

E-BULLETIN **Postal**

#22. Monday, 8 December 2014



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1. CWU requests Christmas bonus for Post workers

CWU National Secretary, Dan Dwyer, has written to Australia Post CEO, Ahmed Fahour, to request that a Christmas bonus be paid to postal workers this year.

Mr Dwyer told Mr Fahour that the Christmas bonus has been a long standing tradition at Post where workers are recognised for their extra efforts in handling Christmas mail and parcels and ensuring all are delivered as quickly as possible. Employees make many sacrifices at this time of the year to ensure this occurs he said.

Australia Post's underlying profit was up last year hence Post are able to provide its hard working employees with a show of appreciation for their extra efforts.

Post can afford it. The 2.5% pay increase in Dec this year is not even up with inflation over the year. Indeed Post has consistently delivered pay cuts in real terms (below CPI) to its rank-and-file workers for the last 5 years.

2. Post confirms PostConnect sold to ABnote

Post informed the CWU on 1 December that PostConnect had been sold to ABnote.

CWU members had been reporting for weeks that this was the case. Post continually denied it. It now seems a remarkable coincidence that ABnote is indeed the purchaser.



The CWU national office had already notified a dispute concerning lack of genuine consultation on PostConnect. This was scheduled for 2.30pm on 1 December in the Fair Work Commission in Melbourne. Coincidentally Post came clean on the sale of PostConnect to ABnote just hours before the FWC hearing.

See the e-bulletin story below, "**FWC Recommendation on PostConnect - how things will happen now the business has been sold**" for details of the FWC hearing.

3. FWC Recommendation on PostConnect - how things will happen now the business has been sold

The Fair Work Commission (FWC) has issued a Recommendation concerning PostConnect after the CWU National Office notified a dispute on this matter. Click [here](#) for FWC Recommendation.

The CWU told the FWC that there had been no opportunity to influence not selling PostConnect and that this should have been one of the options considered. The CWU said that Post had refused to provide the details

of what it was contemplating. At every meeting Post refused requests for information saying it was 'commercial-in-confidence'. Obviously this made the consultation process a farce.

Notwithstanding the failure of Post to have genuine consultation, we will continue to take all measures to ensure that CWU members are put into the best position to make a decision about their future. The FWC Recommendation sets out how things will happen now in relation to PostConnect.

Firstly, National level consultation will occur, including mitigation of the effects of the change and employment issues such as implementation, timing, likely labour requirements, relocation, redeployment, redundancy, location and transfer of business. Secondly, CWU State Branches will be consulted concerning local issues.

The FWC Recommendation ensures that all the employment issues that come to the fore when a business is sold will be dealt with through the National Office of the CWU and State Branches.

4. PDOs delivering parcels and Express Post on Saturday started last week

As previously advised, posties will commence delivery of small parcels and Express Post this Saturday, 29 November 2014 in metropolitan cities and major regional cities across Australia. This will be for a 4 week period and will be reviewed at the end of this period to see if delivery continues.

Members are entitled to 3 hours at time and half and 2 hours at double time.

The CWU National Office has liaised with State Branches and Post to have vans available for delivery facilities that have walking rounds and no motorcycle delivery. Hub drivers will drive the van and the postie will be the "jockey", getting out to deliver the parcels.

From information received so far posties have taken up the offer to work Saturdays on a voluntary basis. We are asking our members to provide feedback to the National Office regarding this trial delivery. Let us know what you think via cwu@cwu.org.au

Saturday is a busy time for shopping, sporting events and time with family. Let us know your experience with Saturday delivery of parcels. We will publish the news and pass the information on to the General Manager Mails/Delivery, Peter Bass.

5. Recent job cuts compromise security

A former security manager at Australia Post has publicly raised concerns about an increase in mail theft and identity fraud as a result of recent arbitrary job cuts in Post. The ex Australia Post security expert said cuts to corporate security from 22 employees to 4 employees exposed the public's mail to greater risk. He said the cuts came at a time when more resources were needed to cope with the amount of crime.

A recent case of an offender with a full car of mail stolen from 200 people in Sydney was the tip of the ice-berg he said. Posties do a sensational job pushing mail right into letter-boxes but offenders were stealing mail especially in the north shore of Sydney. And the police rely on corporate security in Post to catch offenders.



'The deliberate strategy to cut down the level of staff in the knowledge that it would compromise the security of the mail was taking the business over the community', he said. (Source: 2GB radio interview.)

6. UNI Apro Post and Logistics /APPU Joint Seminar – Hanoi Vietnam

CWU National Senior Industrial Officer, Michael Etue, recently caught up with several participants from the recent UNI Apro P&L/APPU that took place in Hanoi Vietnam and supporting committees in Bangkok Thailand.

