

COMMUNICATION

workers news

NOVEMBER 2008

MEMBERS MEETING 1pm - 22 NOVEMBER

This is the last General Meeting for the year. The focus for the meeting will be INJURED WORKERS. Malcolm Cumming from Maurice Blackman lawyers will be in attendance to discuss Compensation and TAC matters. An advisor from Julia Gillard's office has also been asked to attend to discuss the Comcare Reform agenda. AN END OF YEAR BBQ WILL BE HELD PRIOR TO THE MEETING FROM 12 NOON AT THE UNION OFFICE, 200 ARDEN

CUTS TO PAY & CONDITIONS are behind Australia Post's RECORD PROFIT



Australia Post increased profits to almost \$600 MILLION last financial year.

Australia Post executives have been maximizing profits and their own pay and bonuses at the expense of postal workers.

There needs to be more restraint in executive salaries. The greed needs to stop. **The General Manager Graeme John's remuneration increased to \$2.9 million while the top 6 executives have extracted \$5.3 million between them** from the Corporation. The table below shows that some executives have more than doubled their income in just 4 years.

AUSTRALIA POST EXECUTIVE SALARIES

	2004	2008	% increase
Peter Meehan	615,466	898,316	46%
Jim Marshall	614,788	1,192,341	94%
Bill Mitchell	391,083	1,092,099	179%
Mark Howard	501,509	774,776	54%
Alec Ceselli	454,090	630,030	39%
Rodney McDonald	394,021	706,847	79%
Graeme John	1,830,000	2,903,671	59%



There needs to be a fair share of these record profits with employees. Australia Post employment policies are driving postal workers into poverty.

Management have been removing penalty rates from new starters in order to cut their salaries by 15%. This reduces their wages by over \$100 per week or more than \$5,000 a year. These workers are only on a base salary of \$36,000 a year.

This is, if they are employed full-time. Now, well over a third of Australia Post employees are only offered part-time positions.

Australia Post have also moved to contract out many jobs. The contractors and sub-contractors involved are often on "Third World" pay and conditions.

Postal workers have had enough of being short-changed.



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AUSTRALIA POST GET A COMCARE IMPROVEMENT NOTICE AT BUNDOORA DELIVERY CENTRE

A Comcare Investigator has found Australia Post has breached section 16(1) of the OH&S Act and Regulations 4.12 & 4.33 of the OH&S (Safety Standards) Regulations at Bundoora DC because:

- The system for reporting and recording hazards is deficient
- The policy for the adjustment of time allocated to PDOs to conduct their deliveries safely having regard to weather, on route hazards and volume of deliveries is not clear and is not being consistently implemented by team leaders
- Australia Post is not adequately supervising and monitoring the time taken by PDOs to conduct their rounds so as to ensure that the PDOs are not speeding or conducting rounds in an unsafe manner.

Post have been given 45 days to prevent any further breach or likely breach.

It is well worth reading a copy of the Report by the Comcare Investigator Christopher May as you can see the type of evidence Comcare look at to determine whether work systems are safe or not. HSRs have the right to request all this information in their role as a HSR. You do not need a Comcare Investigation to obtain this information under the Act. Unfortunately, you usually need a Provisional Improvement Notice (PIN) or an AIRC Recommendation or Decision to get Australia Post to do anything that will decrease productivity!

Delivery members need to thank Zennon Eaton, Bundoora DC's HSR who issued the original PIN in May 7, 2007 when management threatened to reduce times given to PDOs to complete their duties once again. Zennon and the Shop-steward Bill Christopher have resisted all management efforts to have the PIN removed. The HSR at Preston DC has also issued a PIN in relation to insufficient time to complete outdoor duties.

Members are once again reminded to work safely – 10 kms on the footpath, "Stop, Read & Ride" and dismount going passed shops, senior citizens facilities, kindergartens, etc. Take your outside break.

Ring the union office on 96009100 for a copy of the Report

WINDOWLESS VANS

The union is still awaiting Comcare's decision on the Provisional Improvement Notice placed on the windowless vans by the HSR at Mt Waverley Hub. This is expected within the next few days after being in Comcare's legal department for some time.

