

Tūpuna proposal – NZ Post says it will answer questions and extend consultation

Faced with legal proceedings for breaches of good faith conduct towards its employees NZ Post has, at the 11th hour, agreed to provide information and answer questions from the PWUA affecting the future employment of many hundreds of mail employees that the company is proposing to make redundant.

Providing such information is a requirement under the law - section 4 of the Employment Relations Act. NZ Post's refusal to provide the information to justify its planned mass redundancies led the PWUA to prepare legal proceedings against NZ Post.

It was only after the PWUA warned the company that it was ready to file the proceedings that NZ Post asked the Union to pause while it prepared a response.

The company has now told the PWUA that it is preparing the required information and will release the information to employees next week, along with an unspecified extension to the consultation period (which was due to end next week).

On the basis of these promises from NZ Post the PWUA has agreed to pause its legal proceedings.

The refusal by NZ Post, to date, to provide the necessary information has created a new problem for the company. National and regional meetings of PWUA delegates to consider the responses of union members to the Tūpuna proposal have already occurred, but have been unable to fulfil their task because of the lack of information from NZ Post. New meetings of the delegates will need to be arranged to consider the additional information that the company will be providing.

Over the past several weeks NZ Post has been gathering feedback from employees on its proposal. However, feedback should not have been sought until all the information had been provided by the company and employees could see the full picture of what the company is planning.

Informed feedback can only begin after employees have received full information.

You can join the Postal Workers Union by going to the Union's website, www.pwua.org.nz
Click on the "Join us" link and submit the form