

CEA ratified by members in difficult times

PWUA wants Living Wage for all at NZ Post

The negotiations for the Collective Employment Agreement in March were cut short by the increasing rate of COVID-19 infections in the country.

At that time both the unions and the company had no idea how long the Alert Levels would prevent meetings of more than 10 people, and no air travel was possible to assemble the union and company representatives to continue the negotiations.

The company was notified on Monday 20 July that the PWUA

members had voted to ratify the CEA.

The PWUA is now moving its focus to the next CEA negotiations in early 2022. The union wants the company to lift starting pay rates at NZ Post to at least the Living Wage - from 1 September the Living Wage will be \$22.10 per hour and at the time of the next negotiations in 2022 it may well be even higher.

Although the current Government's mandated Minimum Wage is \$18.90, unions, faith based groups and community organisations are jointly

campaigning for a Living Wage which is already being paid by an increasing number of companies and organisations. At Kiwibank, 53% owned by NZ Post, 113 cleaners, security guards and maintenance staff are about to move up to the current Living Wage of \$21.15.

The current starting rate at NZ Post for Operations (from 1 April 2020) Grade 2 Step 2 is only \$19.15 - \$2.00 below the Living Wage. From 1 September the starting rate at NZ Post will be \$2.95 below the Living Wage.

“Leapfrogging” pay rates for Delivery Agents

A group of three PWUA DA's at New Lynn Delivery noticed that they were receiving a lower pay rate than two other DAs who had started after them. The DAs raised the issue with the PWUA last month and the PWUA passed it on to NZ Post to investigate.

The company discovered that an agreement reached between the PWUA and NZ Post in June 2019 had not been actioned by Payroll. Because of the rise in the legal minimum wage on 1 April 2019 the company and PWUA had agreed to discontinue Step 1 of the DA pay scale, move all DAs on Step 1 to

Step 2, and backdate their anniversary to 1 April.

However, because the anniversary dates were not changed by Payroll, these DAs found themselves on a lower pay rate than new DAs.

The company undertook to remedy the error promptly and identified 30 DAs around the country who were affected. Affected DAs are those who were paid Step 1 pay rate any time between 1 April 2019 and 30 June 2019. These DAs should now all have been moved up to the Step 3 pay rate and received their backpay.

NZ Post “a sacred and essential NZ Institution”

These were the words of a Judge in the Hamilton District Court last month as he sentenced a person who had broken into one of NZ Post's Hamilton depots.

The Judge, with clearly a high regard for the importance of the postal service, said the defendant's actions were “despicable” and that he “had attacked the sanctity of the postal service”.

The defendant was sentenced to a jail term with the Judge saying that “no one who attacks a postal service in the way you did deserves leniency”.

94 grandparented DAs and PPM posties to receive backpay to 2014

While researching another pay issue the PWUA noticed that the Roster Makeup Allowance (RMA) was missing from all the overtime rates (T1, T1.5 and T2) paid to qualifying DAs and PPM posties.

DAs and PPM posties qualify for the RMA if they have been continuously employed at NZ Post since 5 July 2000.

The Collective Agreement states at clauses O15 (page 70) and O17 (page 78): “The Roster Make-up Allowance will be added to the Base Rate for existing employees who are entitled

to this allowance.”

The PWUA promptly raised the issue with NZ Post. After a period of investigation the company discovered that a system change in Payroll in February 2014 caused the RMA to drop out of the Base Rate for PPM posties and DA's.

There are 94 current Delivery employees affected. Employees in Operations were not affected as the RMA was added to their base hourly rate.

The company has now corrected the mistake and the overtime pay rates

for affected employees should now be correct. Back pay is now owing but the company has said there will be a delay of some weeks before Payroll can process the backpay.

The PWUA has written to the company to reinforce that leave payments going back to February 2014 will also need to be recalculated, and has asked how affected employees who have ended their employment at NZ Post will receive their backpay.

The Union is awaiting a response from the company.

Backpay and reinstated paid meal breaks for 105 SDSs and SDCs

Of the 105 SDSs and SDCs who have had significant back pay from the work of the PWUA and its Barrister, only 37 are members of the PWUA.

