

E-BULLETIN Postal

#4. Wednesday, 18 March 2015



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1. Protection of 5 day letter delivery will save jobs

Post has been seeking changes to the letters service for some time and the national CWU has with other stakeholders opposed these changes. Post initially wanted to have standard mail delivered only two or three days per week but we fought this and mail will still be delivered 5 days a week. We are still fighting to **protect your job security and take home pay.**



Last week the Federal Government approved changes to Post's delivery service to introduce a two speed mail service. The change does not require legislation, but can be disallowed in the Senate if Labor, the Greens and some of the cross bench oppose it.

The change allows Post to introduce "**Fast speed**" current next day delivery in cities etc but will now cost more. "**Slow speed**" can take at least 2 more days to deliver. Post want a \$1.00 stamp for this service. The ACCC has to approve some stamp prices and this is not automatic.

The purpose behind the Post proposal is to move as much mail as it can to the slow speed. This allows Post at least three days to process metro mail and more time in country areas to deliver mail. This will affect Delivery night sorting and mail processing positions. Post has already begun seeking volunteers from night shift to move to the day shift. This means a reduction from 30% penalty shift to 15% or zero penalty shift allowances.

Mail processing in country areas can almost be eliminated as mail will be trucked to the capital city for processing. Other members report a proposal to reduce the number of delivery centres in Brisbane and change line-haul routes. There are up to 1000 night sorting and mail processing positions in NSW that are under threat in metropolitan, rural and regional centres.

Your national union is demanding extensive consultation with Post at state and national level. We want facts, not hollow assurances or rumours. We are insisting no compulsory redundancies and no forced shift changes. We want a national working party to address these problems so that all outcomes are fair and equitable.

2. ALP member in House of Reps speaks out against Government changes to mail delivery services



Lisa Chesters, MP, Bendigo, ALP this week told the House of Representatives that in her electorate on Saturday a group of Australia Post workers gathered together to protest and sign a petition calling on the government to change its plans for Australia Post and calling on the community to speak out with them and say, '[Hands off our Aussie Post](#)'. These workers and community members are very concerned about what the impact of this government's plans will be for mail delivery services in our region, Ms Chesters said.

The government talks about a two-speed mail delivery service, which concerns a lot of us because our post is already delayed when we get to central Victoria. Businesses report to me regularly that they are waiting for up to a week for regular postal services and a week for letters to get from A to B. One of the people who raised an issue is Jody Hardiman, who is the co-founder of Thank You Fireys, which is a national day dedicated to acknowledging the work of our fireys. This organisation sent balloons out to people a week before the day so that they could hang them in front of their businesses and tie them to their homes to thank their the local CFA fireys. The balloons did not arrive in time.

We already have slow postal services in the bush and these reforms will only make it harder. I join these workers in calling on the government to guarantee that there will be no job losses and to guarantee that speeds in the bush will not be slower for receiving mail as a result of these changes.

3. Calls for Post boss to step aside

Printing Industries Association of Australia chief executive Bill Healey, says it's time to question whether a banker is the best person for the top job at Australia Post.

"It may be time for someone with a different approach and a different background to try and take charge."

"All we've heard for five years is Mr Fahour talking about the terminal decline of mail – it's like the head of McDonalds saying beef burgers are bad for you!"



"You've got to ask yourself when someone is on about \$4.5 million per year, should they continue to be rewarded when the organisation is running supposedly in a 'crisis'," Mr Healey said.

"You can point your finger at external factors as much as you like, but when you're getting paid that much money, you have to take the community with you, particularly when you're a government agency."

(Source: extract from story by Katlin Thals thenewdaily.com.au)

4. More on PDO motorcycle boots



The preferred motorcycle boot for its waterproof qualities was the new DriRider boot according to trial feedback.

But for PDOs who prefer the Rossi motorcycle boots they will continue to be available.

The new DriRider waterproof boot incorporates the changes suggested by members who participated in the trial. A second shorter trial was then conducted to assess whether the changes made had improved or made worse the new boots. Feedback was the boots were better.

In the longer term the plan is to have a genuine summer or hot weather boot that is ventilated and a waterproof boot for wet weather conditions.

