

Latest CEA offer to go to meetings of union members:

Post's offer now two-year deal — 4% and 3.5%

Following last month's 3.75% wage offer for one year, Post last week made a second offer of a two-year Collective Employment Agreement with wage increases of 4% and 3.5%.

The PWUA negotiating team does not believe that this second wage offer will be acceptable to union members. (Further details of the company's offer appear in other stories in this issue).

As in any such offer, it is made as a "package" - any rejection of part of the offer is taken as a rejection of the whole offer.

For this reason a series of meetings and ballots will be held on each site this week to give feedback to the PWUA negotiating

team on Post's offer - firstly the overall wage offer "package", and secondly the proposal to pay for some cut-ups which are done inside rostered hours.

A separate report will be sent to all delegates to assist them in running ballots of PWUA members at each work site this week. We will be collating the results on Friday 13 June.

Delegates or union members who need more information or advice for meetings on their sites can call any of the union contact numbers on previous issues of Redback or text or call the following mobile numbers:

021 419 048 or
027 220 7903.

Extra money for some cut-ups?

In response to the PWUA claim for payment for cut-ups, Post has made a tentative proposal to make a payment for some cut-ups. The payment would be in recognition of the extra work involved in some cut-ups which are done inside rostered hours.

At this stage the proposal is to pay a meal allowance to a postie required to do a cut-up when the mail volume on their own round is average or above average for that day. The average mail volume for each day of the week is recorded on the "Round Summary Sheet" for each round.

Posties would continue to be paid for any overtime worked, but would not be entitled to two meal allowances for the same day.

The meal allowances would accumulate and be paid out every three months (tax free).

The proposed payment would continue for the term of this Agreement while the PWUA and Post work on developing a more comprehensive set of arrangements to reward posties putting in extra effort.

Some CEA claims already settled:

C motor:

The C motor allowance will move to the current AA "median rate" as at 1 July this year (expected to be over 70 cents). It will be tied to that rate and adjusted on 1 July each year. (Redback 67).

Work Measurement System:

The company has undertaken to keep the Work Measurement System updated.

On calls holiday pay calculation:

The company has agreed to bring the clause on the calculation of holiday pay for on-calls into line with the Holidays Act (Redback 67).

Uniform review:

Post will involve the union in the process of developing suitable new uniforms.

Sunblock:

The payment for posties who purchase their own sunblock will

increase to \$50 each year.

Mobile phone hook-up:

Posties who use mobile phones to be able to contact their branch office while on delivery will get \$20 per year.

Disciplinary process:

An extra step will be put in the "Resolving Employment Relationship Problems" flow chart in Section J of the CEA to assist in resolving the problem as early as possible.

CEA books:

Each PWUA member will be issued with their own copy of the Collective Employment Agreement. Union contact details will appear in the front of each copy.

PWUA coverage:

New employees who join the PWUA will also be able to immediately join the PWUA CEA and not have to wait for the next set of CEA negotiations.

Non union members

The PWUA believes that wage offers from Post during negotiations may well be higher than this year's 4% if a higher percentage of Post's employees were union members.

Currently 40% of all Post staff who benefit from the Collective Employment Agreements do not belong to a union.

By lowering the 'unionisation rate' at Post to 60%, non union members are undermining what union members may be able to get, and subsequently what they themselves will get.

Non union members are invited to join their union colleagues in working for a better deal for all employees.

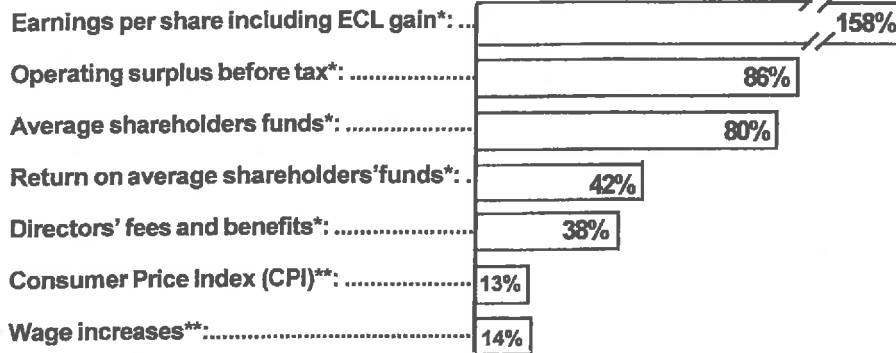
Workers' wage increases a long way behind increases in NZ Post directors' fees

Research at the Companies Office has produced more support for the PWUA's wage claim in this year's negotiations for a new Collective Employment Agreement.

The table below shows that while Post's employees' wage increases of 14.2% over the five years 2002 to 2007 are only 0.9% ahead of increases in the Consumer Price Index over the same period (13.3%), the total fees paid to Post's Board of Directors have increased by 38% - almost three times faster than the Consumer Price Index.

The CPI does not measure the disproportionate impact of price increases on lower income workers. Luxury goods like plasma TVs purchased by high salary workers have decreased in price, while increases in food, fuel and interest rates have a much higher impact on lower income families.

While tax relief packages for lower income families may provide some relief, the PWUA believes it is not the role of the Government to be subsidising employers continuing to pay low wages.



*Companies Office: NZ Post five-year trend statement consolidated summary of performance 2002/03 to 2006/07
 ** For the period 1/7/2002 to 30/6/2007

PWUA negotiating team 2008:

- Graeme Clarke
PWUA Advocate, Wellington
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Postie, Whangarei
- Michael Hunter
Postie, Epsom
- Ron Smith
Postie, Epsom
- Allan Lassche
Team Leader, Mt Maunganui
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- Johanna Ruiterman
Postie, Napier
- Paul Cresswell
Mail Officer, Wellington MPC
- Vicky Teariki
Postie, Te Puni
- Paul Trembath
Postie, Johnsonville
- John Maynard
Postie, Khandallah
- Neville Palenski
Mail Officer, Christchurch MPC
- Christine Robinson
Postie, Dunedin

PWUA to seek meeting with Government Ministers on Post's CEA offers

The PWUA will seek a meeting with Trevor Mallard who is both the Minister of State Owned Enterprises and Minister of Labour to discuss Post's responses to our claims in the CEA negotiations.

Post told the PWUA that the Government, as Post's shareholder, requires the company to operate commercially, and so they must be very careful with cost increases. Yet

the PWUA understands that the Government wants employers to boost workers' wages.

It seems that larger profits are being demanded at Post and that they can only be achieved by denying a decent pay rise to employees - except for the company's board. (The limit on the board's increase is set by Government Ministers.)

The PWUA will also raise the issue

of Post using the Deed of Understanding to insist on six day mail delivery. Post claims that the Deed, which is a political arrangement between the Government and NZ Post, requires six day delivery which the company can't modify in any way, even though over 70% of customers surveyed would be happy, for example, not to receive mail on long weekend Saturdays.

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POSTAL WORKERS UNION OF AOTEAROA (NORTHERN)
 14 Ahiriri Ave, Avondale, Auckland 0600

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

Home Phone

Deduction Authority for Postal Workers Union of Aotearoa (Northern)

I authorise my employer to deduct:

\$4.00 per week when I am employed for 30 or more hours per week, or

\$2.00 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.