

Shifts of 56 hours 30 minutes over one week unsafe**Post changes position after PWUA advises possible legal action**

Post has reconsidered its refusal to implement any other roster than its three week rotating roster of four 9.5 hour shifts - with additional overtime as required.

During the three week roster cycle the company's shift roster has two periods of 56 hours 30 minutes to be worked over seven days. (See Redback August 2016).

At the 25 October meeting of the Integrated Delivery Working Group the PWUA gave Post a letter from the Union's lawyer and a report from Professor Naomi Rogers PhD, a Specialist Fatigue Consultant in Australia. The letter stated that Post could face legal action from the PWUA over its unsafe rotating shift roster.

Less than three days after receiving the lawyer's letter and the Professor's report, the company suddenly proposed a trial of an alternative roster - a fixed four day roster.

Posties in the West Auckland branches of Henderson and Westgate have been asked to vote on whether to have a rotating roster or a fixed roster so that they could work on the same four days each week when Paxsters are introduced to their branches.

The PWUA had provided Dr Rogers with details of the roster NZ Post was

introducing for Delivery Agents driving Paxsters (four days a week rotating over a 3 week cycle) and asked her: "Does this roster minimise the potential for employee harm?" which is a requirement of the PWUA-Post Collective Employment Agreement.

Dr Rogers concluded: "This requirement does not appear to be met by Post".

Reading from the criteria in Dr Rogers' report, a fixed four days per week roster would provide less potential for employee harm than a rotating roster.

However the PWUA believes there are even safer rosters that Post could use for Delivery Agents than the one proposed by Post.

The PWUA is awaiting confirmation of a date for mediation with Post to see if agreement can be reached over the design of the safest possible roster for Delivery Agents.

Professor Rogers' report is very clear that Post needs to undertake a comprehensive risk analysis before imposing a shift pattern which sees posties required to work long days and two periods of 56 hours 30 minutes during a three week roster.

Copies of Dr Rogers' report are available from pwu@tradeshall.org.nz

Post too slow to correct FAQ answers on Paxsters

Some of Post's answers to posties' questions in its Frequently Asked Questions (FAQs) document dated September 15 are misleading or untrue.

Although the PWUA provided Post with four pages of comments and identified inaccuracies in its FAQ answers the company has yet to make any corrections.

For example posties in some branches have been repeatedly told that there will be no redundancies. This is reinforced by a FAQ answer "no" to redundancies.

These statements are not true.

Where posties have genuine reasons for not being able to work the new extended hours they are entitled to redundancy compensation. Post has already agreed to pay redundancy to a considerable number of Auckland posties.

In another answer Post claims that Norway has similar weather and terrain to New Zealand. However posties in Norway drive only on the road, do not carry parcels heavier than 2kgs and thus are more easily able to use their Paxsters as mobile depots. (They also work Monday to Friday.)

The company says safety is its primary consideration, but in the same paragraph says it wants "to maximise the investment in the Paxster" which means operating the Paxsters on long shifts.

While Post says it wants to ensure that "no one is overloaded", the Union wants to know who decides when a postie is "overloaded".

The time to organise around claims for the new CEA is now

Recent company figures indicate that Auckland's Glenfield Integrated Delivery Agents are working more hours than when they were posties but are earning up to 10% less in wages.

If this decrease in Post's costs of delivering mail continues the PWUA will be looking for this productivity increase to be reflected in wage increases in the next CEA.

Increased automation will also see productivity increases in mail centres.

Taking back one of the company's previous 'clawbacks' from NZ Post will also be one of the unions' claims for

the new Collective Employment Agreement when negotiations begin early next year.

A company clawback in the 2000 CEA negotiations saw only existing fulltime staff as at 5 July 2000 keeping 40 hours pay. All new posties got only 37 hours 40 minutes and mail officers 37 hours 55 minutes as their base pay.

The company pays a "roster make-up allowance" to keep the pay of the longer service staff at 40 hours.

In the report to the round of ratification meetings earlier this year the joint PWUA and E tu Advocates'

report proposed claiming for a new 6 year step for Grade 2 employees which would add the Roster Make-up Allowance to the hourly rate.

