

Our Web Sites: [www.cwuvic.asn.au](http://www.cwuvic.asn.au)  
[www.cepuconnects.org](http://www.cepuconnects.org)

## REMEMBER TO CLAIM YOUR UNION DUES ON YOUR TAX RETURN

### UNION DUES PAID FOR 2007/08

POSTAL	Full time or more than 26 hrs	16-25 hours	15 hours & under
Regardless of method of payment	\$396.00	\$197.60	\$99.45
With 10% Yearly Discount	\$361.80	\$180.90	\$91.35

If your payments are non-standard, e.g. you are paying off arrears or you have not been a member for the full financial year, a statement of how much you have paid in union dues will be posted to you. Statements will also be posted out on request. Ring 9600 9100 if you need one.

Communication  
Workers' Union  
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## DLC WILDCAT

**On Thursday, 12 June, mail officers showed their anger and frustration with Australia Post management over their plans to take more Sunday work off them by setting up a protest at DLC's entrance.**

Around 300 staff refused to go into work, choosing instead to stay out in the atrocious weather to make sure management got the message - ENOUGH IS ENOUGH! Management had taken \$160 in penalty rates off the staff rostered the previous Sunday by not allowing them to work their rostered Sunday. This was a trial to see whether they could close the Network on the Sundays before a public holiday.

What had particularly infuriated the staff was management's refusal to consult or compromise at all. They were also totally frustrated by the fact that the DLC management admitted that they were directed to do it and therefore could not look at alternatives while Corporate level managers insisted that it was a local issue and that local management could negotiate.

The up-shot was that with few exceptions Victorians did not receive their mail on Friday and instead of Australia Post saving money they had significant expense clearing the delayed mail.

Management took the union to the AIRC and won an order against 5 delegates and ALL DLC staff on 18 June preventing them from taking any industrial action except 'protected' industrial action for the next 3 months. Post failed to get orders against the union thereby protecting the union from being fined and sued and from creating hurdles for the EBA 7 process.

But Australia Post is still not listening! Instead of investigating why the wildcat happened and addressing the relevant issues to ensure it need not happen again, they have began an investigation to find some scape-goats, and are trying to place individual mail officers on Disciplinary Inquiries.

**It is time Australia Post management took responsibility for their own poor management and realised that postal workers are sick of them putting their greedy hands in our pockets.**

UNITY IS STRENGTH



Proud to be Union

# NEWS

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## in Brief



**Your workers get a pay-rise. Members will be pleased to learn that the union support staff have been given a 5% pay-rise for this year. We have also been able to upgrade the computer systems.**

### Visits to polities

The union is going around to lobby a number of polities and their advisers about our problems with Australia Post. We have been to see Darren Cheeseman, Mike Symon, and Senator Conroy's Chief of Staff and Lindsay Tanner's Australia Post adviser. The best news is that there will be two new members appointed to the Australia Post Board in the next few weeks! Members who would like to join our delegations to see these representatives should contact the union office.

### Country Transport Supervisors

Transport have come up with the crazy idea of abolishing the supervisor's position in each of the Country Transport Depots attached to the Mail Centres and replacing them with one PTC 5 located at Ardeer. This means over 50 drivers would report to a person who would have to remotely supervise places up to 250 kms apart (Bendigo, Ballarat, Seymour, Morwell and eventually Geelong). This matter is in the AIRC with the next Report back being on July 8 at 10 am.

### Decipha EBA 3

Management of this subsidiary of Australia Post have followed their parent's example in paying a 4% pay-rise from July 1 without finalising an EBA.

The 4% pay-rise was not acceptable to the members who are still agitating for an improved offer.

### WorkWear Uniforms

A national petition to Graeme John about the newly released uniform is being circulated. These should be returned in the next 2 weeks. It protests about the reduction in the quality and quantity provided. Post Logistics staff are even worse off, Management are trying to provide even less with a different type of uniform that will only be replaced on a fair wear and tear basis! (Definitely an issue we want to fix in the EBA 7).

### Journey Cover

We need you to write to your local politician to remind them of their promise to restore compensation coverage for journeys to and from work. The Safety Rehabilitation and Compensation Act is due to be reformed by the end of July 2008.

It is important that members write to remind Julia Gillard and their local Federal member of parliament to restore what John Howard took from us in March 2007. A sample letter: "I understand that there is a Review of the Comcare system being conducted by the Rudd Government. I am

writing to ask you to support compensation cover for journeys to and from work under the Safety Rehabilitation and Compensation Act. We had this cover until it was removed in a reform of the Act in March 2007. This change has meant that several of my work-mates have been disadvantaged. It is important for our financial and job security that this is restored."

### Clause 10 of the Principal Determination

On July 4, 2006 Australia Post informed the union that a Determination had been made under the Australian Postal Corporation Act. This infamous Clause 10 allows Australia Post to direct you to submit to a medical exam by a doctor determined by Australia Post, for the purpose of an exam and a report to Australia Post concerning the employee's fitness for duty. It provides that the employee must comply and where an employee fails to comply "*without reasonable cause, the employee may be subject to the Discipline Process.*"

This is an outrageous condition of employment that to our knowledge applies to no other part of the Australian workforce. Especially when the track record of the company doctors is examined.

The union has several examples of Australia Post abusing this provision and we are lobbying the Minister for Communication to have Australia Post remove this clause from the Principal Determination.

### Contractors

The union is well aware of the exploitation of the contractors and sub-contractors working for Australia Post. But some conditions shock even us! We have come across yet another lot of sub-contractors (who are 'employees' legally) who are being underpaid, some working in the black economy and not being paid Superannuation.