THE FATE OF COUNTRY TRANSPORT SUPERVISORS STILL RESTS WITH THE AIRC

The union has taken this matter of the PTC2s to the AIRC for Arbitration under the RRR Agreement. We are still waiting for a decision from Senior Deputy President Drake as to whether the AIRC has jurisdiction to hear the matter.

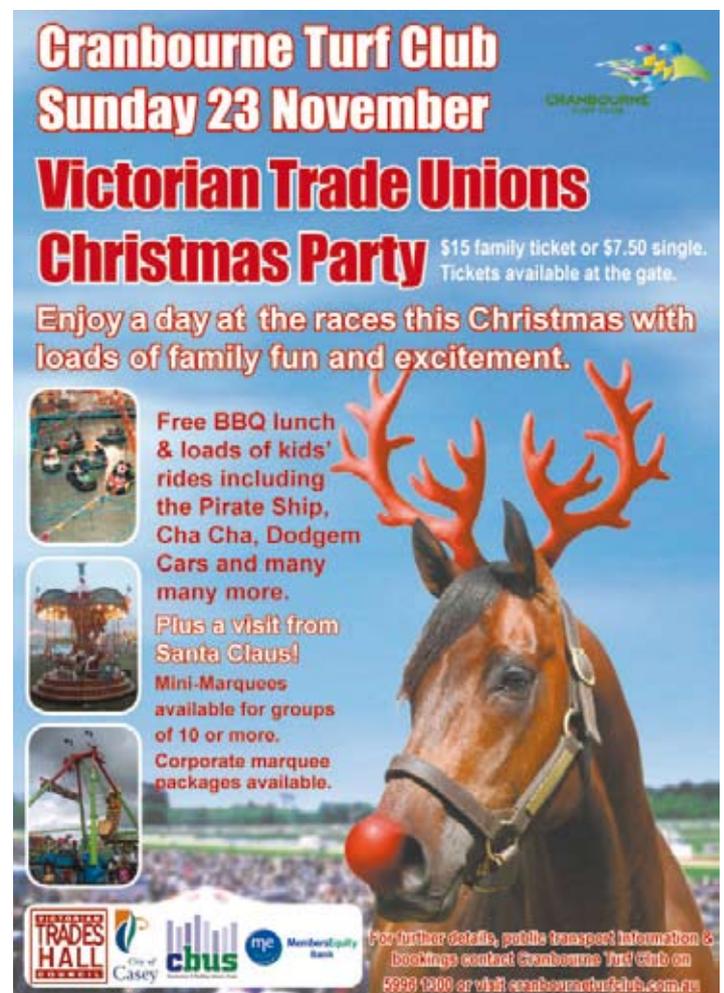
NEW BOARD APPOINTMENTS FOR AUSTRALIA POST

The new directors are Mr Mark Darras and Mr William Mansfield. Both have been appointed for a period of three years from 31 October 2008.

Mark Darras is currently Special Counsel with Sparke Helmore Lawyers and was previously Human Resources Strategy Executive with Goodman Fielder Ltd.

Bill Mansfield has been appointed especially for employee relations. He was a Commissioner of the AIRC from 2002 to 2006 and the Assistant Secretary of the ACTU from 1985 until 2002.

Current Board members' terms expire in November 2008, March 2009, April 2009, September 2009, March 2010 and September 2010 respectively.



Cranbourne Turf Club
Sunday 23 November

Victorian Trade Unions
Christmas Party \$15 family ticket or \$7.50 single.
 Tickets available at the gate.

Enjoy a day at the races this Christmas with loads of family fun and excitement.

Free BBQ lunch & loads of kids' rides including the Pirate Ship, Cha Cha, Dodgem Cars and many many more.

Plus a visit from Santa Claus!
 Mini-Marquees available for groups of 10 or more.
 Corporate marquee packages available.

TRADES HALL
 One of Casey
 cbus
 me Membership here

For further details, public transport information & bookings contact Cranbourne Turf Club on 5938 1900 or visit cranbourneturfclub.com.au

UNION SECRETARY- A "FIT & PROPER" PERSON TO HOLD A PERMIT TO VISIT & INSPECT WORKPLACES

...AND A PERMIT HAS BEEN ISSUED!

