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1. Xmas pay rises

A 2.5% pay increase falls **due on 3 December 2015** and will be included in your pay of 16 December 2015 for Members under the Post Enterprise Agreement. Allowances such as, the overtime meal allowance will also be increased.

The EA has two further pay rises to come. 0.5% in August 2016 and 2.5% in December 2016.



2. Dispute over access to overtime at Xmas 2015 resolved



A dispute over access to overtime for full time and part time employees in the lead up to Christmas 2015 at the Melbourne Parcel Facility (MPF) was the subject of a conference at the Fair Work Commission last week and has been resolved.

RO cancellations commenced earlier than management at MPF had initially proposed. Employees got fairer access to overtime and extended hours.

However, to address the concerns of the CWU about adequate and genuine consultation concerning casuals Christmas arrangements Post and the union will commence consultation on this matter for 2016 in late September 2016.

In addition, the union and Post will have further discussions concerning who does extra work that becomes available at the Melbourne Parcel Facility consistent with the Post Enterprise Agreement that:

- Permanent employees are to have access to fair and reasonable overtime and extended hours, and
- Casuals are a last resort.

If this issue is not resolved at MPF then it will be escalated in accordance with the disputes procedure.

3. Post's approach to training out of hours unfair

A dispute has arisen around Post's approach to PDOs attending motorcycle training. PDOs are expected to attend the training on Saturdays where possible. The training is located away from normal workplaces. In some cases, PDOs are travelling in excess of 100kms a round trip to attend the training.



This matter was notified as a dispute by the union and the subject of conference at the Fair Work Commission on 1 December 2015.

The union said that PDOs were entitled to be paid overtime and that other allowances were also applicable such as, the motor vehicle allowance.

The FWC confirmed that under the Post Enterprise Agreement 2013 PDOs are entitled to payment for training time at the appropriate rate including overtime or penalties but that the clause does not mandate that other allowances are applicable.

Notwithstanding this the FWC recommended that Post favorably consider hardship cases where an employee whose head station is outside the metropolitan area has incurred significant additional costs to travel to the motorcycle training.

The CWU will follow up for Members who have incurred significant additional costs and have travel claims refused.

4. PDC2 Team leader program



Consultation with CWU State branches on Post's proposal to roll out its PDC2 Team Leader program will commence from January 2016.

The program is to have PDC2 Team Leaders who look after between 20-28 PDOs. PDC2 Team Leaders will not have rounds to deliver. PDC1s will be eligible to apply for the new positions. The PDC1 role will eventually disappear. However a combination of PD1 and PDC2s may continue to be required in some facilities.

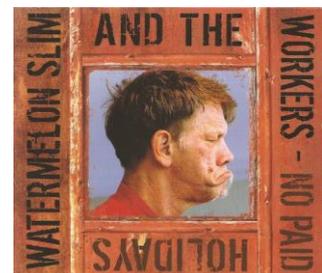
Some of the issues raised by the union at the National Delivery Consultative meeting held in November included the pay level for the PDC2 team leader role and salary maintenance for PDC1s.

The program was trialled in NSW.

5. Shift workers and rostered days off falling on a public holiday

The CWU has raised a dispute over whether workers should be paid for a public holiday that falls on a day on which they would not be rostered to work. The union is seeking an alternative day off or an additional day wages.

This situation has occurred for employees in the sequencing area at Dandenong Letters Centre who work from Sunday to Thursday and are not rostered to work Friday. Xmas Day and New Years Day both fall on Friday this year (as did the footy Grand Final holiday).



The Post Enterprise Agreement and modern Enterprise Award contain entitlements to pay or additional time off for employees who are not otherwise rostered to work on a public holiday. For example, the EA provides that a seven day shift worker who is rostered off duty on a public holiday will be granted a day off in lieu of that holiday or an additional day's pay.

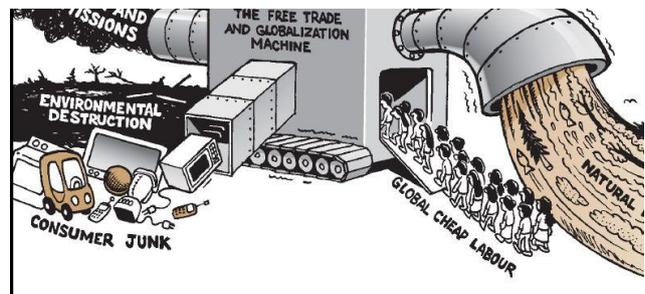
Furthermore, fairness requires that workers whose working arrangements differ from the norm not be disadvantaged by that fact.

The matter will be notified to the FWC if not resolved.

6. Unions campaign to secure local jobs

The Turnbull Government is again busy selling out local workers. Last time it was under the China Free Trade Agreement. This time it is under the Trans-Pacific Partnership or "TPP" – a big trade deal with 11 other countries.

Under the TPP, Australian employers can take on workers from Canada, Vietnam, Mexico, Malaysia, Peru or Brunei, without having to give a local worker a chance.



That's outrageous, especially at a time of high unemployment.

Worse still, no other TPP country has gotten such a rotten deal for local workers. What was the Turnbull Government thinking?

It's time to stop this Government selling out local jobs once and for all.

Click here. [Tell our Trade Minister Andrew Robb not to trade away local jobs.](#)

We've knocked off the worst parts of a trade deal before. With your help we can do it again.

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