

your rights at work

worth fighting for

UNION
update

COMMUNICATION WORKERS' UNION

200 Arden St, North Melbourne, 3051

Phone: 9600 9100

Email: cdptvic@cepu.asn.au

**AUSTRALIA POST PROFITS & EXECUTIVES'
SALARIES UP**

WAGES DOWN

Australia Post's Annual Report was released on 15 October, 2008.

Australia Post **increased its pre-tax profit 5.4%** during 2007/2008 to **\$592.2 million**, and revenue rose as the volume of letters and parcels grew.

Net profit rose to \$432.2 million from \$400.7 million and Australia Post paid the government a dividend of \$446.2 million, including a special dividend of \$111.6million.

Revenue for the 2007/2008 year grew 5.3% to \$4.96 billion as **total mail volume increased 1.6% to 5.61 billion items.**

The union put out a media release criticising Australia Post for maximising profits and executive remuneration at the expense of staff.

The General Manager Graeme John's remuneration increased to \$2.92 million while the top 6 executives collected \$5.3 million between them.

The union lodged the attached advertisement in the Herald Sun to appear 16 October at the same time as the news reports of the record profits.

PLEASE DISPLAY ON THE NOTICEBOARD

Joan Doyle, Branch Secretary

ADVERTISEMENT

Two posties. Same workplace. Same job. One gets paid less.

Two posties working alongside each other at Australia Post. Same job. Same workplace.

But because one postie is a new starter, they're forced to begin their workday at 6.30am – 30 minutes later than their workmates.

And that lets Australia Post cut 15% in new posties' wages.

This means new starters get up to \$105 a week less pay. They also get less superannuation and other benefits in the long run.

The mail still has to get out – it's just some posties are deliberately paid less by Australia Post to do the same job.

Australia Post made nearly \$600m in pre-tax profit last year. Their senior executives got massive bonuses. Yet they squeeze the penalty rates from their employees earning a base salary of around \$36,000 a year.

What's fair about a government business doing that?

If you're applying for a posties job with Australia Post, don't be short changed: ask for the same wages and conditions as your potential workmates.



**For further information contact your local CEPU Branch
on Freecall 1800 102 360.**

Authorised by Ed Husic, CEPU (Communications Division) Level 1, 139-155 Queensberry St, Carlton VIC 3053.

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EX-OFFICIAL “BAGS” THE UNION

Recently, Bernie Clarke one of the Old Guard officials who lost the 2003 Union Election, has started putting out “shit sheets” on the current leadership in the mistaken belief that there is a union election coming up.

As we do not want him to mislead the newer members of the union we decided to reply to his allegations.

Bernie’s claim

“The union is in deep shit.”

“Membership is almost zero in some centers and worse in others.”

“There are no Shop-stewards or even Liaison Officers.”

“Joan Doyle is a Union Boss.”

“Union numbers have dropped 700 a year for the past 5 years.”

“There is no organisation or rank & file representation.”

“Managers just laugh when threatened with union involvement.”

“When did you see a union official?”

“Joan Doyle has laid off staff, sold our property and rents a hallway for the union office.”

The real situation

The union is battle ready and in good shape but can always be bigger & stronger.

The vast majority of Aussie Post workers are in the union. Our density of membership far exceeds most other unions. Strategic centres – DLC, MPF, MGF & Truck groups have more than 95% in the union. Can always be higher!

There are over 230 shop-stewards. Liaison Officers (previously appointed jointly by management & the union are now elected by members and called Senior Shop-stewards.)

Joan Doyle is an elected representative. This is offensive boss-like language!

This is a bare-faced, self-serving lie. Members receive an audited statement of membership every year. Telstra members have dropped because of mass redundancies. There is a higher % of Post workers in the union now than under Bernie’s leadership.

The union has regular Branch Committee of Management meetings, QGM & AGM as well as numerous well-attended after work local meetings.

Management have just spent more than \$ ¼ m trying to keep the Secretary from visiting members.

Every organiser visits at least 4 workplaces a week and usually double this number. There are about 500 Post workplaces.

There are more people working for the union than in Bernie’s day. Our old office was an asbestos riddled dump which cost 4 times more to maintain than our cheap but excellent rented offices which belong to another part of our union. The union’s assets have grown by \$500,000 in round terms - a much better situation than when the leadership changed. The departing officials saddled the union with \$400,000 debt and a tax bill to pay on their “entitlements”.