22 participants from 14 countries attended the seminar to discuss postal and logistic matters in South East Asia. Participants were from Japan, Thailand, Malaysia, Indonesia, India, Pakistan and Sri Lanka to name a few.

Michael has attended conferences in recent times where he has given presentations to participants on the CWU/CEPU and Australia Post. (At his own expense and no cost to the members).

The seminar covers topics such as privatization, liberalization and ongoing changes in post and logistics in the region. The CWU National Office has provided support to these unions who are organizing in very difficult work environments.

Workers in DHL Malaysia recently won a union recognition ballot with the global company where UNI played a key role in organising workers over the years. Burma (Myanmar) is another recent example where UNI assisted postal workers in setting up the first postal union in Burma.

"It is important that the CWU/CEPU play a role in postal and logistics discussions and campaigns in our region" Michael said. "We need to assist in lifting the wages, working conditions and entitlements of our fellow union members in our region." "Postal organisations around the world meet and exchange information and unions need to do the same."

The CWU/CEPU continues to play a key role in UNI Apro in the region thanks to Michael's involvement.

(UNI Apro is a part of UNI Global Union which is based Switzerland and represents more than 20 million workers from over 900 trade unions in the fastest growing sectors in the world – skills and services. UNI Apro represents workers in Post and Logistics.)

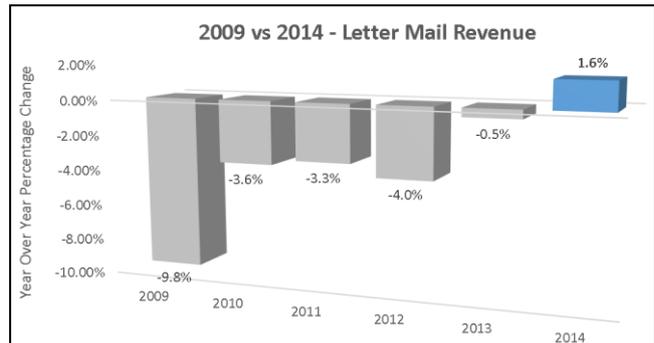
7. Revenue from letters up in US in 2014

Some people would have you believe that the Postal Service continues to incur net losses because people don't use letter mail anymore. "The Internet has replaced letter mail," so the argument goes. However, a look at the 2014 US Postal Service performance data doesn't back that argument. According to the most recent monthly financial report filed on the US Postal Regulatory Commission website, revenue from both First-Class and Standard Mail is up in 2014.

For the first 11 months of 2014, First-Class Mail revenue increased by about 1 percent and Standard Mail revenue increased by almost 3 percent. Taken together (First-Class and Standard), letter mail revenue is up 1.6 percent in 2014 compared with a decline of almost 10 percent during the same period in 2009. The 2014 figure includes a price increase for part of the year, but it also reflects significantly less volume decline during 2014 due to overall increases in U.S. economic activity. Without an improving volume situation, raising prices alone wouldn't result in the positive revenue increase seen in 2014.

Recall that the start of the Postal Service's 2009 fiscal year began in October 2008, 15 days after Lehman Brothers filed for bankruptcy—the largest bankruptcy in U.S. history. Against this backdrop, First-Class Mail and Standard Mail plummeted, as did the business results for many U.S. companies. It has taken the economy and the Postal Service a while to recover from such a severe downturn.

Postal Service letter mail performance has improved substantially, as evidenced now in the positive 2014 revenue growth. Service quality (made possible by letter carriers!) has been a strong driver of this revenue growth, as people use the Postal Service because its workforce delivers physical mail quickly, dependably, and efficiently, six days a week. Maintenance of delivery standards and service quality, combined with continued improvements in the economy, should help to further bolster letter mail revenue. (Source: US National Association of Letter Carriers.)



8. Gap between rich and poor growing under Abbott Government

A new Senate report shows Tony Abbott's budget cuts will worsen inequality and poverty in Australia. The Senate Committee Report into Income Inequality shows the gap between rich and poor Australians has increased since the 1980's and recommends scrapping a raft of budget measures that target the unemployed, low and middle income earners.



"By freezing family payments, slashing family tax benefits and cutting increases to parenting, aged, disability support, carer and veterans' payments – the Government is saying that it does not believe that tackling rising inequality is important," said ACTU President Ged Kearney.

Tony Abbott has made a choice to deliver a budget that will see a low income couple with kids lose an average of \$1138 this year while a single parent in the same circumstances will lose an average of \$1086, according to National Centre for Social and Economic Modelling (NATSEM) figures.

The Government would save billions of dollars every year by reducing superannuation concessions for high income earners, who currently receive more government support for their retirement than low or middle income earners do. Ms Kearney said unions support equitable concessions focused on low and middle income earners not a bonanza for the top.

We welcome your comments and contributions –
send us an email and let us know what you think via cwu@cwu.org.au
Check out our webpage at www.cwu.org.au



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