

NZ Post's Tūpuna proposal and PWUA's counter-proposal

NZ Post's Tūpuna proposal would see all Delivery employees dismissed (by redundancy) and their work given to couriers who the PWUA believes are on unlawful contracts.

The PWUA's legal proceedings which will determine if the named couriers who are members of the PWUA are contractors or employees are before the Employment Court now. If the Court finds that the couriers' contracts are unlawful then the PWUA has received legal advice that NZ Post's Tūpuna proposal would be unworkable because any forced redundancy would be an unjustified dismissal. (It would be unlawful to dismiss a Delivery employee so their work could be given to someone else on an unlawful contract.)

PWUA counter-proposal

With the assistance of its delegates the PWUA has developed a counter-proposal for NZ Post that would not be unlawful and which would guarantee continuing employment for many Delivery Agents / Posties with NZ Post.

The PWUA believes that its counter-proposal would:

- make similar savings to NZ Post's proposal
- remove significant risks that are in NZ Post's proposal
- guarantee the stability of NZ Post's courier and mail businesses during a period of restructuring
- be much better for the environment
- better enable the company to meet its legal and service obligations
- be more broadly accepted by posties, couriers and management as the most practicable solution.

Discussion and endorsement by PWUA members

Before the PWUA can present its counter-proposal to NZ Post the details need to be discussed and endorsed by PWUA members. Meetings of members will be held in worksites throughout the country as soon as they can be arranged.

Regrettably, NZ Post has refused the PWUA's request to extend the consultation period beyond 29 February. The confidential business information the company has provided contains security features which prevent it being printed or distributed by the union so the company has made it very difficult for employees to assess the company's proposal which threatens their jobs.

The PWUA is making every effort to complete discussions with members but the reality is the restrictions placed by NZ Post on the consultation process will make it very difficult for the Union to have meetings on all sites before 29 February.

All PWUA members are strongly urged to attend meetings with Organisers and delegates on their worksites to discuss NZ Post's Tūpuna proposal and the PWUA's counter-proposal.