

E-BULLETIN Postal

#1. Tuesday, 29 March 2016



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1. CWU wins FWC hearing for LPO worker



The CWU QLD Branch recently won a Fair Work hearing for their member. This was in relation to a "Breach of the Award" in particular the "Dispute Resolution" from the General Retail Award 2010.

The Union representative corresponded on numerous occasions with the Licensee of the Licensed Post Office as per the Dispute Resolution in the Award. However the Licensee failed to reply and/or acknowledge all the attempts from the Union.

The Union lodged with the Fair Work Commission for a hearing on behalf of their member.

The Qld member on several occasions had money from their wages withheld. This money was illegally deducted due to their till being short.

There were no policies in place for any such deductions, nor any investigation into the alleged shortfalls. The Licensee deducted monies from the employees' wages to balance the till on several occasions.

As a result of the Fair Work Commission hearing, the Commissioner ordered the Employer to repay **ALL** monies owed to the Employee. The Commissioner also advised the Employer that **NO** adverse action/victimisation could occur as a result of this.

Follow up: The employee remains in the workplace with no negative impact to hours of duty and conditions of employment.

2. Latest updates within Retail



National retail training package for PSOs and PDOs (Box sorters): Has been developed and currently being used. This consists of new updated training manuals and fortnightly coaching calls to new employees.

There will be a 1 day (within 1.5 hours of Metro workshops) workshop for Metro new starters with a min of 4 participants and a 1 hour teleconference for Rural and Remote new starters with a min of 4 participants.

This is still in beginning stages and we will keep you updated as we see more new employees going through this new Training package.

Department of Human Services: We have a DHS self-serve computer located in a corporate outlet. This is located in a tucked away corner within the post office and has its own chair, desk and computer. The DHS customer logs on and using the self-service system without the assistance of Australia Post staff.

The CWU are being kept informed around the clientele and any impacts on the outlet this may have.

At this stage there has been NO negative feedback to the Union and no impact on the staff or outlet.

Retail Operating System Upgrade (ROSU): The national upgrade of operating system will enable increased capacity at outlets. Outlets will be contacted four days prior to make arrangements for the upgrade.

Mental Health training: This training is being rolled out throughout the enterprise and will involve Area Managers, Managers, Team leaders, HSRs. We have asked Post to include our Reps in this important training as they are often the first point of contact (peer on peer) when things become a bit overwhelming.

We'll keep you updated with this request.

The training consists of a 3 hour workshop that will provide information on mental health and training to recognise the early warning signs and the appropriate skills for early intervention.

3. Decipha EA Agreement

After Many months of consultation with Decipha Management and Union Representatives an agreement was finally reached. The new Agreement is for three years.



Across the life of the Agreement staff will receive a 3% pay increase every October. Once approved by FWC they will also receive a back pay from first full pay on or after 22 October 2015.

A business of Australia Post

penalty with new Agreement that shift penalty will apply from 4am to 8am which has doubled from previous Agreement.

Current Agreement which expired October 2015 had staff working from 4am to 6am received a 15% shift

Voting has occurred and there was a 99% return yes vote which is an outstanding response.

Agreement is currently with FWC for approval.

We will advise once we have confirmation that this is all completed and put in to play.

4. Your rights when calling in sick

As part of the current EBA section 21.6 **Employee must give notice:**

The Manager or another appropriate employee must be informed, prior to the commencement of duty, **if practicable**, of the employee's inability to attend duty.

In the case of carer's leave the employee shall, wherever practicable, give Australia Post notice of the leave prior to the absence, the name of the person requiring care and their relationship to the employee, the reasons for taking such leave and the estimated length of absence.



If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.

NOTE: It is **NOT your responsibility** to ring other employees from your facility or other facilities to arrange cover for your shift whilst you're on the above mentioned leave.

5. Guidelines for workplace injuries



One of the most common questions that is asked of the Union is what process should we follow if we are injured at work. The most important thing to do in the first instance is to fill out an incident report straight away regardless of whether or not you think it is a serious injury. Post being a self-insurer will knock back your claim if there was a delay between the incident and an incident report being filled out. Quite often any injury will only present itself as serious after you have cooled down or after a night's sleep so even if you think it is nothing, take a couple of minutes to fill in the report.

Secondly be very aware that it is your right to seek treatment from your own Doctor. Post will encourage you to attend THEIR FND for treatment with the promise and carrot of them paying for the appointment. Your own Doctor is looking out for your interests and knows your history, the FND is working for Post. The only reason you have to attend a Post Doctor is for an assessment only, NOT TREATMENT.