If a person is selling only their labour they are by definition an 'employee'. It is more complicated if you have your own ABN number and provide your own vehicle.

These employees are covered by either the Postal Services Industry Award or the Transport Workers Award (Transitional). Both of these are common rule awards, which mean they apply regardless of whether the employer or union is a respondent to the award.

The union is taking action to enforce correct payments on behalf of these subbies in the Magistrates Court.

We would ask members to make sure that employees of contractors at their workplaces know their rights under these awards. The pay rates are lower than those for corporate staff but there are rights to casual rates, penalty rates, super and for permanent employees - holiday and sick pay, redundancy payments and termination notice.

**For more info:  
contact Joan on  
0419 345 134**

## Retail Staff - ROM

Having trouble with the staff to workload measurement tool called Resource Optimisation Model (ROM)? The union has a helpful check-list of functions that can be claimed in the Non-EPOS Times under O for other local issues. This will give a more realistic measure of the staff time required at your office. Members are reminded not to sign that they agree with the ROM outcome if it is not fair. Please contact John Hogg on 96009100 / 0422546814 if you want information about this.

**The new Retail HR Manager is Janine Murray-Zaia. Her contact number is: 8626 1863.**  
Ghaith Krayem the previous manager has moved to a Corporate position.



### Save Our Posties Campaign in the Western Suburbs

70,000 householders, half a dozen street-stalls, thousands of signatures on a petition to the Minister, a lot of local media and two major protests later sees the new Western Suburbs Delivery Centre opening with 7 out-stationed DODOs and the threat of more to come as the current posties leave or get transferred. Still, it is a better result than at Fitzroy!

### Non-Penalty Posties Get Organised

New postie members at Hoppers Crossing Delivery Centre who are getting ripped off 15% of the posties traditional wage are getting organised. The 14 have all signed the following petition to their manager and Graeme John.

*"We, the undersigned 6.30am non-penalty shift posties ant the same conditions as other posties. That means starting at 6 am with the shift allowance, for the following reasons:*

1. We cannot live on our current pay as it is \$108 per week less than other posties.
2. We do receive a fair share of overtime.
3. We are pressured to start early and work for free to keep up with the other posties to get our depot bags ready.
4. We frequently miss our customer service standards (eg mail to businesses by 11 am)
5. We are concerned that our superannuation benefits will be insufficient for our retirement needs.

We are all considering whether we can continue to work for Australia Post under these unfair and discriminatory conditions.

*(Their 6 am workmates have also signed a petition to support them.)*

**They have asked the union to ask 6.30 am starters in other Delivery centres to join the campaign. They have asked the union to convene a special afternoon meeting for all non-penalty workers.**

## COMMON LAW AGREEMENT CAMPAIGN

The union is asking for your support for a Common Law Agreement to stand alongside EBA 7. As we are still under the 'WorkChoices' it is difficult to have everything that we want in EBA 7. It needs to be supplemented with a CLA.

If you or your work-mates have not received your mail-out explaining this campaign please let the union office know. Organisers will be visiting your workplace over the next several weeks to explain the CLA in detail.

A petition is also being circulated against Australia Post management abuses of our current EBA 6 and calling for protection for our rights in an enforceable document. Please return these petitions as soon as possible.



### Change to Mystery Shopper

As of July 1, the emphasis on on-selling will diminish as part of the PSO assessment. Given feedback from most retail members, this should be a welcome relief.

### Attendance Management interviews

The union has officially raised concerns about the practice of retail staff being made to attend an interview at HQ when it is deemed that "excessive" sick leave has been taken. We believe this is intimidatory. Management claimed it was to ensure privacy?! Please contact us with your concerns.

### Retail Uniforms

There is general dissatisfaction about the current uniform. There is a current review being undertaken for next year. We will inform you when we have a progress report on this issue.

## SECRETARY'S PERMIT TO VISIT WORKPLACES

**The Branch Secretary has not had a permit to visit members at their workplaces for over 4 months now. This is because Australia Post has intervened in her application to renew her permit alleging she is not "a fit and proper person" to hold such a permit.**

We have had a 4 day AIRC Hearing in the middle of May and now we are waiting for the Deputy Industrial Registrar to prepare a Decision.

Management dredged up and complained about 11 incidents over a 3 year period and 552 visits later.

It is not so long ago that union officials were able to do their job without a permit. It is a matter of democracy in the workplace. While corporations are allowed to make petty and unfounded allegations as a rort to hold up union officials from doing their job it is clear that this law needs to be changed.

In the meantime the other organisers are doing extra visits while Joan is organising many out of hours meetings and catching up with lobbying, submission-writing, communications and representing individual members.

**Members should be aware that management are having a deliberate campaign to discredit the Secretary trying to take advantage of her lack of access. Members should be wary of management propaganda. For example, Steve Ousley's recent S.I.B. saying Joan blamed a small group of mail officers for the strike at DLC. No, she didn't, she blamed management fair and square! He also claimed Joan had lied to police about not visiting DLC on the day of the strike. She simply explained she had not been at the picket line.**

## CONTACT NUMBERS FOR THE UNION

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Transport / Country Mail Centres

#### Sithy Marikar

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Currently on Sick Leave

#### Ray Gorman

0438 379 753

Parcels, Delivery, DLC, MGF

#### Ray Richardson

PL and individual members' concerns

0434 494 849

#### Troy McGuinness

0423 271 358

Recruitment

**Val Butler** is currently working on Telstra issues.

Authorised: Joan Doyle, Branch Secretary

