



SECURITY • SAFETY • PAY

Dear Member,

The CEPU is trying to secure a fairer EBA7 – one that protects your security, safety and pay.

After a further six months of talks with Post, your union cannot recommend that you accept management’s draft EBA7 based on their refusal to protect these basic rights:

Security	Post won’t commit to creating and protecting full-time jobs, or avoid contracting out work
	Post won’t ensure your EBA conditions are fully protected
	Post wants to keep introducing workplace change first, then consulting later - undermining your job security
Safety	Post wants to force you to see Facility Nominated Doctors, shopping around for doctor decisions to rush you back to work
Pay	Post won’t protect all employees current access to penalty rates
	Post wants to change rosters without proper consultation, that could cost you thousands of dollars in lost take home pay

Despite our efforts to encourage Post to change its mind, management refuse to budge on your big concerns.

Time and again over the last 12 months we’ve seen that Australia Post can’t be trusted with your security, safety and pay. This is why we must take action to secure a fair EBA7 for the future.

Enclosed is some information about the union’s main concerns with the current EBA7 offer. You’ll receive more detail soon about the matters in dispute with Australia Post.

Importantly, in the very near future we may need to hold a ballot of all union members to authorise the taking of protected industrial action in Post to secure a better EBA offer. Let us know your thoughts about this.

If you have any questions regarding EBA7 and taking action to secure your EBA7, contact your organiser at your State Branch on (03) 9600 9100 or email us at feedback@cepu.asn.au

Yours truly,

Ed Husic
Divisional Secretary, CEPU

Joan Doyle
Secretary Victorian P&T Branch, CEPU

PS. Have you updated your contact details? Fill out and return the form in this envelope.

Authorised by Ed Husic, Divisional Secretary, CEPU (Communications Division), 139-155 Queensberry St, Carlton South, VIC 3053



HAVE YOU UPDATED YOUR DETAILS?

The CEPU may ask for members support in a vote authorising protecting industrial action to help us secure an EBA7 that protects your security, safety and pay. For this, we need to have the most up to date list of member contact details.

Please fill out the form below if **ANY** of your details have changed in the last 12 months.

IMPORTANT: We need your APS or employee number, because that helps definitely identify that you work at Post, even if you have changed workplaces or roles.

First Name: Surname:

Address:

..... Postcode:

Postal Address:

..... Postcode:

APS Number: Designation:

Workplace Address:

..... Postcode:

Phone: Mobile:

Email:

Once this form is filled, please return it to:



MAIL:

PO BOX 1052,
North Melbourne VIC 3051



FAX:

(03) 9600 9133



EMAIL:

cdptvic@cepu.asn.au



COMMUNICATION

workers news

URGENT BULLETIN: CEPU rejects revised EBA7 offer

JULY 2009



OFFER UNDERMINES SECURITY, SAFETY, PAY

(3 July 2009): The CEPU (Communications Division) Divisional Executive has unanimously decided that the revised EBA7 offer cannot be recommended to members as it undermines members' security, safety and pay. **The official resolution of the Divisional Executive is reproduced below:**



The Divisional Executive has noted the report of the Divisional Secretary on the status of negotiations with Australia Post regarding Enterprise Bargaining Agreement 7 (EBA7).

Divisional Executive notes that the parties remain divided on a range of critical matters including:

1. Post's refusal to amend the EBA dispute resolution processes to allow EBA7 to be enforced via arbitration;
2. Post will not agree to including a status quo arrangement in the dispute resolution clause, to help ensure proper consultation is entered into ahead of major workplace change;
3. Post refuses to commit to union requests to ensure that full time employment remains the predominant form of employment in Australia Post. This is particularly the case in delivery, where the union has concerns about the impact of Future Delivery Design on full time jobs;
4. Post's refusal to improve the way it treats sick and injured workers – and the corporation's refusal to end the use of Facility Nominated Doctors;

5. Post has refused union recommendations to improve the way it consults about the introduction and use of contractors;
6. Post will not commit to measures protecting our members' shift penalties; and,
7. Post wants EBA7 to end in December 2010, which the union believes is too short a timeframe for the agreement.

Given the seriousness of these issues as they relate to our members' job security, health and safety, and protection of take home pay, the Divisional Executive cannot recommend the agreement to its members in Australia Post because the CEPU believes this is against our members' interests.

Divisional Executive requires all branches to consult with members about the serious defects in the current Post offer and urges Branches to obtain member support for measures to help secure a fair and satisfactory enterprise agreement with Australia Post."

