

E-BULLETIN Postal

#23. Monday 22 December 2014

communication workers union
CWUunion
National

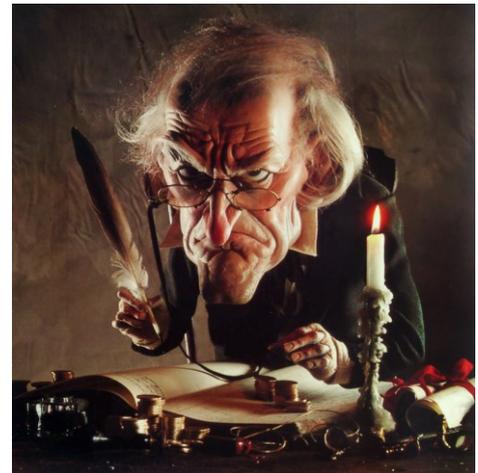
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1. No Christmas bonus will be paid this year

CWU national Secretary, Dan Dwyer, wrote to Post to request that a Christmas bonus be paid to postal workers this year.

Post CEO, Ahmed Fahour, has replied saying, “no Christmas bonus will be paid this year”.

Mr Fahour said that postal workers can earn additional income from additional weekday and Saturday shifts throughout December in the delivery and retail. “Workers will enjoy a 2.5% wage increase in December this year. The business faces challenges. This is a fair outcome for workers” Mr Fahour said.



But is it fair? Is mail dead? Have Postal workers had it good? No, we don't think so. Not after years of 1% pay rises! Post's annual report showed an overall profit of \$116.2 million. Revenue increased to \$6.4 billion, up 8.3% on last year. Addressed mail volumes dropped 4% last year in line with what the union said. Post still delivered over a billion letters.

The pay increase this month does not make up for inflation since the non-union EBA began. Post has consistently delivered pay cuts in real terms (below CPI) to postal workers for the last 5 years. The fact is that workers make many sacrifices at this time of the year to deliver Christmas mail and parcels. Post can afford to pay you a bonus!

2. Ask Dan - Part time - impact on Superannuation

A member has asked this question: I am a part time employee in Post and an APSS member. I want to reduce my part time hours. Will that affect my Final Average Salary (FAS) for Superannuation?

The short answer is “No” - your FAS cannot reduce and so won't be affected if you reduce your hours to part time. Instead, when your super is calculated as you retire or resign, your years of service will be reduced to reflect the period of time you worked reduced hours.

For APSS 14.3% defined benefit members, super is calculated using the following formula:

APSS DEFINED BENEFIT = FAS X 14.3% X YEARS OF FULL TIME SERVICE

Your FAS is your average super salary before tax on your last three birthdays. It is calculated by adding your 'super salary' (with certain allowances) for your last three years of service and dividing by 3. Remember that super salary and your actual salary might be different because certain allowances do not count toward your super salary, eg. overtime. (Thanks to APSS web site for some of the words. More at www.apss.com.au)

Example: reduction in hours impacts your APSS super

Maria is age 58 and a 14.3% defined benefit member and has worked for Post for the past 18 years. She wants to retire at age 60 and is considering moving from her current full time role to a part time role at 3 days a week for the next two years until she retires. She wants to know the impact on her super.

Maria’s last three super salaries on her birthday were \$48,000, \$52,000 and \$55,000. Her FAS is therefore \$48,000 + \$52,000 + \$55,000 divided by 3 = \$51,666.

APSS DEFINED BENEFIT = FAS X 14.3% X YEARS OF FULL TIME SERVICE		
Super benefit based on full time for next 2 years.	\$51,666 X 14.3% X 20 years =	Total \$147,765
Super benefit based on part time hours (3 days a week) for next 2 years.	\$51,666 X 14.3% X 18 full time years = \$132,988 PLUS \$51,666 X 14.3% X 2 years X 0.6 (.6 represents part time hours of 3 days per week) = \$8,866	Total \$141,854

3. Ask Dan - Reduction in salary – Superannuation

An APSS member asked this question: I am being redeployed and will be put on a lower salary. Will that affect my Final Average Salary (FAS) for Superannuation?

The APSS rules state that your FAS cannot go down. So the short answer is that it will not affect your FAS and therefore your super will not reduce as a result of your lower salary. More at www.apss.com.au.

4. CWU concerns for Post’s End User Computing services employees

CWU National Office has again raised concerns with Post about the consultation process in relation to the outsourcing/possible offshoring of End User Computing (EUC) Services in Post’s Information Digital Technology area.

Post has told the union that no decision has been made regarding EUC. But members have told the union that a company called UXC has been invited to tender for the work.

Post has a duty under the Enterprise Agreement 2013 to consult the union prior to making any significant change. This includes any decisions to outsource /offshore work. The union has a right to influence the decision before it is made.

We have now asked Post whether they have made a decision to go to tender on all or some aspects EUC services work? Has Post involved UXC in any discussions or in seeking a tender from UXC for EUC services work? And when and how will Post comply with its duty to consult the union?

We have now received Post’s response. “We (Post) have received submissions from a number of managed service providers and are in processing of analysing those submissions with a view to developing a proposal as to how we (Post) can better manage and deliver EUC services”. Reading between the lines clear work will be outsourced. Question is will it go to UXC or some other company?

5. Post washes its hands of PostConnect employees

In a meeting with the CWU last week, Post said the deal with ABnote only goes to the sale of assets and not the transfer of employees. As far as Post is concerned it has washed its hands of PostConnect employees.

Basically, they have sold the business. They will be making everyone redundant. They will not do anything to assist future employment of PostConnect employees with ABnote.



However ABnote has visited PostConnect workplaces and some offers of employment are expected. The union's view is that this is a classic case of transfer of business under the Fair Work Act (FWA) hence there are implications for Post and ABnote in such a transfer.

Arguably the most important transfer of business provisions under the FWA are those that provide for transferring employees to remain covered by an enterprise agreement from the old employer (in this case AP EBA) indefinitely (at least until the EBA terminates or is replaced). The FWA also maintains continuity of service for the purposes of personal leave where there is a transfer of business. All employees will still have access to the Post Redundancy, Redeployment, Retraining (RRR) agreement.

The CWU National Office has requested a joint meeting of Post and ABnote with the union to discuss employment issues. Post has said "no". Given Post's refusal to meet, the CWU National Office will seek a meeting with just ABnote. Click here to see CWU letter to Post.

6. Post to review licensed post office payments

Post has been forced to an independent review of its licensed post office network in the wake of a Senate Inquiry in September which called on Australia Post to rethink its payments for licensed post offices with operators struggling on "subsistence levels of remuneration".

In the mean time, Australia Post said it will bring forward its planned \$41m in additional payments for licensed post office operators by three months, and set up a working group chaired by Senator Helen Kroger to help address strategic challenges faced by the network.

The working group will include members of organisations representing the operators of Australia's 2,900 licensed post offices, including the LPO Group, APLAC and POAAL. (Source Post&Parcel)

7. Happy holidays from CWU National Office

At the close of another year we take this opportunity to wish you a happy holiday season and to say thank you for your support.

The CWU National Secretary, Dan Dwyer and Assistant Secretary, Martin O'Nea Office and staff would like to join in wishing you a Merry Christmas and a peaceful and prosperous New Year.

Our office will close on **Wednesday 24th December, 2014**, and will reopen on **Monday 5th January, 2015**.



We welcome your comments and contributions – email us cwu@cwu.org.au



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