Thirdly you should always feel free to contact your Union Branch and clarify any information you have been provided or ask any questions.

6. Delivery equipment updates

The union and Australia Post are working together on a few things to ensure that all staff are safe while out performing duties. A few staff have been selected by the union and Post to test the following items:

Tyre alternatives - Suppliers have provided 3 road based and 1 set of "knobby" tyres to be tested in all states. The union has nominated staff from each state to try these alternate tyres over a duration and report back to Post and the union with the outcome of how all the tyres went.



Motorcycle Helmets - Australia Post has sourced 30 trail helmets for field testing to be done by nominated union and Post representatives. The new helmets will include the following a high-vis yellow colouring, additional vents and some come with removable lining.

The union has also put forward some alternate helmet supplier. Once testing is completed we will advise of outcome.

Light weight Gloves for walkers - A delivery facility within Sydney are currently trailing light weight gloves for walkers. This is currently being trailed by HSRs within this facility. Once trail is completed an outcome will be advised.

7. Tasmanian postie hailed hero



A TASMANIAN postie, Mark Gray has been hailed a hero after saving a man and his one-year-old daughter from their burning house as he was on his morning round. The postie has been employed with Australia Post for almost 10 years and advised he has never had a more eventful day as a postman. He pulled up to the letterbox to deliver mail and could smell smoke and presumed someone was burning rubbish off in their back yard. He could see through a window into the backyard and spotted flames. He then noticed the back of the house was on fire.

With quick action he knocked on the front door and when no one answered he checked the door handle and realised it was open so push it ajar and started yelling out is anyone at home. When the resident did appear he alert him to the fire.

The resident was unaware of the fire as he was at the other end of the house and had a 12 month old sleeping in another room.

With the postie fast action he called the Tasmania Fire service and grabbed a garden house to fight the flames which is what helped save the family home. The home owner had only moved into the residence that weekend. He was very grateful and could not thank the postie enough. If the fast actions of the postie did not happen then the house would have burnt to the ground. Well done to Tasmania's hero postie.

8. Half year result confirm letters decline



Recently Australia post revealed its half-yearly results - a pre-tax profit of \$1.4 million. Whilst this is a substantial drop from the FY15 half yearly results (some 84% from a profit of \$98 million), AP have indicated they still project a full yearly profit. This is in contrast to the substantial and historic \$222 million loss of the last full financial year.

Unfortunately, addressed letter volumes have declined 9.5% over the past year, on last year's half-yearly statistics. It is clear now that not only are letter volumes decreasing but that the trend is accelerating. The decline over the previous HY results period was 7.3%.

The Union continues to monitor Australia Posts adherence to the principles set out in the Reform Accord of last year. It is clear from these results that the reform to letters business is necessary but must be done in a way that guarantees safe, secure and meaningful jobs for members in other parts of the business.

9. Australia Post 'genie in a bottle' thought bubble not a real plan



Divisional Office has put Australia Post on notice that any plans to have posties completing all sort of odd jobs would be met with fierce resistance.

Reports that Australia Post was planning for posties to do everything from looking after family pets to checking electricity and water meters as well as being a nursing aid for the elderly were an indication that Australia Post had no idea how to diversify its business.

Instead of undeveloped thought bubbles about posties doing everything from meter readings to caring for the elderly and family pets, Australia Post should focus on allowing their posties to deliver the mail on time.

Whilst the Union understands Australia Post's goal to diversify its business we want to see a credible plan from Australia Post including an investment in skills and training for staff.

But the fact is posties are not currently resourced, trained or paid to complete the type of genie tasks the Australia Post executive group are dreaming about.

If Australia Post wants to increase pay, provide funding for training on new skills to cover the new work, then we are all ears and willing to participate in talks. Until then, these ideas are not worth the paper they're written on.

10. Turnbull plays chicken with workers' rights

Last week the Turnbull Government laid a threat down to the Senate - pass the anti-worker ABCC Legislation or face a double dissolution election on 2 July. It is very likely that the election will be going ahead where cross benchers have stood up to defend the rights of construction workers not to be singled out and targeted by an Royal Commission style building cop.

As a Government owned enterprise, federal elections are a key time for our Union to secure public and political support for Australia Post and its employees - as always the fight is to ensure Australia Post remains in public hands. In the weeks ahead Branches and members will be hearing from Divisional Office as we finalise plans to maximise political outcomes for our members over the election period.



**We welcome your comments and contributions –
send us an email and let us know what you think via**

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Check out our webpage at www.cwuwa.org

Regards,

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Branch Secretary