

E-BULLETIN Postal

#1. Wednesday, 28 January 2015



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1. Not everybody buys claim for Post deregulation

The federal government is expected to make more noise on the issue of Post deregulation soon.

Communications Minister Malcolm Turnbull reportedly wants to fast forward his e-government initiatives to make all government services available digitally by 2017.

Post boss Ahmed Fahour has been busy making the case to end the legislated next day delivery by talking up the losses from the traditional mail businesses.

But not everyone is convinced. A decline of 5% in letters is not the crisis that Mr Fahour and the government would like the community to believe.

The CWU for one is not convinced Post has done all it can to promote its business to manage the downturn. The union says that despite all the problems with the traditional mail service, it is still a very effective marketing medium — as is clear to anyone who has been subjected to the huge direct advertising during election campaigns.

The CWU National Office has formed an alliance with other unions, printers, the printing industries association, the licensed post offices group and community groups. We are pushing for Post to sit down and work through ideas about how to promote the service and manage the downturn better.

Our campaign has and will continue to attract community support. No doubt Mr. Fahour will use his half year profits release next month to again talk down the mail businesses. But people will not be easily duped.

Post has spent \$2bn boosting the booming parcels business. It has bought out Qantas from the Star Track Express joint venture. It has upgraded the Sydney and Melbourne centres. This is not a business going broke any time soon.

2. Brisbane Postie is doing his bit to grow mail volumes

A Brisbane postie reckons he has an idea on how to increase mail volumes and he's doing it.

The Brisbane postie told the CWU National Office that he has subscribed to a number free magazines and free catalogues. As a result he now receives real mail (not junk or unaddressed mail) from 10 businesses ranging from once a week to once a month.

Obviously, the postie action is motivated by the desire to save his job and the jobs of other postal workers. But he also has a genuine interest in what each of the businesses has to offer. He has signed up interested family members and friends too. And whenever he purchases something from these businesses he uses the traditional mail to do the transaction.

As the Brisbane postie told us his story what became most apparent was the difference in his positive approach from that of the Post boss of talking down letters.

We think the Brisbane postie's idea has merit. Don't rely on Post to save your job. Take some action yourself. Subscribe to things you're interested in and encourage family and friends to do the same.

Below is a list of the businesses our Brisbane postie subscribes to for your interest:

- Readers Digest
- Magnamail
- Chrisco catalogue
- Castle catalogue
- Ezibuy fashion catalogue
- Innovations magazine
- Surf Life Savers lotteries
- Boys Town lotteries.

3. CWU gets better outcome for members transferring to ABnote

The CWU National Office has achieved a better outcome for members transferring to ABnote with personal leave (sick leave etc) now agreed to be carried into the new jobs.

Obviously, Post and ABnote reached agreement on how the transfer of Postconnect to ABnote would happen and who would pay for what. But maximising job offers to current PostConnect employees and maintaining existing terms and conditions of employment clearly wasn't part of the Post deal.

The CWU National Office intervened and met with ABnote to discuss job opportunities and conditions of employment for CWU members.

ABnote said it wants some Post employees. However it doesn't want them on the Post EBA which would continue to apply unless an order is made by the Fair Work Commission (FWC) to terminate the EBA. Employees have been offered jobs on conditions less beneficial than the Post EBA. Offers are on a take it or leave it basis. Employees must agree to support ABnote's FWC application that the Post EBA will not cover their employment with the company.

However, as a result of our intervention, ABnote has advised that they now agree to the following for those employees taking a job:

1. Personal leave (sick leave etc) will be carried into new job.
2. They will recognize prior service for LSL purposes (but no double counting where paid out).
3. As Post is paying out redundancy, theirs will start from service with ABnote.

This is a better outcome for members transferring across to ABnote.

The sale was to be completed by 31 January but may be delayed until ABnote makes its FWC application.

4. PostConnect employees impacted by Post's transition deal with ABnote

The CWU National Office has sought a commitment from Post that if an employee wants to leave during transition of the PostConnect business to ABnote then Post would allow them to take their redundancy and leave early.

We have sought the commitment because as part of the deal with ABnote, Post agreed that a number of Post employees would be available for transition of the Post business to ABnote. The Post deal on transition could impact detrimentally on employees who find a job elsewhere and want to leave early.

Post has committed to considering this on a case by case basis.

The proposed date for the sale of PostConnect is 31 January with PostConnect employees surplus as at 1 February 2015. The transition will vary from State to State and may vary between a few weeks and six months depending on the site.

5. CWU tells Post discriminatory conduct of HSRs is not on

When a person agrees and is elected to take on the voluntary role of HSR, this is on the basis that the HSR is in no way disadvantaged. A HSR is an asset to an employer, not only representing fellow workers but also assisting the employer in ensuring the workplace is healthy and safe.

So when a HSR or DHSR complains of discriminatory conduct towards him or herself by Post because the worker is a HSR or DHSR the CWU takes this very seriously.

The CWU National Office has again raised this issue with Post after a complaint from a HSR at the Bayswater Business Hub that he had been subjected to discriminatory conduct and that other workers had been coerced not to speak to him.

Some Post managers seem not to be aware that it is illegal to discriminate against anyone exercising a Work Health and Safety (WHS) right. Indeed, Comcare recommended and Post agreed to review their training provided to the transport hub Co-ordinator and other workplace management representatives regarding their WHS roles and responsibilities under the WHS Act. Comcare also recommended that Post in conjunction with the union ensures all workers in the workplace have adequate training and understanding regarding their rights and responsibilities in relation to WHS consultation, issue resolution and representation in the workplace.

The CWU has requested immediate action by Post to cease discrimination of HSRs and DHSRs and to implement the Comcare recommendations.

6. Trouble in parcel-land

There are problems in parcel-land at MPF and SPF with the new automated parcel sorting equipment not doing what it was said it would do. The new equipment is not achieving anywhere near the parcels per hour through put that was expected. There are problems with the software not working so that new enhanced software has had to be installed. There are problems with the inverters that are supposed to tip the parcels automatically into the sorter not working. Parcels have to be manually inducted into the sorter but even when they are sorted to the correct chute the scanner is unable to read the barcode and the parcels are being sent to miss-sort area!

Parcel workers are doing a great job sorting parcels manually. But the manual handling risks are potentially greatly increased with the requirement to handle so many parcels manually.

The CWU National Office is seeking to have a modern enterprise award for Post rather than have Postal workers covered by several modern industry awards. The various modern awards that would apply are overall, in our view, less beneficial compared to the proposed Post modern enterprise award. For example the proposed Post modern enterprise award preserves the 36.75 hours of work per week whereas modern industry awards have 38 hours per week.

We still have some issues we are negotiating with Post over the content of the modern enterprise award. Some rewording and deletions by Post raises concerns. We are awaiting a response from Post on these issues. If members have any questions or comments on the Post modern enterprise award you should contact the CWU National Office on **P** 03 9349 2100, **F** 03 9642 0333, **E** cwu@cwu.org.au

**We welcome your comments and contributions –
send us an email and let us know what you think via cwu@cwu.org.au
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