWUA wants to see employers paying at least the “Living Wage” which from 1 July moves to \$20.20.

As in the 2016 negotiations both the PWUA and E tū will be in joint bargaining with NZ Post. Both the PWUA and E tū are members of the Living Wage coalition of unions, churches and community organisations.

A starting rate of \$20.20 is top of the list of claims which the PWUA has put up for the negotiations which begin in Auckland on Monday 1 May. The Union wants other steps in the salary grades to move above \$20.20 to maintain relativity.

The next two claims on the Union’s list are:

- A weekly **“bargaining agent’s fee”** to be paid by non union employees who wish to be covered by the protections and benefits of the Collective Agreement. They do not have to join the Union, but union members believe non union

employees who want to benefit from the provisions of the Collective Agreement should contribute towards the costs of bargaining which are currently born by their colleagues who pay union fees every week.

- **No compulsory overtime** - posties are the only employees at NZ Post who can be required to continue working beyond their rostered hours. The company’s introduction of “4 day rosters” and longer hours has already seen posties regularly working beyond their 9 hour 25 minute roster.

Posties have reported working longer than 12 hours in one day. The current three week roster has posties rostered for two periods of 56.5 hours, working six days out of seven.

The company can extend these hours with compulsory overtime. Even with a five day break every three weeks posties are reporting increased injuries and fatigue related incidents.

The PWUA claims are listed on the back page.

## Paxster programme gets the speed wobbles

NZ Post has announced that the next wave of delivery branches switching over to Paxsters in Auckland, Wellington and Christchurch will not, at least initially, be integrating courier product with mail.

Early results from the Integrated Delivery programme in north and west Auckland have shown that mail and courier delivery service standards have not been met by the Paxster Integrated Delivery model and delivery costs have been too high, so the company’s strategy has had to change in these areas.

The legal proceedings over the company’s roster design are awaiting a hearing date in the Employment Relations Authority. The Authority ordered NZ Post to attend mediation with the unions but no settlement was reached.

NZ Post continues to refuse to accept advice from experts on how a roster should be designed “to minimise the potential for employee harm”.

Experts consulted by the PWUA are concerned that Delivery Agents are rostered to work 56.5 hours over 7 day periods in the rotating roster, but the company dismisses these concerns.

However, rather ironically, the company’s Safety and Wellbeing Manager has written to the unions expressing his concern that Delivery Agents who volunteer to work on certain non-rostered days are getting insufficient rest, and he is proposing to ban some of this extra work.

Delivery Agents continue to report pain or injuries in their neck, back, hands and knees which they attribute to the heavy helmet, the steering and braking, and the repeated dismantling of the Paxster over long working days.

The Union believes that the roll out of the Paxsters should be suspended until the health and safety issues - especially the helmet - are resolved. The current plan does not adequately protect

## PWUA charges NZ Post with “serious misconduct”

A Sunday Star Times report of standard letters taking up to two weeks to be delivered across New Zealand led the PWUA to charge NZ Post with “serious misconduct” for the “non delivery of deliverable mail”. This is the charge that the company can make against posties under clause 3 page 48 of the Collective Employment Agreement.

In some Paxster branches NZ Post has been instructing posties to give priority to courier products and to bring back all their undelivered mail.

The Union is writing to both the Minister of Finance and the Minister of State Owned Enterprises - shareholding Ministers representing the interests of the public -

## NZPost wants finger scanning at its Mail Centres

NZ Post has once again incorrectly told employees either that the union has been consulted about a particular issue or that the union has agreed.

The company is now working to clarify its consultation process with the PWUA including the final feedback date.

NZ Post says finger scanning “will allow leaders to spend more time on the floor”. However the flyer from the equipment supplier iDt says finger scanning will “reduce your labour costs”. Increased automation results in more job losses.

Meantime the union is discussing with members their concerns about a system which NZ Post says scans a fingerprint and turns it into a group of numbers without

## PWUA claims for the 2017 Collective Agreement negotiations

- Grade 2 to be increased to the minimum **Living Wage**. All other relativities maintained.
- **Bargaining Agent's Fee** to be paid by those non-union employees who accept the terms of the CEA as an Individual Employment Agreement.
- All **overtime** to be voluntary.
- **Start and finish times** to be set for each rostered work day.
- As **compensation by being available** for up to 3 hours of work per week beyond their standard hours on rostered work days, Delivery Agents who agree to make themselves available will receive a compensation payment of 3 hours per week at the rate of half their Base Rate.
- Time worked in **excess of eight hours** on any day will be paid at double the Base rate.
- Time worked on a **non-rostered day** (up to 9.5 hours) will be paid at time-and-a-half the Base Rate.
- **Average Daily Pay** for public holidays, alternate days, sick leave, bereavement leave and union leave. Where the company reduces the number of rostered days per week for an employee then, for the first 12 months following the roster change, the Average Daily Pay will be calculated as the employee's current rostered hours for the day paid at the rate of
  - (a) the Base Rate, or
  - (b) the rate calculated by dividing the employee's total gross earnings over the previous 52 weeks divided by the total standard hours worked or on paid leave over the previous 52 weeks, whichever is the greater.
- **Non delivery of deliverable workload.** **Health and safety** concerns, including fatigue, are acceptable reasons for non-delivery.
- **Postie and IDA rate** be aligned with current Grade 2 rate prior to adding any agreed wage increase.
- More manageable **roster options**. Five 7:32 hour days; options for job share roles for parents.
- **Meal money** after 10 hours.
- Increase **sick days** for those substantially engaged in work outside.
- Additional payment for delivering **circulars**.
- **Phone allowance** to be set at the level required to pay for a mobile for work use only, or the company to indemnify employees for loss or damage of their personal mobile in addition to the allowance agreed.
- Add paid 10 minute breaks wording to the PWUA CEA **after 9 hours** for Processing as per 4 day variation.
- **Wet weather gear** for posties: In the event that the company issued wet weather gear fails to keep the employee dry a penal payment of \$10 per day will be paid in addition to any other payment.
- **PPM posties** to be paid for calculated time or actual time worked, whichever is greater.

## Postal Workers Union of Aotearoa

Website  
www.pwua.org.nz

(Northern)

(pwa.union@ihug.co.nz)

Office: (09) 832 7982  
Organiser 021 798 244  
Freephone 0800 224 611

(Southern)

(pwu@tradeshall.org.nz)

Wellington: (04) 385 8264  
Freephone: 0800 469 798  
Central North Island: (06) 952 3738  
Nelson: 0800 469 798  
Canterbury: 021 679 673  
Otago: 027 472 0713  
Southland: 027 472 0713

- When work time for a day **exceeds 8 hours** (including breaks) **Delivery Agents** will be entitled to an additional paid break of 20 minutes.
- Increase break time for **5 hour workers** from 10 to 15 minutes for staff working at the Highbrook MSC.
- The PWUA may amend or **add to these claims** before bargaining, and may modify these claims as part of the bargaining process.

## Converga settlement

PWUA members stood firm rejecting a 1.75% wage offer from mail room company Converga.

Members later accepted 2%, combined with higher increases for lower paid workers (level 1 and level 2 roles) which went up from \$15.40 to \$16.07 an hour (\$26 a week) and from \$15.63 to \$16.54 an hour (\$36 a week) from 1 April.

REDBACK is published by the Postal Workers Union of Aotearoa | Trades Hall, 126 Vivian St, Wellington 6011



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