NEXT STEPS: MEMBER CONSULTATION

The CEPU will be discussing, with members, the next steps in the campaign to get you a better EBA7 deal, which protects your security, safety and pay. If you have any comments or feedback, contact the CEPU or email us at feedback@cepu.asn.au

**COME AND FIND OUT ALL ABOUT EBA 7 AT THE ANNUAL GENERAL MEETING
1PM SATURDAY JULY 25, AT THE UNION OFFICE 200 ARDEN STREET NORTH MELBOURNE**

The Winners and Losers - the 2009-10 Federal Budget



THE WINNERS

- **RETIREEES** - Pensioners are the budget's biggest winners. They pocket an extra \$32.49 per week for singles, while couples will get a \$10.14 a week increase.
- **INFRASTRUCTURE** - \$22 billion will be spent on major road and rail projects.
- **UNEMPLOYED** - \$1.5 billion on jobs and training to help the jobless become employed
- **TAX CUTS** - came into effect on 1 July. The tax savings will range from almost \$3 per week on a salary of \$30,000 up to a weekly saving of \$10.58 for someone earning \$100,000 a year.
- **NEW PARENTS** - 18 weeks of government-paid parental leave for those earning less than \$150,000 from the start of 2011.
- **FIRST HOME BUYERS** - First home owners grant boost to be extended for another six months, but at a reduced rate after three months. From October until December this year the grant will be reduced from \$14,000 to \$10,500 for established homes, and from \$21,000 to \$14,000 for newly built homes.
- **CARERS** - will receive a \$600-a-year supplement, per person under care.
- **EDUCATION** - \$491 million over four years to ensure that universities offer a place "for all eligible students" by 2012.

THE LOSERS



- **PENSIONERS** born after 1952. These retirees will be the first affected by the pension qualifying age increasing by two years to 67. The qualifying age will increase in six monthly increments between 2017 and 2023.
"Struggle till you drop, that's the Governments plot"
- **WORKERS** - unemployment is expected to reach 8.5 per cent, or about one million Australians in 2011
- **HIGH-INCOME EARNERS AND HEALTH** - access to the 30 per cent private health insurance rebate will be means tested with the level tapering down for singles earning more than \$74,000 and combined family incomes of \$150,000 a year.
- **SUPER**
Caps on superannuation concessions to be lowered from \$50,000 to \$25,000. Government co-contribution for low income earners will be reduced from 150 per cent to 100 per cent for the next four years, and to 125 per cent from July 1, 2012 to 30 June 2014. It will be increased back to 150 per cent from 2014.

FUTURE PAY INCREASES

WHILE EBA7 HAS STILL NOT BEEN FINALISED AUSTRALIA POST has agreed to pay the wage improvements which have been outlined so far in the agreement. Remember that the union secured a pay rise of 16% and a bonus over the 3 years when Australia Post only offered 9% over 3 years.

What does this mean for you?

- It means that the third 4% salary increase will be in pay packets on 5 August 2009 for all employees who are on the award wage.
- A \$500 performance bonus will be paid in September 2009. This is on the basis that the service standard of 94% has been met for the financial year 2008/09.
- A 2% wage increase is foreshadowed for August 2010 and again in December 2010.

As the negotiations on EBA7 continue, we will keep you informed of any progress.

PAID PARENTAL LEAVE – the nuts and bolts



What is it?

A parent eligible for Paid Parental will receive taxable payments at the Federal Minimum Wage, currently \$543.78 a week, for a continuous period of up to 18 weeks (a total of \$9788).

Will I get Paid Parental Leave?

You will only be able to get Government Paid Parental Leave if your child is born or adopted on or after 1 January 2011.

Will I be eligible for the Paid Parental Leave scheme?

Generally the payment will be for mothers of a newborn child or the parent of an adopted child. To get the payment, you must:

- be in paid work;
- have been engaged in work continuously for at least ten of the 13 months prior to the expected birth/adoption;
- worked at least 330 hours in that ten month period (an average of one day a week), and
- have received an income of \$150,000 or less in the previous financial year.

How much will I get and for how long?

An eligible person can get taxable Paid Parental Leave payments at the level of the Federal Minimum Wage (currently \$543.78 a week) for a maximum period of 18 weeks.

The scheme will cover employees including casual workers, the self-employed and contractors.

Will the Baby Bonus still exist?

Yes. The Baby Bonus will be available for people who do not get Paid Parental Leave, subject to the usual income test. Multiple births have different rules for eligibility.

Will I be able to get Baby Bonus and other family payments as well as Paid Parental Leave?

If you are receiving payments under the Paid Parental Leave scheme, you will not receive the Baby Bonus (except in the case of twins or multiple births).

You will also not receive Family Tax Benefit Part B while you are getting Paid Parental Leave payments.