This would take the top step of grade 2 to \$19.86, just 6 cents above the "Living Wage" established by the Living Wage movement.

The top step for Delivery Agents would move to \$22.00.

This new salary step would bring those full time employees with less than 16 years service up to the same rate as those employees with service starting before 5 July 2000.

PWUA tells Post Paxster programme looks to be in crisis

The PWUA had told Post in August last year that there was not enough data about New Zealand conditions to recommend electric delivery vehicles to the Board three months later and no four day roster trials had been done.

The PWUA has now told Post that its Paxster programme appears to be facing a crisis on a number of fronts:

- A pattern of strains and sprains is appearing. Post has also been far too slow seeking a suitable replacement for the heavy helmet which is causing headaches and neck problems.
- Broken rear axles and damaged front shock absorbers may be caused by the on/off footpath stresses and heavier loads not faced by Paxsters in Norway.
- Post's expectation that there is a high risk of many existing posties leaving the job may be compounded by new recruits who resign if they find the job is too complicated, the cause of

accumulating fatigue and significant disruption to family and social life.

- Some Delivery Agents have already worked over 12 hours. The Board was told that they would only be working 9 hour shifts - nothing about extended hours or the health and safety issues that management already knew about.
- Posties are now being told that priority is to be given to courier items and that all other mail undelivered by 5pm can be returned to the branch.
- New responsibilities and long hours imposed on team leaders while Post is currently reducing the number of team leaders.

The PWUA advice to Post at the last meeting was to suspend any further work on the Paxster roll out until significant progress is made on the problems which have arisen.

Post may also be facing legal action from the PWUA based on the report from an Australian Fatigue Specialist.

Mail Centre Automation — more job losses at Post

Post is pushing ahead with its plans for more automation of Mail Centres next year with new machines and technology for sorting mail. The PWUA is particularly concerned about the number of jobs that will be lost and the impact of the changes on those who remain.

Post wants to have a series of joint company/unions "engagement meetings"

to "work through the planning and development of the people processes".

Post also wants "to discuss the concept of cross skilling and the extent to which this will be incorporated into work design".

The first meeting will be on 14 November. The PWUA will be represented by two Mail Centre delegates and one organiser.

Five day mail sorters' roster protected by the CEA

The PWUA CEA gives protection to fulltime Monday to Friday mail sorters at the NZ Post Mail Centres from being changed against their wish to fulltime four day workers. Page 115 of the 2016 - 2017 CEA notes the "potential" for a four day week. However any change from

five days to four days is covered by clauses B6 to B9 on page 17 "Changing the agreement": *"Employees who are directly affected by the proposed variation will vote on the proposed variation through a secret ballot carried out by the union"*.

Postal Workers Union of Aotearoa

Website

www.pwua.org.nz

(Northern)

(pwa.union@ihug.co.nz)

Office: (09) 832 7982

Organiser 021 798 244

Freephone 0800 224 611

(Southern)

(pwu@tradeshall.org.nz)

Wellington: (04) 385 8264

Freephone: 0800 469 798

Central North Island: (06) 952 3738

Nelson: 0800 469 798

Canterbury: (03) 942 8370

Otago: (03) 455 4823

Southland: (03) 455 4823

Anger over post box removals

After a new Post programme to "relocate" post boxes was launched in Rangiora locals were strongly critical of Post at a public meeting organised by their local MP.

For the locals, "relocation" in Rangiora included removing a post box from outside a rest home and putting it at a supermarket at the opposite end of town.

Post boxes were even removed during the October Local Authority postal ballot.

The district mayor was critical of Post at the meeting for failing to notify him.

Post had told RadioNZ that post boxes were being removed because of "the cost of sending a courier van out to clear them".

On RadioNZ's Sunday morning programme on 4 September Post agreed to look at the PWUA proposal to have Paxsters clear street receivers. Instead, without any contact with the PWUA, Post has launched a new programme to remove even more post boxes.

Posties continue to be asked to take letters from residents who can't find a street receiver.

REDBACK is published by the Postal Workers Union of Aotearoa | PO Box 6287, Marion Square, Wellington



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.