

E-BULLETIN Postal

#8. Friday, 23 May 2014



1. Major expansion of Australia Post services into the weekend
2. Workers salary should continue to be adjusted for super says union
3. Organising for safe workplaces
4. National Delivery Forum: Delivery of new equipment and concerns re the Honda NBC 110 Motorcycles
5. MPF/SPF expansion well underway
6. Federal Budget - who wins, who loses
7. Changes in Federal Budget to superannuation
8. Most Canadians want to keep door-to-door delivery
9. Household parcel boxes hailed as "greatest development" since mailbox
10. UK logistics company launches evening delivery service

1. Major expansion of Australia Post services into the weekend

In a speech to the American Chamber of Commerce AP boss Ahmed Fahour announced sweeping plans for extra Saturday services in Retail and Parcels, and the introduction of a second class stamp. From this Christmas AP will deliver parcels to households on Saturdays and extend Express Post deliveries to 6 days by adding Saturday. As well corporate Post Offices will open Saturdays nationwide. In addition AP will introduce a 2 speed letter service for Australian businesses on 2nd June - this will be available to citizens next year. [[See Media Release](#)]



Ahmed Fahour says AP will introduce parcel deliveries and open post offices on Saturdays and a two speed letter service.

Your Union had been given no indication that these changes were even being considered. Senior managers have told the union that Mr Fahour's announcements took everyone by surprise, that no work had been done on the proposals, and there was nothing at this stage that they could share with the union. They have got 6 months to work it out they said.

Your union supports improvement in delivery frequencies and access to services through the post office network. Issues such as who works Saturdays and ensuring that Post Offices opened on Saturdays are not forced into the red because of limited foot traffic need to be discussed. We also believe there are other opportunities to expand the role of AP as opposed to a cut to deliveries to three times a week unless citizens pay a fee or a 2 speed letter service.

We have requested a briefing when AP has done some work around the proposals recently announced. Your help is needed to appreciate the impact on workers. Please provide us with your comments on the email or web address below.

2. Workers salary should continue to be adjusted for super says union

The CWU Divisional Office is continuing to represent the cuts to AWOTE indexation and LWOP for APSS members to AP.

In a meeting with your union last week AP said its growing superannuation liability is impacting on its ability to invest in the business, reward our people and remain profitable.

Oddly it has decided cutting the AWOTE is the best way to do this.

The effect of this is that the FAS is effectively frozen for a number of years and people will lose at least \$10,000 up to \$50,000 may be \$100,000. Some reward.

Your union said that people who have their super adjusted by AWOTE should continue to have it adjusted. Not to do so takes away a benefit. We want people to maintain the benefit.

Despite what AP says the APSS is not that generous a scheme. At the very least the people affected should continue to have their super indexed against salary increases.

3. Organising for safe workplaces



We have had complaints from members about AP unilaterally making decisions on when a Health and Safety Committee (HSC) is established and on the membership of HSCs.

For the record AP must establish a HSC when requested by a HSR or 5 workers. At least half the membership of the committee must be worker representatives. HSRs should be members of the HSC. So too can Delegates. Delegate involvement in health and safety should improve outcomes in this area.

The committee must meet at least every 3 months as well as at any reasonable time when requested by half the members of the committee. AP must allow committee members paid reasonable time to attend meetings and/or carry out functions of the committee. AP must provide access to information they have on hazards at the workplace and the health and safety of workers at the workplace.

The committee might involve workers more through things such as setting up Sub-committees to evaluate particular hazards. Currently AP appears to pick whoever they like and set up other committees outside the HSCs. This is not consistent with the WHS Act.

If agreement cannot be reached on any of these matters contact your CWU branch or the CWU Divisional Office on the email or website below.

(Source: Cartoon O'Farrell)

4. National Delivery Forum: Delivery of new equipment and concerns re the Honda NBC 110 Motorcycles

Report from the AP National Delivery Forum: Tuesday 13 May 2014

New Equipment for Delivery

- Post has ordered 350 new buggies that have been further modified to improve handling and safety. These are expected to be available in the near future.
- Dri Ryder motorcycle boots are now available to order as well as Yakka.
- Vsort equipment is on order and expected to be available in 2 months. There has been a lack of Vsort equipment availability over the past.

