

Meetings to vote on NZ Post's offer for a new Collective Agreement

After five days of negotiations and two extra video conference calls the PWUA and E tū unions have received an offer for a new Collective Agreement from NZ Post. The two unions will now bring the offer back to the members of their unions to vote on – the ratification process. The PWUA will begin a series of meetings of its union members to hold secret ballots beginning in mid July.

Although NZ Post first offered a two year agreement, the company changed its position during the negotiations and its offer is now for a three year agreement.

NZ Post's latest offer of 2.5% from 1 July 2025, 2.5% from 1 July 2026 and 3.25% from 1 July 2027 was subject to recommendation of a yes vote by at least one of the Unions.

At the end of the negotiations NZ Post wanted to know whether or not the Unions would be recommending that the members vote yes for the new agreement. The Unions had three choices:

Firstly to recommend to members a yes vote, secondly to recommend a no vote, or thirdly to make no recommendation and leave the decision to the union members in the secret ballots as to whether to vote yes or no.

E tū decided to recommend which resulted in the above offer being made to both Unions.

The Postal Workers Union's negotiating team decided on the third option – no recommendation of the NZ Post offer to union members for two reasons:

1. The union members had stated overwhelmingly that they did not want another three year Agreement.
2. The Union's legal advice is that NZ Post's restriction of the rights of PWUA member couriers who become employees to be covered by the Collective Agreement is not lawful. The Union cannot recommend a Collective Agreement offer that contains a clause it has been advised is unlawful.

The series of ratification meetings will hear an Advocates' Report from the negotiations followed by questions, discussion and a secret ballot of members. The NZ Post offer for the PWUA will only become the new Collective Agreement if more than 50% of the total PWUA membership who vote, vote yes.

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.