Otherwise, you will continue to receive Family Tax Benefit under the usual rules. Paid Parental Leave will be treated as taxable income and may affect entitlement to family assistance and child support.

Will I be able to get both parental leave and employer-provided maternity leave?

Yes, you will be able to get both employer-provided and Government Paid Parental Leave.

You can take Paid Parental Leave before or after employer-provided paid leave, such as recreation leave and employer-provided maternity leave.

You can also take Paid Parental Leave at the same time as employer-provided leave.

How do I claim Paid Parental Leave (PPL)?

- Parents will be able to apply for PPL prior to the birth or adoption of their child, around the same time as they are making their leave arrangements with their employer.
- Application for PPL will be through the Family Assistance Office. Parents will be required to provide sufficient evidence to demonstrate their eligibility, including work history.

Who pays my Paid Parental Leave and when is it taken?

- Employers will make payments only to employees who have 12 months continuous service. Other parents who claim PPL will receive their payments directly from the Family Assistance Office.
- Eligible parents will be able to nominate the period they are paid PPL. PPL must be taken after the birth or adoption of the child, and within 12 months after that event.
- The Family Assistance Office will be responsible for administering the PPL scheme.

Where can I get more information?

Contact the Family Assistance Office on 13 6150 or via the website www.familyassist.gov.



FUTURE OF POST TO REMAIN PUBLIC SAYS PM

PRIME MINISTER KEVIN RUDD has made his view very clear that **Australia Post** will remain a public asset.

In a recent interview on Australian News about the ownership of public and private assets Prime Minister Rudd said:

"From the Commonwealth point of view, we believe that there are certain things which are very important to retain in public ownership.

"For example we have that in relation to Australia Post, we think that these are important national institutions. There is always going to be a debate about what should be in and what should not be. The key thing is to make sure the service is properly delivered to the Australian people, to make sure that it is delivered at a reasonable price to the Australian people, and to make sure that you get all those all balances right."

We congratulate the PM for his comments – they're music to the ears of Post employees.

DECIPHA EBA OFFER FROM BAD TO WORSE

DECIPHA HAS UNILATERALLY PAID a 2.25% pay increase and a daily forklift allowance of \$4.05 to employees who are rostered to and perform forklift duties from the first pay period post 1 July 2009. The members have asked for at least 4.5% because their pay is so low. The union is unaware of any other agreement offering such low annual pay increases. We will continue to work with Decipha members to achieve a decent wage increase and better conditions.

POST LOGISTICS

plans to transform the business

THE AUSTRALIA POST BOARD HAS GIVEN PL management 18 months to return the business to profitability.

There are to be management and systems changes designed to provide better management of individual contracts. The most significant aspect of the change for CWU members is the intention to conduct all is business through one legal entity – Post Logistics Australasia. The corporation intends to move all Australia Post workers involved in logistics including workers covered by EBA 6 working at Wetherill Park (NSW) and at Knoxfield into this entity.

As the transfer of employees to the new entity is in the future CWU members have considerably enhanced protections under the Part 2-8 of the Fair Work Act.

While there are potentially quite serious issues facing members we have time to respond to these proposals not only because of the protections offered by the Fair Work Act but because these changes are not due to next year.

ROMs IN RETAIL

MANAGEMENT'S NEW VERSION of the Resource Optimisation Model (ROM) disadvantages small offices especially those in country towns. The union has placed the ROMs of 25 Post Shops in dispute and is working through these with the new Area Managers. The national issues to do with time allocation are also in dispute at a national level.

Members should be advised that if they do not agree with the staff allocation or the rostering at their office they should contact the union office for advice. One important change we are seeking is that when you are asked to sign that you have been consulted you should be given the opportunity to express your opinion on the proposed outcome. NSW have a different sign-off sheet and we have asked Victorian management to adopt this form here.

CALL CENTRE CHANGES

THE UNION THINKS AUSTRALIA POST has behaved appallingly on the planned closure of 4 of its call centres in Sydney, Perth, Adelaide and Hobart. About 286 staff will be redeployed or made redundant if the centres close.

Luckily Melbourne is not affected greatly and in fact it is proposed that management will recruit about 137 new staff to work in Pinewood (Mt Waverley). We can however feel empathy with the call centre workers in other States who were informed without consultation or due process. It is clear that a majority of these staff do not want redundancies and few want interstate transfers.

Post also intends introducing new software in February 2010.

It seems that some shift work may now be required in the remaining centres - Brisbane and Melbourne and that staff may only be trained in one role.

The federal union has taken the matter to the AIRC for conciliation. The union is proposing that Perth remain open because of the time differences and that the other centres closure be staged over a longer period to enable adequate redeployment.