NDMT (National Delivery Modelling Tool) Roll Out continues

- NDMT has been rolled out in all States now after the trial and implementation at Seven Hills Delivery Facility in Sydney. It is important that all AURs, HSRs and posties take part of the modelling process to ensure factual data is entered into the system. This will provide safe indoor and outdoor data based on actual time taken not computerised generated predictions.

Honda NBC110 motorcycle issues

- Concerns have been raised by members regarding the new NBC110 motorcycle tyres in off road conditions. The standard tyre on the NBC110 is for street/paved roads only. It is not to be used on terrain that in the past had nobby tyres. Post is sourcing standard (paved), intermediate (mix of terrain) and nobby (rough terrain) for the NBC110. In the meantime, posties should use the older model motorcycle to deliver on rough terrain. Any concerns should be provided to the CWU National Office so it can be raised with Australia Post.
- Leaking rear box. Post has acknowledged that in heavy rain water gets into the carrier box. They have suggested 3 holes be drilled into the box to let the water out. They are also trialling a plastic bag that fits into the box to keep the mail dry. This matter is ongoing.

Mindset: New motorcycle rider training on Saturdays.

Post is slowly rolling out a new motorcycle training program to improve rider skills and cognitive abilities in posties to reduce the significant amount of incidents and accidents occurring in this mode of delivery. Importantly, Saturday training is VOLUNTARY. Riders will be paid on Award overtime rates. If riders are not available on Saturday's then time during the week will be provided. Saturday training will take place between 8am to 12 noon.

5. MPF/SPF expansion well underway

The expansion of AP parcel facilities in Melbourne and Sydney to create space for new parcel sorting and handling equipment is well under way.

Following factory acceptance testing conducted at Vandelande in the Netherlands the new sorting system has been shipped to Australia. Installation of the new equipment commenced at the end of February this year.



There are 8 main workstations proposed for MPF and SPF including:

- singulation (positioning parcels in single file, replaces current face up function),
- manual in feed of parcels not automatically inducted into the system by the inverters,
- loose load, loose unload of trucks,
- indirect load (manual bull rings where parcels loaded into ULDs),

- direct load (parcels are directly loaded by sorting equipment into ULDs),
- bar code relabelling, and
- non-machinable workstation (for parcels that are too big, small heavy or need to be placed on tray before induction into the sorter).

Some of the issues around the workstations include:

- The weight limit for each workstation with the independent ergonomist determining that it is acceptable for operators to lift up to 16kg provided such lifts are infrequent. What's infrequent you ask. It is not defined. Clearly we will need to monitor parcel weights.
- Parcels greater than 16kgs at the bull ring outlets. AP say will be a two person lift with additional scan to confirm that a second person is present and available to help. Pick and pack trolleys will be available to assist sorting heavy parcels. We have said that vacuum lifters should be considered.
- Lifting parcels from below knee height onto the conveyor in the manual load area and loose unload process. Vacuum lifters to assist.
- Work rotation arrangements. Maximum duration for all tasks should be no more than 2 hours.
- The possibility of seated work at some workstations such as barcode relabelling station.
- The fixed height of workstations. Shorter statured people may be at risk. We have said that some sort of height adjustability should be considered.

While the CWU continues to meet with AP to discuss these issues and other issues, local union/management working groups have been set up at MPF and SPF to deal with specific site issues. Members can contact us via email or website below if they need assistance.

6. Federal Budget - who wins, who loses

Over the weekend thousands of Australians took to the streets to protest the Abbott Government Budget cuts.

While the Treasurer Joe Hockey claimed everyone should share the burden, new research shows that the heavy lifting is falling disproportionately on some in the community than others.

Peter Whiteford, Professor, ANU has examined how changes in Government payments will affect certain individuals and families, information that's usually contained in the Budget papers but is missing in this year's documents.