Deputy Industrial Registrar Barry Jenkins

Australia Post has lost their \$266,000 bid to prevent your Union Secretary from visiting you in your workplace.

The D.I.R. accepted *"that Ms Doyle has visited Australia Post's premises over five hundred times in the preceding three years. Findings of importance have been made against Ms Doyle in relation to five occasions. This is not to suggest that lapses on a small number of occasions are acceptable but simply to indicate that in the exercise of discretion it is necessary to balance all relevant factors. This includes evidence that the CEPU has raised concerns with Australia Post in relation to right of entry issues as well."*

Although it took 8 months to achieve this result and we are dismayed that the DIR accepted Australia Post 'verbal' as evidence in the instances referred to at Melbourne Parcel Facility and Preston Hub, it is a good win for the union.

We are especially pleased the DIR gave a clear opinion in his Decision against another management anti-union activity:

"It is my view that it is inappropriate for a manager to be sitting in on meetings or discussions between a permit holder and members of the union. I recommend that Australia Post instruct Mr Hayes and any other managers who engage in this practice to cease doing so."

The union has lobbied all Federal ALP politicians representing Victoria about this absurd part of "WorkChoices". The Rudd Government's draft Industrial Relations legislation is just now being finalised. For the sake of democracy we hope they have listened and do away with this "fit and proper person" test to stop Australia Post and other ruthless employers resorting this to deny union members' rights to representation.

WHEN WILL WORKCHOICES BE RIPPED UP?

IT IS NO SECRET THAT THE UNION MOVEMENT is

disillusioned with the pace of change in relation to Industrial Relations laws. Last November's election win was the result of a determined vote by the Australian people against 'WorkChoices' and we expected the Labor Government to rip 'WorkChoices' up.

The only change however that has been achieved so far is that AWAs can no longer be offered to employees. ITEAs that pass a 'no disadvantage' test remain as do unexpired AWAs.

The new IR laws are currently being totally re-written and it is expected that these will be presented to Parliament in the first week of December. From all reports there will be some disappointments for workers.

There will be progress on the right to collectively bargain, and this part of the legislation will commence on July 1, 2009. There will be a reduction in the number of 'prohibited' matters, i.e. issues that cannot be put into agreements. It seems likely that total prohibition of contracting-out will not be allowed but conditions can be placed on contracting-out.

The Unfair Dismissal laws will also be changed from July 1. These will disappoint employees of small employers, like Australia Post parcel contractors. It is proposed that they will only apply after 12 months employment and that you can be dismissed if the employer has given a written or verbal warning! Fair Work Australia the new government enforcement body will also operate from July 1, 2009. Unions remain concerned that the umpire's role is not strong enough and that binding arbitration will not be available as needed.

Workers will have to wait until January 1, 2010 until the rest of the new laws become operational. These will include the National Employment Standards, modern awards, right of entry and freedom of association provisions among others. It is reported that there will be strong support provided for union delegates which is welcome news and that once again unions will be able to do time and wages inspections of all employees records. This is very important in trying to prove breaches of industrial law. Try proving an "unfair share of over-time" claim, for example, without access to all records.

The unions are lobbying between now and early December to ensure that the best package of laws is tabled in Parliament. The 'big end of town' is also exerting pressure on the Government to whittle down the reforms. There will then be a Senate Inquiry which will call for submissions. The Government will need to win the support of the Independents, Nick Xenophon and Steve Fielding to get the laws through the Senate. **It is expected the legislation will be passed by March 2009 ready to be implemented in part by July 1 2009.**

An analysis of the laws will be provided once they are tabled in Parliament.

OUTCOME OF DLC DISPUTE ABOUT SUNDAY WORK & MANAGEMENT ATTEMPTS TO VICTIMISE SHOP-STEWARD

The long running campaign to protect our Sunday work has been successful at DLC. On Queen's birthday weekend management unilaterally cancelled the Sunday shift, thereby reducing rostered people's pay by about \$150. This provoked a "wildcat" by staff. Management then proceeded to scape-goat one of the delegates who was threatened with a transfer.

