

E-BULLETIN **Postal**

Monday 26 October 2015



1. CWU and Post Reform Accord
2. Delivery equipment trials
3. Update on wet weather gear, boots and hats
4. Problems with Swaps register
5. Decipha EA negotiations stalled

1. CWU and Post Reform Accord

The CWU has reached agreement with Post on a number of commitments as Post implements the Reform of its letters service. The agreed Reform commitments include:

- no forced redundancies for employees directly affected by Reform who are actively seeking jobs in other parts of the business;
- retraining and reskilling of employees;
- maintaining existing entitlements under the RRR Agreement;
- maximising full-time employment and good, quality jobs for people;
- putting permanent employees first when filling vacant positions;
- continuing commitment to the Retail Network as per the EBA;
- additional benefits for those employees who are approaching or are at retirement age and agree to retire during the life of Reform;
- Whilst the Union supports sensible reform, Members also have the safety of the current EBA;



These commitments are documented in a CWU and Post Accord.

2. Delivery equipment trials

National Delivery Consultative Forum is due to meet on the 10 November and will be attended by a representative from each state branch of the union. Amongst other things, the forum will discuss upcoming delivery equipment trials. Trials include changes made to the electric pushbikes such as, middle bar removed for easier use, front and rear lights, a rear vision mirror and replacing existing panniers with the larger motorcycle panniers to better manage small parcels. E-Trikes currently being trialled in Qld have been updated to include additional carrying capacity, lights and mirrors and new suspension and trial will be expanded.

Changes to the Honda NBC110 motorcycle such as, lowered seat, removing pillion handle directly behind seat which causes discomfort, updated front letter carrier and rear top box standard fitting of clutch cover heat shield testing 'knobby' tyres for unsealed surfaces.



Trial step-through E-AMB & E-Trike

The CWU will nominate PDOs to participate in the trials.

3. Update on wet weather gear, boots and hats

On wet weather gear - A new zip-in waterproof liner is to be trialled in the current wet weather gear. The extra liner will give posties two layers of waterproofing. On boots - DriRider has designed a summer motorcycle boot that is also going to trial. The same posties nominated by the CWU in the previous wet weather trial will be invited to participate again.



On uniform – Legionnaires flap on caps now high vis yellow.

4. Problems with Swaps register



Post has a swaps register for people whose jobs have been axed to swap with someone who wants to go but CWU Members have told the union that very few swaps have actually taken place. When Members ask why they have not been able to swap with someone at the same level, in same location and who could do the job with minimal training they are fobbed off by Post with “we can’t talk about individuals”.

Where an employee identified for retrenchment wants to be retained and another employee wants to accept the retrenchment then the swap should occur (except where need to retain key skills or expertise). Indeed there is an obligation on Post to take all steps to secure such an outcome that is set out in the RRR Agreement.

For help with the swaps register, contact your CWU State Branch.

6. Decipha EA negotiations stalled

CWU negotiators met with management last week. Prior to that we had not met for several weeks because the Post bean counters were costing our claims. But the real problem is that the deal proposed by management leaves Decipha workers worse off than under the new relevant award.



By law, any worker covered by an enterprise agreement must be “better off overall” than under the award.

Vulnerable workers, such as, part-time workers starting work at 4.00am will be most at risk of being worse off. The deal proposed by Decipha provides for only a 15% penalty for work between 4.00am and 6.00am compared to higher penalties under the award.

A detailed analysis by the union of Decipha management’s proposed deal indicated it was too close to call, if not, clearly in breach of that test. The proposed deal has a higher hourly base rate but pays significantly less penalty rates when compared to the award.

The union would not be doing its job if it reached an agreement that did not really stack up in terms of workers “better off overall”, let alone left workers at risk of being worse off than under the award.

Hardworking Decipha workers deserve an agreement that leaves them better off than they would be under the award. CWU negotiators are due to meet with management later next week.

**We welcome your comments and feedback.
Send us an email and let us know what you think
via cwuwa@iinet.net.au
Check out our webpage at www.cwuwa.org**

Yours in Solidarity



Barry McVee
Branch Secretary