His analysis found, by 2016, an unemployed 23 year-old will lose \$47 a week or 18 per cent of their disposable income. An unemployed single parent with one eight year-old child will lose \$54 a week or 12 per cent. Compare that with a high-income earner, earning \$250,000. They'll pay an extra \$24 a week or less than one per cent of their disposable income through the deficit levy.

His analysis is conservative without the Government's abolition of the schoolkids bonus and the impact of the Medicare co-payments or the pharmaceutical charges or the fuel excise tax.

There are very clear values and preferences in this budget with the poor disproportionately bearing the burden.

The union movement has condemned the Budget describing it as the biggest attack on the social wage Australia had seen.

7. Changes in Federal Budget to superannuation

In last week's Federal Budget the Government confirmed the retirement age would be lifted to 70 by the year 2035.

This week the Treasurer Joe Hockey indicated that there is further hard hitting still to come and confirmed that the Government is thinking of changing the age at which you can access your super.

Some of the things in the Budget that relate to superannuation include slowing the growth in the Superannuation Guarantee (SG) - compulsory employer super contribution. Under the Labour Government SG entitlements were set to jump from the current 9% of salary to 12% by July 2019, an eventual 33% increase in superannuation contributions. The increase to 9.5% due on 1 July 2014 is still going to happen but then it is frozen for 4 years and won't reach 12% until the 2022-23 year. This affects everybody who is working.

The second adverse change the Government is going ahead with is axing the Low Income Super Contribution Scheme, that is, re-introducing tax on super contributions for low income earners – affects 3.6 million people.

Just for the record our view is that raising the pension age ignores the fact that mature age employees struggle to obtain work, and many Australians are not physically able to work full-time until age 70. Women who have not had access to superannuation for much of their working lives because they have had time out of the workforce to have children or other caring responsibilities or worked when women earned less than men because they worked casually or less hours or are just paid less will be worse off due to changes in the retirement age/super.

AP's unilateral decision not to pay superannuation for new LWOP commencing 1 July (capped at 28 consecutive days) will further impact disproportionately on women who take LWOP beyond the maternity leave to care for pre-school age children.

8. Most Canadians want to keep door-to-door delivery

Canada Post's plan to cut door-to-door delivery is getting the thumbs down from most Canadians, a new poll has found.

A new poll has found that 60% of respondents oppose Canada Post's plan to replace door-to-door delivery with delivery to a community mailbox.

"The public outcry began the moment these cuts were announced by Canada Post and approved by the Conservatives," said Denis Lemelin, National President of the Canadian Union of Postal Workers. "Lawn signs are going up all across the country. People are organizing. Municipalities are taking action."

To date, close to 30% of the population have passed resolutions or sent letters in support of door-to-door delivery or opposing the cuts.

In addition, municipal bodies including the Federation of Canadian Municipalities Big City Mayors' Caucus, representing 22 of the largest cities in Canada and 65% of the country's population have voiced concerns.

"It's time for the Conservatives to start listening to people or face the consequences in the upcoming election," said Lemelin, noting that the Conservatives won the 2011 election with just 39.6 % of the popular vote.

(Source: Canadian Union of Postal Workers)

9. Household parcel boxes hailed as “greatest development” since mailbox

Deutsche Post DHL is offering German households the chance to have their own individual parcel boxes installed, to receive parcels when they are out.

The German national postal operator has described it as the “greatest development” in the mail industry since the humble mailbox came along.

The company said residential customers anywhere in Germany can rent its DHL Paketkasten or buy one outright.

It will mean e-commerce consumers do not have to collect their parcels from a local parcel shop or public parcel terminal.
(Source: Post & Parcel)



10. UK logistics company launches evening delivery service

With Australia Post looking at expanding operations into Saturday in the UK companies are moving to 7 days a week operations.

Logistics company Rico Logistics has launched e-Sameday service; ‘e’ standing for evening delivery in the UK. The service is available on a nationwide, 7-day a week basis and in some cases, can see the parcel being delivered within 8 hours of it being ordered.

No doubt there are some part-time hub drivers in AP who would welcome the prospect of full-time employment by extending delivery hours into early evening.



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