On 24 September management and the union agreed to accept the recommendation of Board of Reference Chairman, the delegate be reinstated to her shift at DLC, and receive an alternate penalty.

In the past weeks, we have been assured that the current management will not be reducing our Sunday work. We won't however be relying on management's word on this matter. DLC members are willing and able to defend their entitlements.

Management set out to save \$40,000 over the Queen's Birthday weekend. Because they refused to consult

with staff and their union, they have lost hundreds of thousands of dollars and caused disruption to our customers.

They have sought and obtained from Commissioner Foggo three s496 orders against everyone working at (and entering and exiting) DLC. This has achieved nothing except a huge pay packet for MinterEllison lawyers. **The union is appealing the current s496 orders.**

Management need to remember that we still have a right to take 'protected industrial action' after holding a ballot, and that the protection of our shifts and current take home pay has been clearly inserted in our log of claims for EBA7.

Australia Post said they needed to save \$40,000 from DLC wages but were prepared to spend hundreds of thousands of dollars to undermine the union. Needless to say, we are not going to let them undermine either our wages or the union!

We are holding a CELEBRATION BBQ for DLC members 1pm Saturday 29 November

at the union office 47 Henderson Road, Clayton.

Bring your family.

(All members, especially those living in South Eastern suburbs welcome)

For more information or to advise food requirements contact:

Ray Gorman 9600 9100 or 0438 379 753.

COMPLAINTS PERSIST ABOUT WORK WEAR UNIFORM

Australia Post has responded to persistent complaints by conducting a survey of a sample of 10% of the eligible workforce, and conducting focus groups in Victoria, NSW and Queensland.

While the survey response of 663 workers was reported to show overall satisfaction with the new uniform, the Corporate managers responsible for the uniform seem prepared to make some changes in the future.

The union met with Australia Post on October 29 and raised the following issues:

- Outdoor PDO shorts are too long
- Windproof jackets are required by more staff than those currently deemed eligible
- Wet weather gear has been faulty
- The big Post sign on the back of some of the uniform issue is too hot
- Sizes do not include short, medium and tall versions of sizes
- Certain items are hard to keep clean and in good condition especially for drivers
- The dye runs in motor-bike gauntlet
- Some of the socks are poor quality
- The backing on the belts comes away
- The hi-visibility garments do not meet the standard when wet. Posties are hot especially because they have to wear safety vests with these.

- The need to bring back proper consultation on the uniform issue

The Australia Post representatives at the meeting said that they were working on a uniform that would be recognised as a 'Post only' uniform for the next bulk issue in April / May 2010. In the mean-time:

- Australia Post labels would be made out of fabric that "breathes".
- The range of sizes would be increased
- The belts would be improved
- The shrinking socks were targeted for change
- Shorts could be taken up at Australia Post's expense to 4" below the knee when standing.
- All wet weather gear has now been individually tested and is weather-proof
- **They strongly encourage staff whose clothing is damaged to exchange it on a "fair wear and tear" basis.**

The Victorian administration after being told of the union's concern about the lack of leather jackets for posties and the dangers of coming off motor-bikes wearing polar fleece have asked Yakka to develop clothing made out of cordura, a fabric that is claimed to be even safer than kevlar. This will be the same colour as a hi-vis safety vest (fluoro yellow-green). Trials of a prototype should be conducted shortly.

You can email your comments to Carmel Prince or Steve Warburton @austpost.com.au

MERCEDES-BENZ TRUCKS - AN ENVIRONMENTAL WINNER

Australia Post has signed a five year contract with Mercedes-Benz Australia/Pacific for the supply of environmentally friendly Mercedes-Benz Trucks.

Following an extensive tender process, Australia Post selected the Mercedes-Benz Atego due to a number of factors, including:



- ADR80/03 Euro 5 emissions rating
 - ABS (anti-lock brakes) and ASR traction control as standard
 - Cabin safety that complies with European Safety Standard ECE-R29
 - OH&S features such as ergonomic fully adjustable driver's seat with integrated seatbelt
 - Super extra comfortable seats, low entry cab, electric mirrors and windows, 90 degrees opening doors, easy entry and exit
 - Driveline warranty of three years or 250,000 km
 - A range of automated and automatic gearboxes
 - Ease of maintenance with on-board maintenance system and extended oil change intervals
 - One of the best Australia-wide vehicle support networks
- The Atego will be customised in Australia Post's distinctive corporate livery, and there will be over 225 trucks provided over 5 years.