Bernie – Get over it. Your team got 18% of the vote. The only fair remarks you have made are about the problems we all face – 6.30am starts, DODOs, increased workloads, etc. These are tough times and sure to get tougher. But I’m sure you have heard of “WorkChoices” and realise the constraints that union members work under. Yes, we can do better and will with unity and solidarity.

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FNDs & Compensation Claims

Members are reminded that the ban on co-operation with 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 of the Safety, Rehabilitation Act. Please have a look at the Statistics from the Senates Estimates Committee for 2006/2007 and this year. In 2006/2007 there were 13,535 Incident reports, 2,898

new compensation claims but only 463 Lost Time Injuries.

These figures don't make sense unless you take into account the effect of Australia Post's company doctors in suppressing compensation claims. There were 4,295 referrals to company doctors during the same period.

ANSWERS TO ESTIMATES QUESTIONS ON NOTICE (Budget Estimates Hearings May 2008)

QUESTION 45:

Topic: Injured Workers

Senator Lundy asked: *Please specify the number of incident reports (known as P400s) submitted by employees in 2006/2007 by State and for the whole of Australia. Please specify the number of new and active compensation claims made by Australia Post employees in 2006/2007 by State and for the whole of Australia.*

Please specify the number of Lost Time Injuries in Australia Post 2006/2007 by State and for the whole of Australia.

ANSWER:

The number of incident reports submitted in 2006/2007 was as follows:

STATE	INCIDENT REPORTS
NEW SOUTH WALES	4692
VICTORIA/TASMANIA	3935
QUEENSLAND	2556
WESTERN AUSTRALIA	1221
SOUTH AUSTRALIA/NORTHERN TERRITORY	1131
TOTAL	13535

The number of Lost Time Injuries in 2006/2007 was as follows:

STATE	LOST TIME INJURIES
NEW SOUTH WALES	158
VICTORIA/TASMANIA	103
QUEENSLAND	94
WESTERN AUSTRALIA	49
SOUTH AUSTRALIA/NORTHERN TERRITORY	59
TOTAL	465

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Joan Doyle, Branch Secretary

Topic: Injured Workers (continued)

The number of new and active compensation claims in 2006/2007 was as follows: submitted in 2006/2007 was as follows:

STATE	NEW CLAIMS	ACTIVE CLAIMS (AT END 06/07)
NEW SOUTH WALES	1032	444
VICTORIA/TASMANIA	1056	420
QUEENSLAND	396	107
WESTERN AUSTRALIA	178	151
SOUTH AUSTRALIA/NORTHERN TERRITORY	236	144
TOTAL*	2898	1266

*2,489 claims were settled in the period, of which 409 remained open and are included in the total active claims figure.

QUESTION 44:**Topic: Number of Employees Directed to Examinations by Company Doctors**

Senator Lundy asked: Please specify the number of appointments booked for employees to attend Australia Post company doctors (FNDs) for all purposes by State and for Australia as a whole in the last financial year and to date 2007/2008.

Please specify the authority used or program under which these appointments were made – i.e. under section 57 of the Safety, Rehabilitation and Compensation Act, under Clause 10 of the Principal Determination, or the Injury (Early Intervention) Management Program – by State and for Australia as a whole in the last financial year and to date for 2007/2008.

ANSWER: The number of appointments booked for employees to attend Facility Nominated Doctors for all purposes, by State and nationally, for 2006/2007 and year to date for 2007/2008 were as follows:

	2006/2007	2007/2008 (TO 31 MAY 2008)
HEADQUARTERS	60	43
NSW/ACT	1266	1150
VIC/TAS	1558	1283
QLD	851	980
SA/NT	236	290
WA	324	460
TOTAL	4295	4206

The authority/program under which these appointments were made, by State and nationally, for 2006/2007 and year to date 2007/2008 were as follows:

	2006/2007			YEAR TOTAL
	Injury (Early Intervention) Management Program	Fitness for Duty Assessments under Clause 10 of Principal Determination	Section 57 under Safety, Rehabilitation & Compensation Act	
HEADQUARTERS	49	11	-	60
NSW/ACT	1134	129	3	1266
VIC/TAS	1275	283	-	1558
QLD	849	1	1	851
SA/NT	232	1	3	236
WA	312	9	3	324
TOTAL	3851	434	10	4295
	2007/2008 (to 31 May 2008)			
HEADQUARTERS	28	5	-	43
NSW/ACT	1011	138	1	1150
VIC/TAS	1071	212	-	1283
QLD	974	6	-	980
SA/NT	287	-	3	290
WA	430	29	1	460
TOTAL	3811	390	5	4206

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