

## ***PWUA members' observations on Post's Tūpuna proposal***

NZ Post is proposing to progressively put all mail for delivery into their courier parcel delivery network. **They are proposing to close every delivery branch, make all their Posties/Delivery Agents, managers and support staff redundant, and require their contractor couriers to deliver all the mail on top of their growing load of parcels.**

However, the PWUA has asked NZ Post to meet its good faith obligations under Section 4 of the Employment Relations Act and provide the Union with its business case and costings so that the Union and its members can respond to the proposal. **Post has so far failed to provide this information.**

At a meeting in Wellington on 25 October between PWUA national delegates and NZ Post's senior leadership team the PWUA reported some of the observations its members had made so far on the company's Tūpuna proposal. Members have observed that the proposal was:

- **Immoral** – it takes work off employees who need it and want it and gives it to contractors who don't need it or want it
- **Unethical** – in the time of a Government-declared climate emergency NZ Post intends to replace zero-carbon delivery modes with high carbon-emitting vans
- **Culturally offensive** – NZ Post's Tūpuna are the ancestors who built the mail delivery business and the company's strong reputation, and NZ Post is now planning to dismiss all its mail delivery employees who are the current generation to those Tūpuna
- **Unworkable** – given the widespread opposition expressed by both employees and contractors to the proposal there would be little commitment to make it work
- **Probably unlawful** – if the Employment Court declares that NZ Post's couriers are on unlawful contracts then making mail employees redundant so the couriers can do their work is probably also unlawful
- **Very expensive** – it will cost NZ Post a lot of money to make its mail delivery workforce redundant [Post's current estimate is \$37million] but it would cost them nothing if they didn't renew couriers' contracts at the end of their term [usually 3 years]. *[Note: the Union does not agree that NZ Post should have the power to end courier contracts at the end of each three year period – a matter that the Union believes will be considered during the Union's contractor/employee case in the Employment Court. The Union says couriers who are PWUA members are employees.]*
- **Wasteful** - Posties/Delivery Agents already deliver parcels as part of their job and could easily deliver all the parcels, even if many of them would need to use vans

The PWUA told NZ Post's senior leadership team that, in light of the above observations, the business case and costings for its proposal must be very persuasive, so it is vital that the Union is provided with this information so its members can see the justification for the proposed mass redundancies.

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Click on the "Join us" link and submit the form