Challenge us to find you a better deal.



1300 368 117

www.unionshopper.com.au



TELSTRA WORKERS NEED YOUR SUPPORT

The union has been trying to negotiate an EBA with Telstra for many months.

Telstra are however refusing to negotiate and are trying to impose an Employee Collective Agreement or Non-Union Agreement on their workforce.

Telstra has removed much of their workforce from collective bargaining by signing them up to individual contracts and through contracting-out during the Howard years. Their ultimate aim is to de-unionise the whole industry which would allow them free rein to reduce wages and conditions.

They have put forward 3 non-union agreements to parts of the Telstra workforce, only to have them soundly rejected.

The union has now been granted the right for a ballot for protected industrial action with the ballot opening on November 21 and closing on December 8, 2008.

The Telstra Annual General Meeting is coming up on Friday, November 21. If you have shares in Telstra please sign over your proxy to Len Cooper, the union's Divisional President and send them to the union office C/- P.O. Box 1052 North Melbourne Vic 3051.

COMPANY DOCTORS & COMPENSATION CLAIMS

Members are reminded that the ban on co-operation with Facility Nominated Doctors (FNDs) remains in force. The only time employees should attend an FND or company doctor is if they are directed to in a letter quoting s57 or s 31 of the Safety, Rehabilitation and Compensation Act. Recently we asked our parliamentary representatives to ask Australia Post at the Senate Estimates Committee the following statistics in relation to injuries, compensation claims and company doctors.

In Australia Post nationally in 2006/2007 there were 13,535 incident reports or P400s, 2,898 new compensation claims but **only 463 Lost Time Injuries. These figures do not make sense unless you take into account the effect of Australia Post's company doctors in suppressing compensation claims and lost time injuries. There were 4,295 referrals to company doctors during the same period. We have referred this matter to the CEO of Comcare.**

FUTURE DELIVERY DESIGN

The Federal union still has this matter in the AIRC. The union is alleging that Australia Post have failed to consult about this Major Change Project. They have further objected to Commissioner Foggo hearing the matter on the basis of perceived bias in that she has attended briefings with Australia Post on the matter in the absence of the union. The union is still waiting for a decision on which Commissioner should hear the matter.

SEQUENCING

In the meantime, Australia Post has rolled out sequencing in Dandenong, Mt Waverley, East Bentleigh, Narre Warren, Cranbourne and Somerton Delivery Centres. There have been significant time savings at Dandenong Delivery Centre with patchy results elsewhere. While the posties require less time (between 30 -60 minutes, additional time is required for transport and bar-code sorting (20 – 30 minutes).

The real issue is how to redesign the posties work to allow for these savings and the retention of full-time jobs. It is a breach of the EBA 6 that Australia Post are trying to impose DODO positions when alternate proposals such as spending the time saved on primary sorting or absorbing a round into a group are not considered. It is our advice that this is an Australia Post national position that State and local managers have to follow.

It is also quite apparent already that the proposed merge rates of 14 a minute are not achievable by most PDOs.

TRIAL OF NEW DELIVERY OUTDOOR MODELLING TOOL

AUSTRALIA POST SAY THEY NEED AN OUTDOOR MODELLING TOOL (OMT) because the current method of determining routes “is antiquated, requires a high level of educated guess work, provides limited flexibility and does not balance indoor and outdoor delivery requirements.”

They have chosen to trial the RouteSmart Technologies OMT because it is “the leading provider of high density routing solutions” for utility meter reading, waste/recycling collection, postal, newspaper delivery services. Their clients include US Postal Service, FedEx Home Delivery and energy companies.

