

## Post agrees to consult after breaching CEA on registereds

NZ Post had failed to comply with clause G11 of the Collective Employment Agreement by removing international registered mail items from posties without consulting with the PWUA about the contracting out of postie work to couriers.

Post gave two reasons for the change - better customer "experience" until the introduction of Paxsters with scanners because couriers already carry scanners, and saving money because some couriers, already subsidised by Post, could deliver registereds at no extra cost to Post.

Although the Union is aware that many posties were happy not to have to do registereds other posties were affected when they lost some of their overflow bag payments or lost off-day sorts to priority posties who were being required to make up their hours.

Most impact was felt by priority posties some of whom stood to lose \$100 - to \$200 of earnings from registereds.

When Post refused to acknowledge its breach of the CEA the Union filed papers in the Employment Relations Authority.

Although Post agreed to the first step in the process, mediation, the company wanted mediation not in Auckland, but in Christchurch or Wellington.

The Employment Relations Authority then ordered Post to attend mediation in Auckland on Thursday 22 of this month. However the day before mediation Post offered a settlement which the Union has accepted:

- A 28 day consultation period with the PWUA as required by CEA clause G11
- No more branches to lose registereds in the meantime
- Registereds removed after 25 August to be reinstated
- Post will pay the PWUA's legal costs

The PWUA's lawyer has written to Post expressing the Union's concern over Post's recent conduct. The letter said "The latest incident was seen as part of an ongoing failure by Post to address matters in accordance with the provisions of the Collective Agreement."

Union members are encouraged to send feedback to the Union office asap.

## Post tried to call full timers at Mail Centres part timers

Following this year's negotiations for the 2016 - 2017 CEA all new full time Mail Centre employees employed after 26 June 2016 will be rostered for 40 hours a week.

Existing staff on four day rosters who work 38 hours and five day employees who work 37 hour 55 rosters may apply to have their hours extended to 40 hours.

However if staff employed before 26 June wish to remain on 37.55 or 38 hours, they continue to be fulltimers.

## Sorting expectancy used for "poor performance"

The PWUA is acting for a Christchurch mail officer who has been issued with a final warning for poor performance for failing to obtain standard expectancy in one of the sortation areas.

On numerous occasions the Union has asked Post to consult on the setting and use of sorting expectancies.

Post had stated that sorting expectancies were for resourcing to volume and that no one had ever lost their job through sorting expectancy testing.

## No agreement yet reached on the safe introduction of Paxsters

"The parties will seek agreement over the safety of operating procedures". The PWUA has told Post that this provision of the 2016 - 2017 Collective Employment Agreement has not been met. For example the PWUA and Post have not reached agreement on a safe shift pattern. (See August Redback.)

Section N about Integrated Delivery Agents requires that rosters be designed so as to minimise the potential for

employee harm. The PWUA is seeking more guidance for the Integrated Delivery Working Group (IDWG) about the hazards associated with Post's current three week roster.

Other issues raised at the IDWG last month include:

- The lack of follow up action by the company about long standing issues for the New Plymouth posties including providing the physio-

therapist report about getting in and out of the electric vehicles, replacing the heavy uncomfortable helmets and tinting the clear roofs of the Kyburz which is used only in New Plymouth.

- A statement by an E tu delegate IDWG member currently driving a Paxster who said that he felt a bike was much safer than the Paxster because a bike can more easily "get out of the way" of trouble.

## Post says 90 minutes per week added to worst delivery rounds

Late last year Post finally agreed with the PWUA that some posties had been "working for nothing" following the change to Alternate Day Delivery.

Posties throughout the country reported to the PWUA that after the introduction of ADD they found that they were working longer than their calculated hours and that many were, in Post's words, "negatively affected".

In response to an invitation from Post the PWUA gave the company lists of

delivery rounds which posties thought "were out of whack".

Post's investigations showed what looked like a drop on average of postie productivity of 3% and the company agreed that this was a result of incorrect calculations and not a change in postie performance. Post figures showed errors for some rounds of up to 5% while others appeared to be "about right".

Post said it added 90 minutes to 108 rounds on 1 July this year, however the

company has failed to its duty to consult with the union "in respect to the implementing of the outcomes of this review". In making the adjustments to the rounds in a total of 27 branches Post has consulted only with managers.

The PWUA has sent the complete list of 108 delivery rounds to every branch delegate for posties to check and report back to the union about the changes and whether they think other rounds also need reviewing.

## PWUA challenges Post's 'interrogation' of posties applying for redundancy under Integrated Delivery

As Post imposes its Integrated Delivery programme using long shifts and electric Paxsters (delivery vehicles) union members are entitled to provide personal circumstances as to why they cannot become Integrated Delivery Agents.

Post's intention to 'interrogate' posties who apply for redundancy has been challenged by the Union. The Union's Auckland based lawyer has written to Post saying that the questions team leaders are required to ask "are examples of unlawful considerations" and "contrary to the provisions of the Collective Agreement".

In a document provided to team leaders by Post they are expected to ask posties about alternative child care arrangements.

Posties could also be asked to change the management of a medical condition which would affect their ability to work long irregular shifts.

Posties are being expected to justify why they do not have a driver's licence.

The company must ensure that union members have the opportunity to have a PWUA representative to accompany and support them at meetings about their redundancy applications.

## Post wants Paxster drivers to be liable for damage

Post has been requiring its Paxster drivers during training to agree that they may have to pay for damage:

*"You will also be required to cover any associated costs if an incident is found to be caused by careless operation of the Paxster ..."*

Already there is a widespread concern among posties that too often the company tries to blame posties for incidents, accidents and injuries.

Meantime the PWUA continues to challenge Post about its unsafe "four day roster" with the irregular shift patterns and

long "unlimited" number of hours.

Posties rostered to work for 56 hours 30 minutes over seven days on shift work which Post has admitted may be tiring are especially exposed to fatigue, errors, and crashes - and a big bill from Post.

The PWUA is advising posties that they cannot be required to agree to or sign a document which varies their employment agreement to make them liable to pay for damages.

Post had the opportunity at this year's CEA negotiations to put up such a claim but did not do so.

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of Aotearoa**

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## Joint union bargaining for Datam members

Both the PWUA and E tu will be bargaining together with Datam for a new Collective Employment Agreement.

Negotiations with NZ Post's printing and bulk mail subsidiary begin in Auckland on 28 September.

Both unions have collected claims from their members and have provided a combined set of claims to the company in preparation for bargaining.

## Injured Converga worker walks to doctor after the bleeding stops

After striking her head against a metal shelf a PWUA member working for Converga at a private company's in-house mail room was left to get herself to medical treatment. (NZ Post sold Converga to Canon Australia last year.)

This was not the first injury caused by the same hazard - a shelf which had been mounted above a printer and which

has now been removed.

Converga did not have sufficient cover to take the injured worker to medical treatment and did not call an ambulance.

After the bleeding had stopped 15 to 20 minutes later the worker walked by herself to a local medical centre.

However her problems had not stopped there - not only was she required to pay

a \$43 surcharge at the time of the treatment, but Converga has since refused to refund the surcharge.

Although the worker enjoys her job and has a good relationship with her local management the PWUA expects Converga to show more care and concern for its employees - and to refund the \$43 surcharge.

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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.