

A \$ amount wage claim instead of % claim in 2011?

Claims called for new Collective Agreement

The current Collective Employment Agreement expires on 31 March. Negotiations for the next CEA are expected to be held early in the New Year.

A wage increase will be high on the list of claims. Consideration is being given to claim the same dollar amount increase for everyone. With a percentage increase those on higher incomes get bigger pay rises than those on lower incomes. However the actual pay claim will depend on the wishes of the membership.

A one-off "birthday holiday" has been proposed as a claim for the negotiations of the next Collective Employment Agreement. With Anzac Day and Easter Monday falling on the same day next year, and Waitangi Day falling on a Sunday, most workers will lose two public holidays in 2011.

The proposal is for workers to decide whether to take the holiday on their actual birthday, or another day to be agreed on.

Claim forms are being circulated for members to put forward what they believe to be the most important claims for next year's negotiations.

The list of claims will be finalised after all the claims forms are returned and collated.

The PWUA is currently awaiting a reply from the EPMU about the importance of negotiating a single Collective Employment Agreement. (See letter on back page of this Redback).

If the EPMU agrees to combined negotiations, the two unions would then be involved in discussions to adapt, coordinate and prioritise the list of claims from the two unions to present a united front in negotiations with Post.

EARTHQUAKE!!! But the mail got through ...

Christchurch Mail Centre workers and Canterbury posties have kept alive the traditional rallying call - the mail must get through!

There was some initial confusion about management instructions to enter buildings which had not been properly checked, and in some cases to continue to perform cut ups.

However once senior management representatives visited Christchurch PWUA members were quickly confident that a good communication and work expectation process was in place.

Employees were able to stay home to deal with property damage and family responsibilities as necessary.

In the immediate aftermath of the initial earthquake and its after-shocks, there remained a very high proportion of work attendance.

Posties appreciated being given a day off on Saturday 11 September and individual Mail Centre workers a day off at an agreed time.

PWUA and Post – national level six-monthly meeting

A number of issues and action points were covered during constructive discussions at the national six-monthly PWUA/Post meeting in Wellington last month.

- **The Postie Pay Model** has generally proved popular with posties where it is trialed. The PWUA expects nonunion posties to consider joining the union when they realise they are directly benefiting from the Postie Pay Model.

The Postie Pay Model (PPM) relies on accurate and up to date round sizing.

A nonunion postie working on a round that is wrongly sized would benefit from the union taking the matter up with the company because at some time a union postie will be assigned to the round.

Setting up and monitoring the PPM to ensure the best outcome for posties involves a lot of work by the union. The PWUA is looking to recruit more posties as they see

they are benefiting from the union's work on the PPM.

One of the main benefits of the PPM for posties is that the sixth shift allowance is included in the hourly rate. This means that a postie working five days a week still receives the sixth shift allowance.

- **Christmas and New Year** delivery dates have been agreed by the Minister of State Owned Enterprises as required by the Deed of Understanding between Post and the Government.

Both Christmas Day and New

Years Day are Saturdays which for Monday to Friday workers will be moved to the following Mondays.

Boxing Day and 2 January are Sundays which will be moved to the following Tuesdays.

Posties will get two four day breaks by taking both the Mondays as annual leave days. (See the adjacent December calendar box).

- **Staff numbers** have dropped in both processing and delivery.

Numbers have been reduced in Mail Centres mainly by redundancy, and with posties by attrition.

Postie numbers have dropped by 7% - there are now 150 fewer full time equivalents (FTEs).

- **Customer complaints** have dropped for international registered mail now that it is delivered by posties.

Post believes the improved service is because posties are much more familiar with their delivery routes than are the courier drivers.

December

Sat 25	Sun 26	Mon 27	Tue 28
Posties' Xmas Day holiday	Boxing Day will be a normal Sunday for Mon to Sat workers	Annual leave for Posties Xmas Day for Mon to Fri workers	Boxing Day 'moved' from 26 Dec

PWUA awaiting reply from EPMU about negotiating next CEA:

26 August 2010



Mr Little
National Secretary
EPMU
PO Box 14 277
WELLINGTON

Dear Andrew

Re: 2011 collective agreement bargaining

The PWUA Executive Committee discussed the union's policy with regard to the conduct of collective bargaining. I have been instructed to advise the union's view prior to bargaining being initiated.

The PWUA confirms its view that it would prefer to bargain jointly with the EPMU for a single collective agreement.

In our executive committee's view a consolidation of collective agreements would achieve the best outcome for members of both unions. We believe that this is more possible to achieve than previously. Good working relationships exist locally in most areas. At a national level the two unions have worked together in the Delivery Working Group.

We hope that the EPMU would build on these positive steps by discussing a consolidation of bargaining.

We have also communicated these views to NZ Post.

We look forward to considering the EPMU's view on this important issue.

Yours faithfully

Graeme Clarke
ADVOCATE

Priority for more trials

Post is running further trials on increasing the range of mail items carried by posties including parcels currently carried by courier vans.

As part of the trials further evaluation of power assisted bikes will be undertaken, along with measures to increase mail carrying capacity.

The addition of more parcels into delivery is designed to help keep rounds at a physically manageable size as letter volumes decline.

Improved handling of Mail Centre redundancies

The PWUA welcomes the improvement in the management handling of the latest round of restructuring and redundancies at the Wellington Mail Centre following the loss of some business mail from the Wellington Mail Centre to Auckland.

While the process has not been an easy one for all concerned, the management's approach has allowed more favourable outcomes for individual workers than could otherwise have resulted.

Post Super Plan close-off extended to 31 December

The NZ Post Superannuation Plan close off for new members has now been extended to 31 December.

The PWUA recommends the Super Plan as an excellent savings programme which is subsidised by Post.

For employees paying 5% of their base pay into the Plan, Post adds 7.5%.

As well as retaining their own contributions, after five years' membership employees also retain all the company's contributions.

You can get an application form from your manager or call (04) 496 4424.

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So, what do you think?

- Did you find information in this issue of Redback interesting?
- Do the regular issues of Redback help you with information about your job and also about your Collective Employment Agreement entitlements?
- Have you had a look at the index pages of the Collective Employment Agreement (page 2 to page 8) to see all your entitlements which are negotiated by the union?
- Do you believe that employees who benefit from the activities of the union organisers and advocates should share in the costs?
- If you are not already a member of the PWUA have you thought of joining us?

If you have been ticking the boxes above, and you are not already a member of the union, maybe it's time for you to tick a box on your "to do list" and sign the membership form below!

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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

.....Home Phone

Deduction Authority for Postal Workers Union of Aotearoa (Northern)

I authorise my employer to deduct:

\$4.50 per week when I am employed for 30 or more hours per week, or

\$2.25 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.