The settlement reached between the PWUA and NZ Post applies to all SDSs and SDCs continuously

employed since 26 June 2016 who were moved across from Delivery to Operations and then lost their paid meal break. They have also had their rosters shortened by 30 minutes a day because they now have a paid meal break.

The union members have already

contributed to the legal fees in this successful result by paying their union membership fees every week.

Those SDSs and SDCs who are not in a union would have had to pay their own costs if they had wanted to pursue their right to a paid meal break, back pay, and shortened hours.

PWUA calls for NZ Post to instruct managers not to breach service and Deed obligations

The PWUA has repeatedly expressed its serious concern to NZ Post senior management that the company is breaching both the company's service promise and is also breaching NZ Post's Deed of Understanding with the New Zealand Government.

Earlier this month NZ Post senior management refused the PWUA request that the senior management advise local managements of the company's delivery service and Deed obligations.

The PWUA is aware of managers who do not know that NZ Post is required to deliver mail three days a week to 99.88% of delivery points and not to deliver on any two consecutive days if there are three deliveries per week.

For example if delivery leaders prohibit overtime for those DAs willing to continue to deliver all their assigned mail on a Monday, then the company is breaching the Deed.

It is a breach of the Deed if Monday mail is held over and delivered on a Tuesday - resulting in Tuesday, Wednesday, Friday delivery.

In addition, most of the Monday mail delivered two days later on the Wednesday would also fail the company's own service promise - to be delivered by the third business day after having been posted.

The Union was not reassured by the CEO's reply to the Union's concerns about delivery service failures (Redback, May 2020). The Union has written again to the CEO, this time including the Chair of the NZ Post Board in the correspondence.

The State Owned Enterprises Act requires NZ Post to "have regard for the interests of the communities in which it operates and endeavour to promote those interests when able to do so".

DAs continue to report bringing back undelivered mail; a resulting decline in DA morale from being compelled to be involved in service failures; and complaints to DAs from customers.

The Union believes a public discussion on the level of postal service expected by householders and businesses by a publicly owned postal service is long overdue.

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After public assurance still postmark failures

Last year the School Trustees Association complained that it could not identify which votes were valid in the postal voting for the election of school trustees. The envelopes were not postmarked, with no way for the Returning Officers to know whether or not the votes were posted by the due date.

At the time, a senior NZ Post manager told Radio New Zealand that a machine fault at the Manawatu Mail Centre on the evening of 24 May had seen around 1,000 mail items not postmarked, and that the fault was quickly fixed.

However mail continues to be delivered without a postmark.

Another manager told the PWUA that by not postmarking letters the company was saving the cost of ink.

The PWUA is still hearing from customers that the company is clearly not concerned about protecting its revenue stream, and that saving the cost of ink is not saving the reputation of NZ Post.

Important dates for Holidays Act and Collective Employment Agreement backpays

Union members have been asking about the dates on which they can expect the various backpays owing to employees by NZ Post.

- Holidays Act backpayments for current employees back to May 2010:
Aiming for 19 August 2020
- CEA back pay to 1 April:
30 September 2020
- SDS and SDC back pay for meal breaks:
No date for back pay set yet

- Roster Make-up Allowance for overtime hours back pay owed to 2014:
No date for back pay set yet.
- Forklift allowance - each affected employee and the company to agree on the appropriate new time category, and then the increased allowance backdated to 1 June 2020.
- "Leapfrogging" hourly rates for DAs - back pay to 1 April 2019.
Back pay already paid.

REDBACK is published by the Postal Workers Union of Aotearoa ♦ Trades Hall, 126 Vivian St, Wellington 6011 ♦ pwu@tradeshall.org.nz



POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)
6A Western Springs Road, Kingsland, Auckland, 1021

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.....Site.....

Department.....Position.....

Home Address.....

Suburb.....City.....Post code.....

Phone.....Email.....

Deduction Authority for Postal Workers Union of Aotearoa (Northern)

I authorise my employer to deduct:

\$5.95 per week when I am employed for 30 or more hours per week, or

\$2.95 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.