

PWUA MEMBERS' UPDATE!

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Postal Workers Union of Aotearoa
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NZ Post makes significant pay offer

Over the course of bargaining the unions have succeeded in raising NZ Post's pay offer from a range of 5% to 11% in the first year to a range of 7% to 15.7% in the first year. Of these percentages, the members have already received 3%.

The company has not moved from its position of only offering 3% increases to everyone in years two and three of a three year Agreement. The unions had sought the greater of 3% or the Consumer Price Index (CPI) to protect members from the possibility of high inflation.

The larger increases that the company is offering in the first year are for less experienced employees and new employees, including people who don't yet work for NZ Post. The smaller increases are for experienced DAs, Team Leaders and others with higher graded jobs.

The PWUA acknowledges that NZ Post is offering meaningful pay rises for many workers or potential workers to attract them to work at NZ Post.

However the union is disappointed that the company has once again failed to recognise fully the skills, experience and knowledge that longer serving employees contribute to NZ Post's success.

Another feature of the company's offer, which is a new stance for NZ Post, is that it promises non union employees all the same financial benefits as union members. This includes the same lump sum payment equivalent to 3 months' backpay, on the basis it is a significant amount, much more than in any previous bargaining, that the company does not wish to withhold from any staff.

The PWUA sought a financial member only benefit to recognise the value to the company of the bargaining process and all the joint company-union working groups which members contribute to financially through their fees. The company is not willing to do this.

This appears to be a new strategy by NZ Post encouraging employees not to join a union. Under the HPHE Charter the CEO had committed to the success of the unions and to making NZ Post "a great place to be a union member". Under the new Real Engagement Framework the unions are integral to its success. The PWUA believes that the change in the company's stance may be related to the benefits the unions have now gained for the company's employees.

The PWUA will be putting the company's offer to the members for a vote. During the round of meetings to vote on the offer members will receive full details of the company's offer and a Union Advocates' report before they vote in a secret ballot whether to accept or reject.

You can join the union now by going to www.pwua.org.nz, click on "Join Us" and submit the form.