

# PWUA and E tū enter joint CEA bargaining with Post

Eight days of Collective Employment Agreement negotiations have been set down for the first three weeks of March.

For the first time the PWUA and E tū have agreed to bargain together for the negotiations with NZ Post. Although each union has its own CEA with Post they are almost identical in the

provisions covering pay and conditions.

The unions have agreed to work toward merging their two sets of claims. Below is a summary of the PWUA claims and a summary of Post's claims.

It is clear from their claims that Post wants to make large "claw-backs" during the negotiations. If Post is successful in

its claims the result will be a significant backward step for all employees.

The two unions negotiating together provides all union members with a much stronger bargaining position.

A new PWUA CEA will not be "ratified" until all union members have voted in a series of "ratification" meetings.

## Summary of core PWUA claims

Each union will be presenting its own log of claims but have agreed to support each other's claims during the bargaining process. Many of the E Tū union claims are similar to the PWUA claims.

As the negotiations progress the two unions will be working to merge their claims into a single combined log of claims.

The 35% of employees who are not union members undermines the combined unions' bargaining strength. The unions have a claim to require non-union employees to pay a bargaining fee instead of the company simply passing the collective employment terms on to non union employees who have made no contribution to the unions' negotiations.

The fact that the unions have put forward their lists of claims does not mean all the claims will necessarily be successful:

- Wage increase
- No claw backs (weekly pay, night rates, paid meal breaks, roster make-up, gold plated allowance, redundancy)
- Higher starting rate by eliminating Steps 1 and 2 of Grade 2 (page 56)
- Sixth shift allowance added to hourly rate for non PPM six day workers who qualify
- "IDA" posties to be called Integrated Delivery Posties (IDPs)
- Higher starting rate for Integrated Delivery Posties
- Comprehensive and wide ranging new section in the Collective Employment Agreement covering Integrated Delivery Posties including safe working hours and maximum weights
- Scrap ADD - 5 day delivery Monday to Friday with only priority mail delivered on Saturdays
- Base pay protection calculated daily and not weekly
- Piece rate for circulars
- Piece rates not used to make up base pay
- Under PPM all team briefs to be paid
- Increased training allowance under PPM because new posties have to be trained on two rounds
- Multiple magazines to be AOs
- All overtime voluntary
- New posties to have 13 week training period
- Mole checks

## Summary of the core NZ Post claims

The unions have received comprehensive responses from members to the company's claims, the more significant of which are listed below.

Once the company has argued its claims at the bargaining table the PWUA will be reporting back to its members on the responses the unions have given to the company's claims.

The fact that the company has put forward a list of claims does not mean the claims will necessarily be successful:

- Fortnightly pays
- Night rates reduced from up to \$6.68 to \$2.97 an hour
- Mail centre meal breaks to be unpaid (as for ECL)
- Mail centre overtime rates paid only after 40 hours worked in a week
- Removal of roster make-up allowance
- Buy out of gold plated allowances
- Reduce notice period for significant roster change from 8 weeks to 2 weeks
- Reduction in standard hour abatement allowance by replacing with partial redundancy payment
- Remove the clearly defined and agreed conduct and performance expectations from the CEAs and place in company owned and written policy
- Redraft the job evaluation provisions (which determine pay grades for each job)
- Amend the PPM provisions to cover Delivery Agent employees driving Paxsters including:
  - requirement to hold a current full driver's licence
  - roster plans for full-time employees to be a minimum of 37.40 of calculated workload over between 4 and 6 days per week (enabling 4 day rostering of 9 hour 25 minutes days for Delivery Agents)
  - increasing the acceptable inaccuracy of the Delivery Work Measurement System (DWMS) from less than 20 minutes per week to 3 hours per week
  - overtime of T1.5 for Delivery Agents to apply only after 11 hours per day of calculated workload
  - Delivery Agents to be required to carry and answer their own mobile phone until 5.30pm on working days without compensatory payment

# Urgent compliance order against Post for failure to consult on Paxsters

While Post has been conducting confidential meetings with a small group of union officials (the Delivery Working Group and Network Working Group) the posties directly affected by Post's proposed introduction of Paxsters and changed rosters have not been consulted as required by the Collective Employment Agreement. Clauses A18 and 19 of the CEA say (page 13):

"As much as possible, management will consult with people directly affected by proposed changes. When consulting with people we will:

- make sure that any proposed change is legal and that it recognises everyone's rights under this agreement

- give people enough time to consider the proposed change and make comments and suggestions
- give careful thought to these comments and suggestions
- try to reach an agreement on the proposed change and how it will be put in place
- do this in a way that meets our commitment to treat people fairly and with respect".

Earlier in February the PWUA filed an urgent application in the Employment Relations Authority for a compliance order to require Post to consult on both the introduction of electric Paxsters for mail delivery and also the hours of work.

## The people have voted "No" for Easter Saturday mail

The PWUA has reminded Post that the people had already voted in 2003 that they do not want mail deliveries on Easter Saturdays.

When Post wanted to stop Easter Saturday mail deliveries in 2003 the company was required under the Deed of Understanding to get public agreement before changing delivery days. To gain such agreement posties were required to deliver a company voting card to every household.

Post promoted the removal of Easter Saturday delivery as "giving our hard working posties a well earned break" (without telling the public that posties were actually required to take it as a day's annual leave).

The result of the ballot was a majority in favour of no Easter Saturday mail.

Posties welcomed the opportunity to

have a four day break from 2003 for the following 12 years.

When Post announced that there were to be deliveries on Easter Saturday this year the PWUA supported the Hamilton posties' widely circulated petition for no Easter Saturday deliveries.

The PWUA has also pointed out to Post that their argument that Easter Saturday delivery was necessary to meet delivery standards is not correct. The Deed specifies that Post is not required to deliver mail on Good Friday, Easter Saturday or Easter Monday.

The PWUA awaits a reply from Post that the company must continue to respect the vote of the people - no Easter Saturday deliveries - and that posties take an annual leave day on Easter Saturday.

## Postal Workers Union of Aotearoa

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Nelson: 0800 469 798

Canterbury: (03) 942 8370

Otago: (03) 455 4823

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## PWUA Converga wage claims for 2016

Claims for a wage increase, improved allowances for higher duties and training and a yearly shoe allowance, have been gathered from PWUA members at business mail room company Converga for this year's wage negotiations.

A feeling that staff are taken advantage of by having to cover the work of higher paid employees was the number one reason that Converga staff contacted the union last year. It was also the reason staff say they are leaving the business.

As a result the union members have put forward a claim for an increase in the higher responsibilities allowance.

The union members also have a claim for \$60 a year as a footwear allowance. The company requires them to wear black shoes with covered in toes. Meeting the company's shoe requirement is a big cost for some employees who are paid only the legal minimum wage - \$14.75.

Union members are also seeking protection for the casual workers and want them paid a minimum of 4 hours a day.

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.

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from my pay and credit the Postal Workers Union of Aotearoa Southern District.

Please stop any other deductions from my pay to any other union.