PLAN OPS FOR TRANSPORT NIGHTSHIFT & ARDEER DOCK REVIEW

A REVIEW OF THE DUTY-BOARDS IN NIGHT-SHIFT transport is being undertaken at Dandenong Transport Facility and Melbourne Transport Facility using the Plan Ops computer programme. The AIRC has directed that management consult with the drivers and the union office and several meetings have been held. The new duty boards are due to start on Monday July 19, 2009 but we are still hoping to improve upon current proposals.

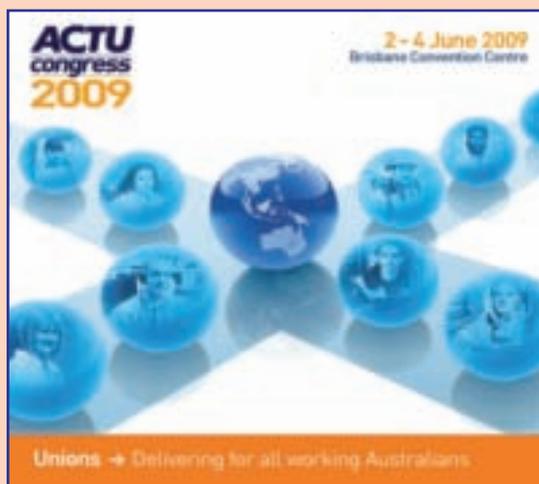
Management has proposed major cuts to the pay of staff on the MPF Docks by proposing to change their shifts and cut their Saturday and Sunday work. Management have seriously under-estimated the amount of work being done on the Parcel Centre docks on the week-end and if their plan is allowed to proceed it will seriously delay the Network.

This proposal and ones like it show that management have no qualms about cutting our take-home pay as much as they can through changes to shift times and rostering. This highlights the importance of the proposed clause in EBA 7 to protect our take-home pay.

TAX CUTS: How much will you save?

The Federal Government has delivered on its promise to provide income tax cuts this year and next.

From July 1, 2009, the tax savings will range from almost \$3 per week on a salary of \$30,000 up to a weekly saving of \$10.58 for someone earning \$100,000 a year. Another round of tax rates is still due from next July.



ACTU CONGRESS

The ACTU Congress is held every three years.

It is effectively a parliament for working people, where delegates debate and vote on policies regarding workplace rights and campaigns to improve wages and conditions and the quality of life for Australian workers and their families.

This sets the union agenda for a further 3 years.

The Congress was held on June this year.

Some of the key areas discussed were as follows:

ACTU IR policy - union priorities for the next three years

THE PRIORITY FOR UNIONS OVER THE COMING THREE YEARS is to "grow unions, protect jobs and advance workers' interests".

Unions will be actively encouraged to actively "prosecute" the new Fair Work Act and related laws, including bringing prosecutions where union delegates are victimised in their organising role; where employers deliberately mislead employees about their rights; and where sham contracting arrangements are in place. Unions will be encouraged to "test" the new bargaining rules, by selecting "appropriate test cases" on key Fair Work Act provisions.

Income / Job Protection a priority for unions

UNIONS WILL PRIORITISE INCOME AND EMPLOYMENT PROTECTION under the "Security of Work" policy adopted. The policy asks for 100% assurance of workers' entitlements particularly in the short-term. Also to gain assurances in the area of retaining, retraining and/or re-employing workers. The policy calls for the Federal Government to look at measures which include the design of a new system for protecting entitlements and issues surrounding portability of entitlements.

ACTU Government Procurement to favour Australian tenders

THE POLICY ASKS FOR THE FEDERAL GOVERNMENT to ask for project tenders of more than \$50 million to be defined as being of "national significance". These projects require tenderers to enter into contracts that "maximise opportunities for full and fair Australian industry participation". There would also be a price preference advantage of 20% for Australian industry, with 5% added for regional providers.

Salaries for CEO's

SALARIES FOR CEO'S SHOULD BE CAPPED at 10 times an enterprise's average wages, according to the ACTU. New analysis has been released showing the average pay for CEO's has risen astronomically and is now 63 times average weekly earnings. This new policy would make Graeme John's pay packet around \$400,000 instead of \$2.9 million.

Contractors

THE UNIONS WILL CAMPAIGN FOR AMENDMENTS to the Independent Contractors Act to ensure all workers have decent working conditions and access to low-cost remedies against unfairness. We will be campaigning to ensure contractors can be represented by their union in collective bargaining.

OH&S Policy

THE CONGRESS HAS PASSED A STRONG and comprehensive policy on OH&S and compensation. Use of toxic substances (workplace cancer), asbestos, nano-materials, biological hazards, psychological illnesses (stress, fatigue, poor rostering, bullying, workplace violence, harassment and intrusive monitoring) have been targeted.

