

*Expecting strong "no" vote, company takes more time*

## No settlement yet after 12 days of CEA negotiations

Expecting a strong "no" vote from union members the NZ Post negotiating team decided not to put forward its offer for new Collective Employment Agreements for the two unions as expected at a meeting in Auckland on 12 April.

Instead Post took more time to reconsider its position and has now proposed that negotiations resume for one more day later this month where the company will table an improved offer.

Following this the union will begin a series of meetings where members can discuss and vote on the company's offer.

On 31 March Post had made a 1.5% wage offer for a one year term.

However the company has already confirmed that Alternate Day Delivery

has caused an average 3% drop in posties' earnings. (See story next column).

At the 12 April meeting the unions and the company made substantial progress on the safety aspects of operating the four wheel electric Paxster for postal delivery. (See below).

However the unions were not satisfied with the Post's clawbacks on pay and break issues for Processing and ECL.

The unions want a bargaining fee paid by non-union members who want the protection of the Collective Employment Agreement.

In the past the company has simply passed on the benefits of the CEAs to non union members without the non union employees having made any contribution to the negotiations.

### Union concerns for safe

Union concerns about the safe introduction of the Paxsters include:

- Long driving hours out on delivery
- The days and hours of shift work
- The risk of fatigue affecting judgement
- Potential overuse injuries
- The potential for collisions with pedestrians or cars causing injury and property damage.

Progress was made on getting agreement between the company and the unions on the safe introduction of Paxsters.

Post has also agreed on union

### operation of Paxsters

involvement in how the work would be measured.

However Post expects Integrated Delivery posties to provide their own mobile phones.

The company will not replace the phones if they are damaged, and will not pay an allowance for answering calls outside working hours.

The negotiating team believes that overtime rates applying only after 40 hours are worked in a week, and the absence of any meal allowance would not be well received by posties.

### Job losses at Datam

NZ Post subsidiary Datam is automating its Print Mail Operations in Auckland and Christchurch with job losses on both sites.

Of the 39 positions confirmed 23 will be in Auckland and the rest in Christchurch.

With natural attrition the Auckland redundancies will be 14.

Eleven staff accepted voluntary but for three workers it will be a compulsory redundancy.

### Converga settlement

After first rejecting a 1.2% offer from mail room company Converga PWUA members have accepted 1.75%.

Staff on the minimum wage get another 1% lifting them to \$15.40 an hour from 1st April - a \$26 increase for a fulltime week.

Staff asked to work one grade higher will get an extra 48 cents an hour (\$19.20 a week). Casuals will get a minimum of 3 hours on days they are called in to work.

### PPM posties worse off since ADD -- confirmed by Post

An analysis by Post of Alternate Day Delivery has shown that, on average, PPM Posties now earn 3% less for the total hours they work (which includes 5% less for their inside work).

However the effects of ADD are variable, with some posties actually being better off.

Approximately 10% to 20% of posties are significantly worse off since ADD, which appears to be linked to the round not the postie.

Claims by both unions at the CEA bargaining to correct the under-payment of PPM posties were rejected by the company.

### Solidarity: PWUA and E tu

Throughout the twelve days of CEA negotiations the PWUA and E tu worked closely together as a team.

A series of worksite meetings will be held in May for members to vote on the company offer.

Each union has a separate voting procedure because there will still be a separate CEA for each union.

### Solidarity: Non union

Post is well aware of the numbers of non union members who benefit from the provisions of Collective Employment Agreements but who make no contribution to win and protect those provisions.

The PWUA recognises that many employees are new to a workplace with unions and Collective Employment Agreements which provide for the protections of their rights as workers.

At a critical time of change at Post the PWUA invites all non union members to join to help protect and improve not only their own working conditions but also those of their union colleagues.



## Dispute over non-payment of lost time for hazards encountered by cycling posties

Cycling posties were advised by the PWUA that they should write "lost time for H & S" on their dockets every day if the postie assesses that they spend a total of 3 minutes or more each day either slowing or stopping to ensure they do not collide with vehicles or pedestrians while on delivery. (Redback June 2014).

The issue relates particularly to rounds in higher socio-economic areas where high walls, hedges and fences block the postie's view of driveways and intersections, causing the postie to slow down or stop at each of these "blind points" to avoid potential collisions.

Posties who followed the union's advice

have not been paid by Post for their lost time so the PWUA has filed a dispute in the Employment Relations Authority. The PWUA is asking the Authority to determine that such forms of lost time should be paid in accordance with the "lost time" provisions of the CEA.

The Delivery Work Measurement System (DWMS) documentation provided by Post to the Authority confirms that "Delays caused by needing to slow bicycles as a result of road hazards, such as hidden driveways, or the need to cross side roads are excluded from the DWMS calculations."

A hearing in the Authority has been set down for 17 and 18 May.

## Postal Workers Union of Aotearoa

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## Roster make-up allowance for re-employed Post employees - dispute settled

Agreed statement:

*The PWUA and E tū have disputed the interpretation of the Roster Make-up allowance (RMA) provided for in the Collective Agreements with both unions as it is applied by NZ Post to re-employed employees.*

*Following negotiations, the parties have agreed that the RMA will not apply to re-employed employees.*

*However, with a view to resolving the dispute between them, it has been agreed the current group of qualifying employees will be paid a lump sum in full and final settlement of the matter. These employees will receive a communication regarding this payment in due course.*

## Nelson postie concerned about her customers being conned refuses to deliver scam mail

A Nelson postie is facing a disciplinary meeting after refusing to deliver scam mail items from Malaysia.

Because the postie delivers to a rest home she did not want to be party to the possibility of residents on her delivery round being scammed out of their money.

When Post kept insisting that the postie had to deliver the scam mail the PWUA prepared a leaflet for her to deliver with the scam mail including the following:

*"The Postal Workers Union is concerned about scams that may be coming through the post.*

*"The Postal Workers Union does not necessarily know what is scam mail and what is not.*

*"The decision about whether or not to respond to mail seeking personal information is a decision for the householder themselves to make."*

Although Post advised the PWUA that

the police are not interested in scam mail the police have told the PWUA that they are indeed interested and want the union to provide a copy of the scam mail.

The police also thought it would be good if Post made a public statement alerting residents to the company's concern about any particular examples of scam mail which came to their attention.

The PWUA has now received an email from Post detailing the company's concern about scam mail and the steps taken over the past 5 to 6 years including involving a range of Government agencies, Grey Power and international postal operators.

Post also has useful information on its website under NZ Post Ltd - Security.

At the disciplinary meeting the PWUA will be encouraging Post itself to be more proactive in alerting residents to possible scams coming through the Post.

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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.