The OMT is claimed to create the most efficient round to service a specified area while considering 8 separate constraints simultaneously, i.e. mail availability, mail volumes, replenishment points (Depot boxes), delivery modes available, delivery mode restrictions, road speeds, turn restrictions (for non-delivery travel), structure of the road network and work load balancing across rounds. The trial will occur at selected Delivery Centres across New South Wales, South Australia, Victoria and Western Australia with the initial trial at Moorabbin Delivery Centre in Victoria from September 2008 to February 2009. Trials in the other states are scheduled to commence from February 2009 and are anticipated to last approximately 5 months at each Delivery Centre.

Two potential issues with RouteSmart are whether the constraints factored into the OMT to optimise delivery rounds are adequate and whether OMT will create work intensification issues for the outdoor work of PDOs. These issues should be identified through the trial process. The CEPU has requested consultation on the trial with its Branches in New South Wales, South Australia and Western Australia branches well in advance of the trials commencing in those states. We have also requested a further briefing on the Moorabbin trial when it concludes in February 2009.

ALTERNATIVE MODES OF DELIVERY TRIALS

AUSTRALIA POST IS CONDUCTING TRIALS ON POWER ASSISTED AUSSIE MAIL BIKES and power assisted pedal tricycles. They are also intending to trial some motor assisted walk buggies / trolleys but are waiting for these to arrive from Germany.

Each piece of powered-assisted equipment has a 200 watt motor which is the maximum power output that is allowable without Australian vehicle registration and license requirements applying to the equipment or the riders.

The union interviewed one of the test pilots of the tricycle. The trike has an extra mail carrying capacity so it is much heavier to pedal. The test pilot believed it needs gears and better suspension. It is over a foot wider than a bicycle and the steering takes a bit of getting used to. He believes the lighter models would be more suitable, and believes that the trike is only suitable for very flat rounds and would be good in pedestrian areas where slow speeds are mandated.

We have yet to interview posties trialing the motorised Aussie bike but believe this should have wider application than the trike and hope these will be a real alternative for injured workers, We hope in the future there will be less motor-bike accidents and fewer bad backs if there are fewer posties are on motor-cycles delivery.

CONTRACTORS NEWS

THE POOR WAGES AND CONDITIONS OF CONTRACTORS and sub-contractors are an absolute disgrace. The union has only recently put a concentrated effort into working in this area.

We discovered that a whole group of "subbies" in Castlemaine, Hepburn Springs and Daylesford were being underpaid and hadn't been paid superannuation for several months. Australia Post management cannot say they did not know about this. The contractor has recently gone bankrupt owing more than \$1/4million dollars. The union managed to get some of the Super paid and is trying to collect whatever monies we can for the 'subbies'.

The country mail centre cleaners have also been 'ripped off' by this contracting system. While Spotless holds the contract they had sub-let it to a contractor called Casadron. This company had no assets and the cleaners were paid by a

service company called Millenium. Casadron and Millenium were put into administration and liquidated. Millenium was then re-sold to the original directors who called their new company Calyon. This means their debt to the Tax Office and their employees was off-loaded. The Country Mail Centre cleaners are now safely employed directly by Spotless on award wages and conditions and the union is "chasing" their Super, Annual Leave and Long Service Leave entitlements.

The union is continuing to fight each and every proposal to contract out corporate work, and we currently have a dispute to lodge in the AIRC and a breach action to lodge in the Magistrates Court over the issue.

But we have now decided to begin work on the other end of the problem. Australia Post would not try to contract out work if they had to pay a reasonable price for this labour.

SUBBIES' PAY-RISE ON OCTOBER 1, 2008

WE ARE PUBLICISING (AND ENFORCING) THE PAYMENT OF THE FEDERAL MINIMUM AWARD WAGE that applies to employees of contractors. **From October 1, 2008 this was increased to \$15.65 per hour for permanents and \$19.56 per hour for casuals under the Transport Workers Award and \$15.86 for permanents and \$19.03 for casuals under the Postal Services Industry Award.**

The union has summarised the wages and conditions of awards that apply to employees of contractors into 4 page booklets. Parcel drivers and posties are usually covered by the Transport Workers Award while counter staff and posties working out of licensed post offices are covered under the Postal Service Industry award. These booklets or the full awards can be obtained by contacting the union office. The union can also assist contractors as well as employees of contractors. The union is keen to assist contractors to obtain price rises in an efficient manner under the current review system that exists at Australia Post.