If you have any feedback once you have worn the new DriRider boots in wet conditions provide it to the National Office. Your feedback will be given to Post at the National Delivery Forum.

5. Unpaid entitlements recovered for CWU members



1. Unpaid entitlements were recovered by the CWU National Office legal officer, Dahlia Khatab, in the Melbourne Magistrates Court last week for LPO postie. The terms of settlement are not to be disclosed, other than to say that the member is very happy with the result.

2. Last month the CWU National Office became aware of another Melbourne LPO disallowing employees breaks, casual loading as well as other entitlements. This week the CWU legal officer, Dahlia Khatab, recovered over \$6000 for CWU members who are both past and present employees of the LPO. Superannuation payments to follow.

6. Post owed duty of care to sub-contractor to ensure safe work conditions

In the following case the court found that Post breached its duty of care by failing to take adequate precautions against the risk of lifting parcels.

Expert evidence on behalf of Ms Wooby (the Plaintiff) identified a number of alternatives for a safe system of work including:

- The use of trolleys with height adjustable load platforms.
- Mechanical lifting devices.
- Ensuring that no workers (either employees or contractors) were permitted or required to manually lift any package that had been identified as too heavy to be safely lifted by an individual.



Despite this decision in 2013, Post has still not provided height adjustable trolleys to minimise the risk of lifting (with the exception of MPF & SPF where they have been ordered following demands by the CWU national office for height adjustable trolleys or vacuum lifters). Members report that Post contractors regularly lift parcels out of ULDs off the floor (with no mechanical lifting device) and are lifting parcels unassisted.

The court said the parcels were weighed thus, Post knew the risk, namely that a contractor could suffer an injury through lifting a parcel unassisted. This is the same risk that workers in mail centres and post offices are exposed to everyday? Your national union believes that a formal risk analysis of the various manual handling tasks that employees and contractors could be expected to undertake and steps of the kind proposed above should be taken to minimise the risks.

Facts

The facts of this case were that Jacqueline Wooby a subcontractor, who performed a mail delivery run suffered an injury to her back whilst lifting a parcel on Post premises in order to place it in her van. Ms

Wooby did not work for Post rather Post had a contract with V&E Transport Pty Limited for parcel delivery from its Kingsgrove delivery centre and Ms Wooby had oral sub-contract with V&E Transport.

Ms Wooby sued Post in negligence for failing to provide a safe system. She contended that Post owed her a duty of care.

The matter was initially heard at the District Court at Sydney with the finding that Post did not owe a duty of care to her. Ms Wooby appealed. The court found that Post owed a duty of care and had breached its duty of care by failing to take steps to minimise the risk of the activity. Post sought special leave to appeal to the High Court. This was refused.

The matter was remitted to the District Court for the assessment of damages to be paid to Ms Wooby and Post to pay costs of the trial and appeals.

7. More problems for Post digital mailbox



Two years ago Post launched its MyPost Digital Mailbox investing millions of dollars but the big-four bank owned BPAY says Post's digital alternative for bills is barely registering with business customers.

Last week 1.2 American Express and David Jones' Amex customers were added to the existing 1 million using BPAY View. BPAY View allows people to see a digital version of their paper bills in their online bank accounts.

But BPAY said it now has about 220 businesses signed up to BPAY View and claims a survey of business customers found only 3 per cent had used MyPost Digital Mailbox while 21 per cent had used BPAY View.

8. Thousands rally for national day of action

The CWU was at the forefront with other unions when tens of thousands of unionists and their supporters rallied around Australia on 4 March to protest against the anti-worker policies of the Abbott government.

An estimated 50,000 people turned out in Melbourne, making that the largest of the events, but every capital city and many regional centres reported strong participation in the day of action.

Speakers at the rallies highlighted threats to working conditions through attacks on penalty rates, on unfair dismissal protections and on union bargaining and workplace entry rights. They also pointed to Coalition attempts to dismantle Medicare, to raise university fees and to reduce pension entitlements.

Many of the Coalition's plans have of course been blocked in the Senate. But that doesn't mean they have been abandoned forever. It is still important to remind the government of how deeply - and rightly - unpopular its policies are.

And it is equally important to remind Labor that it will have to offer something better if it wants the support of the union movement and its members at the next federal election.



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