The Congress opposed self-insurance for employers in relation to compensation.

Changes to the Fair Work Act

THE UNION MOVEMENT WILL BE pursuing a further set of IR reforms from the Federal Government.

End discrimination against construction workers and take action on deaths on building sites

The ACTU has asked the government to repeal laws that discriminate against building workers and to abolish the hated Australia Building and Construction Commission (ABCC). More than 40 workers have died on construction sites in the past year and the ABCC have done nothing other than pursue their anti-union agenda.

Unions pledged to support South Australia construction worker, rigger Ark Tribe who has been charged for refusing to attend an ABCC interview. Mr Tribe has refused to tell ABCC investigators about a union meeting held over persistent safety breaches at an Adelaide construction site.

Unions of manual workers will fight Retirement Age Increase

CFMEU AND AMWU AND OUR UNION will be "taking up the cudgels at every opportunity" in our fight against raising Australia's retirement age to 67 as announced in the Federal Budget. This is wrong in principle particularly for manual workers.

The worry is that as well as limiting access to social security the government may also change superannuation rules.

THE FAIR WORK ACT

THE FAIR WORK ACT CONTAINS THE STRONGEST PROTECTIONS against unfair treatment at work that workers and unions have ever had.

As from July 1, 2009 employers cannot discriminate against any worker for things like joining a union, acting as a workplace delegate, attending a meeting with a union organizer, participating in a protected action ballot, or taking part in protected industrial action or seeking to recruit new members.

Employers cannot discriminate against workers for things like ringing their union to query their rate of pay. If a discrimination claim ends up in court, the onus is on the employer to prove they weren't behaving in a discriminatory way, with the union able to seek injunctions reinstating the worker to their job while the matter is heard if they were stood down. If the claim is upheld, the court can order reinstatement and/or compensation for the worker and fines against the employer.

So Freedom of Association protections are stronger and easier to enforce than before.

UP-DATE ON UNIFORMS

IT REMAINS A STRUGGLE GETTING SUITABLE clothes to work in. The only changes that have been implemented in time for the next bulk drop early in 2010 are:

- The logo on the back has been removed
- The pants have elastic in the waist except for the moleskins and the pockets are better
- There are now women's sizes
- The socks are made of a different blend
- The belts are more durable

Management are currently trialing new gauntlets and fingerless gloves that are hi-viz, UV protected and waterproof as well as a new shirt with Kevlar inserts to minimize abrasions.

A spray jacket which is wind-proof has been trialed and approved for all workers without outside jackets. The only problem is that Australia Post is waiting for the fabric to be supplied. These can be ordered on the optional form which can be down-loaded on the Intranet. Australia Post had agreed to trial a cooler shirt for the posties based on the hi-viz poly cotton shirt worn by RACQ workers but have not done so because the weather is not hot enough!. Looks like we will have to have another summer of protests!

The Nolan Full Face Helmet is no longer being manufactured so it is to be replaced by the Sonic Full Face Helmet model AP989.

And now not only is the uniform being made in China but the packing is going to be done there as well instead of in Broadmeadows. Australia Post should support Australian jobs especially during a recession!

EMPLOYMENT IN AUSTRALIAPOST *part-time jobs multiply*

The latest statistics provided by Australia Post show that they are increasingly relying on part-time jobs despite the demand by members for more liveable wages!

	Full-time %	Part-time %
Administration	97	3
Call Centre	82	18
Delivery	64	36
Executive	100	0
Facility Manager	100	0
Mails/Parcels	72	28
Postal Manager	99.6	0.4
Retail	38	62
Support Services	50	50
Technical	100	0
Transport	58	42

MINIMUM WAGE FREEZE A BLOW TO EMPLOYEES OF AUSSIE POST CONTRACTORS

EVEN JULIA GILLARD WAS DISAPPOINTED by the Fair Pay Commission's decision on July 7, 2009 not to lift the minimum wage. The ACTU said the decision was appalling and that it would hurt the economy. The ACTU Secretary said that the decision means ordinary working Australians and their families were bearing the brunt of an economic downturn they did not cause. Low-pay workers were again the victims of the unfair wage setting system established by the Howard government.

EUROA - CONTRACTING OUT

The CEPU is seeking a penalty on Australia Post for allegedly not consulting before contracting out the delivery rounds at Euroa. This matter was listed for a conference in late June in the Melbourne Magistrates Court. Australia Post raised a jurisdiction issue. Both parties are now in the discovery stage and a Hearing should happen sometime in July.