Often the round that the contractor has tendered for has been profiled 6 months before the contract is let. It has already grown when he starts work and then as it is often a developing area the volume of work grows rapidly without the contractor receiving any recompense. By the time the contractor learns how to ask for a review and manages to get Australia Post management to respond he has worked a lot of unpaid time. The task then is to actually get Australia Post to pay up. We recently had to threaten Australia Post with the Magistrates Court to get them to pay a contractor \$8,600 he had been owed for very many months.

Under Victorian legislation, **the Owner Drivers and Forestry Contractors Act 2005**, a contractor can gain relief from an "unconscionable contract". The union is sure that a contract that does not allow you to meet your costs and pay wages and superannuation as required by law can be challenged. We have discussed the Australia Post contract system with the Office of the Small Business Ombudsman and will be calling on them to investigate conditions that apply in Australia Post. We will also draw up a model contract to assist contractors to put in a reasonable hourly rate which will allow them to cover their costs. We know that contractors are 'under the pump' especially at this time of the year so we are organising a meeting of them in the New Year with a telephone conference for country contractors. Please register your interest in becoming involved.

RETAIL NEWS

RETAIL STAR PERFORMANCE

Retail Star Performance bonuses are to be scrutinised nationally after criticism from other States that Victoria has been too lenient in allowing critical incidents to affect a retail office's total score over the last couple of years.

ADDITIONAL HOURS

Part-time retail staff are often asked to work additional hours. This suits most but be aware that it is voluntary and limited according to staff's contract of employment and family & personal circumstances.

RE-CLASSIFICATION RUMOURS

Questions have been asked of senior management about whether retail shops have been re-classified by stealth and without the consultation required by EBA6.

SAFE MANUAL HANDLING

At a recent meeting with Commercial Human Resources the union was shown a Safe Manual Handling Manual featuring various types of equipment that will assist retail employees to avoid injury. This is the product of 2 – 3 years work and we were advised that it will be distributed soon. We look forward to managers ordering the equipment and improving safety in what are often over-crowded and badly designed storage and working areas. More time to do the house-keeping would good as well.

CHAIRS IN RETAIL

The union is having another attempt at changing Australia Post's 'no chair' policy.

Les Brown, the Branch's Vice-President and a 24 year veteran PSO was directed onto sick leave at the end of June 2008.

He has now complained to the Australian Human Rights Commission about Australia Post indirectly discriminating against him by not allowing reasonable adjustment in the form of a suitable chair and counter to allow him to continue to work safely.

Les' story is that he can do the inherent requirements of his job if he can sit down from time to time. He worked until 2002 on this basis when the chair he used was literally thrown in the bin. He then developed a number of complaints caused or aggravated by the prolonged standing.

Les won his appeal to the Medical Board of Reference against being directed off onto sick leave on the technicality that he had not been individually assessed. This has now been arranged and the ergonomist has indicated that the counter is not suitable for a chair. The union has now asked our OH&S advisor Mark Dohrmann to design a low cost option for a counter and chair that would be safe and functional for retail shops.

Les is claiming that Australia Post is indirectly discriminating against him by not providing this reasonable adjustment.

In 2006 the union won a similar case in the Federal Court at great cost to Australia Post. We hope we don't have to go so far this time but we will keep fighting this issue until Australia Post provides a safe workplace for retail staff who are currently being injured by this requirement to stand up all day every day of their whole career.

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Ray Richardson

Individual

members' concerns

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Shirley Winton

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Western suburbs

organiser

Troy McGuinness

0429 806 866

Recruitment

Val Butler is currently

working on Telstra

issues.

Authorised: Joan Doyle,
Branch Secretary



WESTERN SUBURBS Union end-of-year BBQ

Saturday, December 6, 12.30 -3.00pm

Buckingham Reserve, West Sunshine turn off Fairbairn Road into Warmington Road and go to the end of the street.

All members working in Australia Post's western suburbs centres are invited. Bring your families.

**Meet your co-workers and workplace union representatives.
And have a lovely BBQ lunch.**

Information: Communication Workers Union Office 9600 9100
or Shirley Winton, Organiser, 0407 515 841.