

Negotiations continue for new Collective Agreement

- After five days of negotiations the PWUA and E tū unions have still not received an offer from NZ Post that could be brought back to the union members to vote on.
- The negotiations will continue between the unions and NZ Post with a video conference on Wednesday 18 June.
- The PWUA and E tū unions continue to work together during the negotiations as they support each other's claims.
- Although the preference of both unions is for a two year Agreement, NZ Post has changed its position and only made an offer for a three year Agreement:

2% from 1 July 2025, 2.5% from 1 July 2026 and 3.25% from 1 July 2027.

For the first year at least this would effectively be a pay cut for workers when compared with current inflation.

- Workers not in a union will have a three month delay before they receive a pay increase and it will not be backdated.

There has already been progress on a number of the unions' claims:

- ANZAC Day and Waitangi Day – same entitlement to lieu days as all other public holidays.
- Improvements to allowances for Night Rate, forklift drivers and safety footwear.
- Increased pay rate for posties working on their rostered day off.
- The \$2.00 per union member per week (used for the food vouchers) will increase to \$3.00 per union member per week from 1 July 2026.
- Birthday – one day's annual leave can be taken at four weeks' notice.
- A review of the Job Evaluation System (JES).
- PPE (Personal Protective Equipment) including suitable warm clothing and safety footwear will be reviewed at the next National Health and Safety Network (NHSN) meeting in August.
- The Enhanced Early Retirement programme will continue.

Matters for further discussion:

- Research on higher rates of paid and unpaid sick leave taken by night shift workers.
- Annual leave deducted on pay sheets before the leave is taken.
- Paxster and e-bike breakdowns after Delivery Branch management has gone home.
- Forklifts not suitable for workers of bigger build.

NZ Post withdrew a claim to be able to change Delivery Agent number of rostered days after consultation but without needing the agreement of the DAs.

There is still no agreement about PWUA and E tū Collective Agreement coverage for members of the union who are contract couriers and who are found to be employees in an Employment Court case.

You can join the PWUA now by going to the union's website: www.pwua.org.nz
Click on the "Join Us" link, and submit the form.