MERCEDES VANS MATTER BEING HEARD JULY 20, 21 & 29

AUSTRALIA POST'S APPEAL AGAINST THE COMCARE report into the Mercedes Sprinter vans without side windows was set to be heard in mid August. Given the very long delays since the dispute arose, the serious safety concerns and the adverse findings (to Post) of the Comcare investigator, we sought a quicker hearing of this matter.

The AIRC granted this request and the matter will be heard commencing 20 July. There will be a number of witnesses and the matter is likely to run for 3 to 4 days. See our web page for important advice about driving these vans, www.cepconnects.org. Drivers are welcome to attend the Hearing at Fair Work Australia 11 Exhibition Street, Melbourne when they are off shift.

SURVEY SLAMS FUTURE DELIVERY DESIGN

RESULTS OF A NEW SURVEY give a resounding 'thumbs down' to Australia Post's new delivery methods in the Collingwood area. Residents overwhelmingly wanted their traditional posties back.

Four thousand surveys were distributed to letterboxes in Fitzroy, Collingwood and Abbotsford in May 2009. Of these 752 were completed and returned. The results reveal that Australia Post customers felt that the service had severely deteriorated and reported the following problems.

- Mail left unsecured: 53 per cent
- Mail delayed: 42 per cent
- Mail delivered damaged: 38 per cent
- Mail delivered to the wrong address: 78 per cent

Customers' comments should cause Australia Post management to rethink their plans for replacing traditional posties with Slotters and DODOs. Here is a selection of customer comments:

'My postie has changed 4 times!'

'We have noticed a drastic reduction in the quality of service.. & all the above issues have caused considerable frustration.'

'I had no problem for 4 years, then it went completely crazy.'

'I really have noticed a difference! At home I always get my neighbour's mail and have to deliver it myself AND at work (both Fitzroy addresses) my mail is often very LATE!

'I now direct debit all bills because I cannot trust Australia Post'

'Service has gone down. Could always rely on it before, now we can't.'

'Bring back full-time posties when they were working we didn't have any trouble with the mail.'

'Downgrade of service is obvious.'

'I am extremely annoyed at this degradation of the service.'

'Bring back full-time posties. They have always been our friends for 31 years.'

Bring back my postie!

To obtain a copy of the full survey "Bring Back My Postie" contact the union office. Remember if customers do not receive good service they will reduce their use of postal services and this puts all our jobs at risk.



SEPARATE BUNDLING TRIALS

MANAGEMENT HAS ANNOUNCED that they intend trialing Separate Bundle Delivery in three places in Victoria. This will be trialed by:

- two posties on Aussie Mail Bikes at Bentleigh East
- 2 DODOs on Aussie Mail Bikes at the Flemington Outstation
- a DODO on a Power Assisted Trike at the Altona Outstation.

Trials on Motor-bikes have not been notified as yet but beware!

REDUNDANCIES

THERE ARE A NUMBER OF REDUNDANCIES in the Australia Post Network at present - 28 at DLC, 6 at MPF and a handful in Retail and in Delivery night-shifts. The union would like to see as many jobs as possible retained, and we remind members to carefully consider their future, especially their employment prospects, before agreeing to a VRP.

Sound financial advice can be obtained from the union's financial advisers who understand our RRR Agreement, CSS & APSS Superannuation schemes as well as the tax laws and Centrelink payments. **Bill Harding: 97381244 or 0400870659** and **Silvio Crisafi: 98197255**. Bill is available to meet members in the union offices at either North Melbourne or Clayton while Silvio's office is in Kew.

MOTORCYCLE CHECKS IN AIRC AND MOTORCYCLES TO GET NEW TYRES

THERE ARE THREE ISSUES CURRENTLY BEFORE the AIRC in relation to motorcycle checks. They are:

1. The checks themselves and the training.
2. The time allowed for the checks.
3. The removal of some members from motor cycles in NSW.

The Commission has given priority to the issue of removal of members from motorcycle rounds. We expect that the matter will be back in the Commission within 2 weeks.

In relation to motorcycle tyres Australia Post has informed the CEPU it will soon be introducing a new larger profile tyre for the Honda CT110 motorcycle. The new tyre a V Rubber 300/17 profile will replace the current 275/17 profile tyre. Introduction of the new tyres follows a national trial by posties at selected delivery facilities and expert analysis by independent specialist group DV experts says Australia Post.

According to Post the new tyres will improve motorcycle handling. Great, anything that improves safety for motorcycle PDOs is welcome.

FROM 1 JUNE 2009 ALL CT110 motorcycle rear tyres must be inflated to 38psi (262kpa). This includes motorcycles currently fitted with the V Rubber 275/17 profile tyre. There is no change to the requirement for front tyre inflation which remains at 32 psi (220kpa).



