

Post asks for feedback from union about proposed restructuring**“Processing Innovation” — job losses and job changes in both mail sorting and postal delivery**

NZ Post has asked the PWUA and its members for feedback on its proposal to purchase new computer sorting machines and software (collectively called “Processing Innovation”). Post’s deadline to receive feedback is Tuesday 27 October.

The new machines and software are expected to enable the mail centres to sequence sort more than 90% of all mail (letters and large flats).

This would mean that posties would receive more than 90% of their mail already sorted into delivery order. Posties would only need to sort the remaining 10% or so of their mail before proceeding out on delivery.

The company estimates that the

total inside time for posties could be cut to around only 45 minutes a day.

For mail centre workers Post estimates there would be around 224 redundancies, many of them PPS sorters whose jobs would be replaced by machines.

For delivery staff Post estimates around 250 redundancies.

The jobs of remaining posties would change dramatically because the great majority of postie work time would be outside on delivery.

Post proposes to manage this by purchasing electric vehicles like the Kyburz and Paxster for most posties to use instead of bicycles or walking.

Trials and research on the electric

vehicles are at an early stage and the commercial viability of this delivery method is still unknown in New Zealand conditions.

In light of the huge consequences the company’s decision would have on mail sorters and posties the PWUA is urgently seeking the feedback of its members on Post’s proposal to proceed with Processing Innovation.

Union delegates are asked to gather feedback by discussion with members and email any responses to the union before 27 October.

For the Northern District email: terri.pwua@ihug.co.nz

For the Southern District email: pwu@tradeshall.org.nz

PWUA wants action on problems of calculated times

The union has been getting regular feedback from members complaining about what appears to be a mismatch between actual and calculated hours and wanting the problems fixed.

The PWUA has long been concerned about inconsistencies in the Delivery Work Measurement System (DWMS) which result in posties’ performances (and calculated times) falling back on particular rounds and on particular days.

The Delivery Work Measurement System itself is overseen by a committee called the DWMS National Forum which comprises representatives of the PWUA, EPMU (now E TŪ) and Post.

One of the principal roles of the Forum is to compile and prioritise a list of postie tasks which require a review. The review is undertaken by trained work measurers employed by Post who conduct studies on the work of posties. The results are analysed by Post to provide a formula which gives a calculated (paid) time for each task.

The Forum is intended to work on the basis of consensus, where all parties agree on the postie tasks which will be reviewed next.

However the DWMS Operating Manual (which is a document binding

on the three parties to the Forum) states “...on occasions [consensus] may not be possible and the Company reserves the right to make any decisions required”.

So while the PWUA has been pushing to get the problem postie tasks reviewed urgently the company has instead been using its resources to update the DWMS for Alternate Day Delivery and also to create new calculated workload models for motorcycle Priority Posties and New Plymouth’s Integrated Delivery (IDA) Posties.

With the company’s limited resources directed into these new projects the “regular maintenance” aspects of the DWMS for cycling and walking posties have fallen behind.

At the last DWMS National Forum meeting in mid-October the PWUA submitted a list of postie tasks which posties have told the union are in urgent need of review. (See the adjacent column in bold.)

In the meantime the PWUA advised senior management at a meeting earlier this month that posties cannot be required to work more than 10 hours on any one day. (See the back page for action posties can take.)

Postie tasks put forward by PWUA for measurement review

- **Circular delivery for cycling posties (the Forum agreed on a study to progress this)**
 - **Inside Fixed Times, particularly in regard to:**
 - (a) **communication time**
 - (b) **travel time in larger branches**
 - **Pull down time for mixed modes (walking, motorcycle)**
 - **Delivery Point (DP) clusters on walking rounds and their effect on DP times (insufficient time to sort mail between DPs)**
 - **Cycling speed of travel in regard to:**
 - (a) **hazards**
 - (b) **turns**
 - (c) **bigger panniers with heavier loads**
 - **Priority sort on business rounds.**
- The PWUA also insisted to Post that more company resources are required to ensure that the DWMS is updated without continuing delays.

Silica dust hazard at Manawatu Mail Centre

An unsealed concrete floor at the new Mail Centre in Palmerston North created the possibility of a serious health hazard for the Mail Centre workers.

The PWUA advised the company that silica dust is very dangerous and can lead to lung cancer and that urgent corrective action was necessary.

Although the area where the mail centre staff were working had been sealed, other concreted areas of the mail centre had not been sealed to prevent the release of silica dust.

All the concrete floor area in the Mail Centre has now been sealed.

No need to commit early on waiving mail

On a few occasions posties have been incorrectly required to give an assurance to their team leaders early in the week about whether or not they will be waiving mail later in the week.

The Postie Pay Model allows the posties themselves to decide as the week progresses how to manage their own hours.

The PWUA continues to insist that Post works to even out the spread of mail arriving in delivery branches.

Posties are not "agents"

In a first step to having an evaluation of the jobs of New Plymouth's Integrated Delivery Posties and also for motorcycle Priority Posties the PWUA has asked Post for job descriptions for both types of work.

The PWUA does not agree that the company, without any consultation with the unions, is using the label "agent" for posties performing these roles.

Time standards for parcels and registereds

Questions about the time allocated for different parts of the postie job are often raised by posties (as reported in the story on the front page).

Time standards for every aspect of posties' work are calculated from trained work measurers observing a number of posties at a number of locations and then average times calculated for the Delivery Work Measurement System.

Although the posties' "Weekly PPM pay report" shows only the number of parcels and registered items, the calculated times given for each activity are:

- Parcel to the door: 40 seconds
- Card to call: 53 seconds
- Registered item delivered: 2 minutes 4 seconds
- Registered item not delivered but card to call: 2 minutes 57 seconds

There are also "fixed times" for activities which do not change with mail volumes.

These fixed times have necessary slight differences for walking, cycling and cross cutter postie work. However the PWUA believes the "inside fixed times" are still not correct.

Datam CEA settled

PWUA members at Post subsidiary bulk mail out company Datam have ratified a new Collective Employment Agreement with a 2% wage increase.

The settlement includes a new pay level for operators of Inkjet and Indigo 7600 printers and extended leave provisions.

A date for the payment of back pay has not yet been set but will be back paid to 10 September.

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Preventing excessive hours

The PWUA has been working to stop posties from being forced to work very long hours. In some cases the problem has become worse since Alternate Day Delivery.

The CEA states that workloads should be assigned "ensuring that overtime is kept to a reasonable level" (clause N9 page 76).

However excessive hours of work being required of some posties led the PWUA to get a "mediated settlement" with Post under the Employment Relations Act restricting the maximum hours on any one day to 10 actual hours.

At a review of the settlement in June Post did not agree to reduce the limit to 9 hours.

Earlier this month the PWUA notified senior management that any posties approaching 10 hours of work on any one day can text or call their team leader and ask for assistance and advice.

If the postie is not assisted to return to the delivery branch before exceeding 10 hours the PWUA can initiate a breach by Post of a legally enforceable mediated settlement at the Employment Relations Authority.

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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.