BRITISH POSTAL WORKERS OPPOSE ANY SALE OF ROYAL MAIL

Postal workers have continued a series of rallies around the UK to express their opposition to the government's proposal to sell a stake in Royal Mail. Their legislation provides for the sale of about 30% of the postal service.

Union speakers at a "Keep the Post Public" rally in Newcastle argues that part-privatisation was not the only option open to the government. TUC regional secretary Kevin Rowan said "The Communication Workers Union and workers in the industry are very committed to making it a successful enterprise that returns a surplus into the government".

Ministers have rejected a suggestion that Royal Mail be turned into a not-for-profit company like Network Rail, insisting that the plan to sell off a stake remained the best option. However, they have failed to convince many in their own party, 148 Labor MPs oppose part-privatisation.

APSS PROBLEM SOLVED AFTER UNION INTERVENTION

RECENTLY, A MEMBER WORKING AT DLC TRANSFERRED HIS SUPER into a APSS Pre-Retirement Pension (a PREP) as a way of accessing some of his money to help out a family member. He then cancelled the PREP 3 weeks later.

Unfortunately, APSS took over 4 months to return the member's funds to his Members Savings account. When they did return it they put it into 'Market Return Strategy' instead of into 'Cash Strategy' as he had requested.

This disadvantaged him by about \$40,000. Thankfully, the member had kept records of his contacts with APSS and the union representative on the APSS Board was able to get the matter sorted out and the member was reimbursed.

Just proves the old adage "It Pays to Belong to a Union".

Any members with Super problems should contact the union office.

NANO-WHAT? NANOTECHNOLOGY AND SUNSCREENS

Nanotechnology?!

"Nanotechnology" is a general term that describes the manipulation of materials at the extremely small scale of nanometres (nm) or less. To put that in context: a strand of DNA is 2.5nm wide; human hair is 80,000 nm wide. This is a very new technology, with many associated risks that have yet to be resolved. There has been no new safety testing to determine that any nano product in your shopping trolley today is safe.

Nanotechnology in your sunscreen

Nanoparticles of titanium dioxide and zinc oxide are routinely used in many sunscreens now on sale in Australia. Scientific studies have shown that these nanoparticles can produce free radicals and damage DNA, especially when exposed to UV light. These studies suggest that rather than offering us sun protection, nano sunscreens could actually result in serious skin damage.

Some Nano-Free Brands

(that claim they actively avoid using nanoparticles)

- | | |
|---------------------|----------------|
| ▪ Amcal House brand | ▪ Le Tan |
| ▪ Aquasun | ▪ Natio |
| ▪ Banana Boat | ▪ Nutrimetics |
| ▪ Cancer Council | ▪ UV Solarcare |
| ▪ Coles House brand | |

STOP INDUSTRY MAKING CHOICES FOR US!

DEMAND THE RIGHT TO SAY NO TO NANO!

Email: Nicola.Roxon.MP@aph.gov.au

Postal: 1 Thomas Holmes St, Maribyrnong Vic 3032



DON'T RISK SECOND RATE SAFETY

A HEALTHY AND SAFE WORKPLACE IS A RIGHT that we can't take for granted. The shocking truth is that:

- Almost 500,000 work-related accidents each year.
- More than 7,000 Australians die annually from work-related accidents. That is 4 times the annual road toll.
- Cost to the Australian economy is a staggering \$57 billion.

There are currently 9 different OHS Laws operating in Australia. All governments want to replace these with a model OHS law. To do this, the Federal Government appointed a Review Panel to make recommendations about the model law. Its final recommendations were released in February and the new model law is due to be completed by the end of 2009.

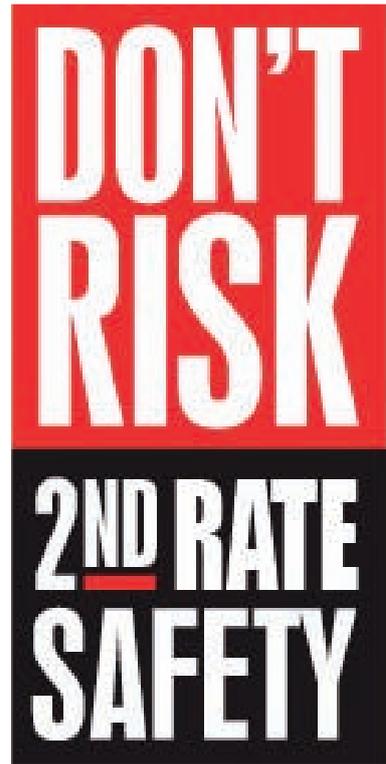
But instead of raising national OHS standards to the highest level, the Federal, State and Territory governments have now adopted recommendations from the Review Panel that have the potential to strike down up to 30 years of progress.

Unions are not willing to stand by while Australian workers are subjected to second rate health and safety laws.

We need thousands of signatures to show governments around Australia that we're serious about having a strong model OHS law to make our workplaces healthier and safer.

Sign the petition at

<http://www.rightsatwork.com.au/campaigns/ohscampaignaction>



POST'S DETERIORATION IN SAFETY PERFORMANCE DUE TO INCREASE IN MOTORCYCLE ACCIDENTS

AUSTRALIA POST'S SAFETY PERFORMANCE to the end of April 2009 has deteriorated compared to the same time last year. The national Lost Time Injury Frequency Rate (LTIFR) at the end of April represented a 15% deterioration on the April 2008 level and was above the June 2008 level.

The decrease in the national safety level was driven by an increase in LTIs in NSW and Vic/Tas related to motorcycle accidents. There was also a tragic on-duty fatality in March involving a West Australian PDO who died as a result of a collision between her motorcycle and a truck in metropolitan Perth. This fatality is the subject of an ongoing Comcare investigation. The transport area also recorded an increase in LTIs but with no single factor to explain why. There were however improvements in mail and parcel processing and retail areas. (At least on paper!)

An examination of Post's motorcycle incident stats indicates that the most serious incidents were located on

sealed roads or driveways and it appears that in many of these incidents the PDO had the right of way yet they were still hit by vehicles – either unseen or seen and ignored.

To improve the visibility of Australia Post's motorcycles a conspicuity project was commissioned to enhance the overall block colour of the motorcycle whilst on the road to other road users and hence minimise the potential for serious vehicle collisions stemming from poor visibility of the motorcycle. As a result several enhancements are proposed to the motorcycle including fluoro yellow/lime panniers and front letter carrier, fluoro yellow/lime upper body clothing, fluoro yellow/lime flag and high visibility motorcycle decals.

Post is also having discussions with Honda Japan on the ability to paint the motorcycle fluoro yellow at the factory which would remove the need for decals. Post say the initial staged roll-out is to commence ASAP.



INJURED WORKERS

OUR MEMBERS OFTEN ENCOUNTER DIFFICULTIES when injured at work because Australia Post is a self-insurer under the Comcare Compensation scheme. Comcare is conducting an audit of Australia Post in September this year as Australia Post's license as a self-insurer is up for renewal in 2010.

The union intends conducting a survey of members' experiences with company doctors and the Australia Post compensation system to submit to Comcare.

Australia Post's drive to cut workers' compensation costs is resulting in serious mistreatment of injured workers. Injured workers are losing out as Australia Post:

- Forces them back to work early even when it is unsafe, to reduce 'Lost Time Injuries' records
- Refuses compensation on spurious grounds
- Uses an 'army' of company doctors (FNDs) to suppress or undermine their compensation claims.

Meanwhile managers are pocketing cash bonuses for cutting compensation costs.

Members have held three rallies in the last few months to expose Australia Post's unfair and dangerous practices and to call on the Federal Minister for Communications, Senator Conroy to intervene.

The Federal union is currently in the AIRC before Senior Deputy President Drake over a number of individual cases which highlight Australia Post's misuse of company doctors to undermine compensation claims.

Members are asked to:

- Sign the petition circulating around workplaces. This calls for the Minister to set up an Inquiry into the matter.
- Check the web-site: www.cashforcompo.org.au
- Honour the union ban on attending FNDs unless you are directed to go under the Safety Rehabilitation and Compensation Act.

NEXT INJURED WORKERS' MEETING
SATURDAY, AUGUST 8 AT 1PM AT THE UNION OFFICE,
200 ARDEN ST (CNR MACAULAY RD), NORTH MELBOURNE



Templestowe posties protest after their workmate was sent back to work (in pain & on morphine) by FND after shoulder surgery for 2 hours per day even though her surgeon had ordered her to have 2 weeks off work

STATISTICS TO WORRY ABOUT!

In 2006/2007 there were 3,935 incident reports (P400's), and 1,056 new compensation claims made by postal workers in Victoria / Tasmania but there was only 103 Lost Time Injuries.

In the last nine months in Victoria / Tasmania alone there have been 539 incident reports of motorcycle accidents, 253 car/truck accidents and 25 bicycle accidents and 911 reports of muscle stress.

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Recruitment

Val Butler is currently

working on Telstra

issues.

*Authorised: Joan Doyle,
Branch Secretary*

