

# E-BULLETIN Postal

26 June 2018

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## 1. Workers across the country march to *Change The Rules*

Workers from regional and metropolitan cities across the country have taken to the streets in what is being described as the largest mobilisation of workers since the Your Rights at Work campaign over a decade ago.

Addressing the crowd of 100,000 at Melbourne’s rally, ACTU Secretary Sally McManus said change doesn’t happen by sitting on the sidelines.

“Change happens by us making it happen, rules change because we insist they change” said Ms McManus.

“It didn’t always used to be like this in Australia, we used to have this idea of a fair go.

“The fair go was written by us, it was created by us.

“We insisted on the 8-hour day, we insisted on the living wage, we insisted that when you’re sick — you get Medicare, and when you retire — you get Superannuation.

“We did that. The Trade Union movement of Australia did that, and that is what we’re going to have to do again.”

Thank you to CEPU/CWU Members who took to the streets to take part in marches and rallies across the country.

More events are currently being planned as Unions step up the fight to restore the fair go to working families across the country.



## 2. Pizza and garlic bread - no substitute for a mealie

In the latest from the **Bizarro** files, some retail area managers have decided to rewrite EBA9 and replace meal allowances with pizzas from whoever has the best coupons that week.

This has led to Members being short changed a meal allowance in exchange for a cheap Tuesday special!

### Not on.

Slapping a couple of slices of \$5 pizzas on a paper plate does not relieve Australia Post of their obligation to pay you a meal allowance. And no, Mr Area Manager, adding a side of garlic bread doesn't make it any better.

Members working at least one hour of continuous overtime are entitled to be paid a meal allowance — no ifs, no buts.

If you've recently worked overtime and been short changed your meal allowance, contact your State Branch Official for immediate assistance and recovery of the wages you are entitled to.



## 3. Major uniform changes: Members win

Following concerns raised by the Union on behalf of Members, a number of great outcomes have been achieved for Members in relation to the new uniform issue.

### **PDO polo shirts**

PDOs have been provided with the option to amend their existing order to have either blue or yellow sleeved versions of the new polo shirt. Post advises that due to production lead times, any outdoor PDO who chooses to modify their order for the yellow sleeved version will receive their order at least a month later than originally planned.

### **PTO night-time reflective tape**

Based on concerns raised by the Union about windscreen reflections, all current orders for PTO polo shirts will be converted to a non-reflective taped version, along with polar vests and jumpers.

Due to production lead times, PTOs will receive these at least a month later than originally planned.

In order to ensure safety in low light conditions, PTOs will be required to wear a reflective taped vest over their tops.

### **Wet weather gear**

Post has been investigating the use of Gore-Tex material in the manufacture of their current wet weather designs with the current supplier. Based on discussions with Gore-Tex and the current supplier, this is likely to take at least three months to be available for testing.



Post had already been working with their current supplier on an upgraded material, however this will be put on hold while the request to use Gore-Tex is pursued first.

### **Rossi motorcycle boots**

Post have secured an ongoing supply of the current Rossi short motorcycle boots and will make them available to order. These boots are exactly the same as the old design however and don't incorporate any of the additional foot protection of the new DriRider short motorcycle boot.

## **4. 50 years — congratulations Noel Saffy!**

Noel Saffy, Australia Post's longest serving indigenous postie, recently clocked up 50 years with Australia Post – and 50 years membership with the CEPU/CWU.

Noel is a postie based out at the Charleville Post Office in Queensland, where he has been delivering mail since 1970.

"I started with Australia Post in December 1967 in Longreach. I came to Charleville in 1970 to the post office and have been here ever since," he said.

Noel said he isn't going anywhere anytime soon.

"I like going to work. The day I leave will certainly be a sad one for me. I have a few more years in me yet."

Good on-ya Noel. Congratulations on such a huge milestone not only with your career but for your values and unwavering support for your workmates and your Union.



*Noel clocked 50 years Union membership in April this year*

## **5. Consultation continues on alternate modes of delivery**

Members have expressed concern relating to information recently shared by Australia Post in relation to the direction the company is taking in terms of modes of delivery.

Firstly, it is important to understand that the consultative process around alternate modes of delivery is in its infancy at the *Last Mile Consultative Forum* —a forum consisting not only of management representatives, but Union officials from across the country, many of whom with extensive delivery backgrounds.

Some basic principles have been discussed and are as follows:

- Nobody will be forced to use an EAMB or Eevee





- The criteria and agreed guidelines for implementation will be utilised at each facility, particularly the safety review of potential rounds. Not every round will be suitable, or necessary, to be completed by motorcycle. This process alone dictates how widespread the usage of alternate modes of delivery will be at a particular workplace and with the involvement of your local AUR.
- The 12 month temporary cancellation of ongoing replacements for the NBC motorcycle to utilise what is essentially an overstock.
- The use of alternate modes of delivery will be considered against any health or medical issues affecting an individual — i.e. If your doctor believes you are unable to utilise a certain mode of delivery, this will be considered.
- Union participants on the Last Mile Consultative Forum are strongly advocating for an Independent Ergonomic Study to be undertaken to ensure a clear understanding of the impacts in the short, medium and long term, with a view to proactively minimising health and safety risks associated with alternate delivery modes.
- We currently do not envisage a time where alternate modes of delivery would replace the motorcycle entirely, particularly if the agreed implementation guidelines are applied, nor is it being discussed and considered.

## 6. The boss cannot sit in on your medical appointment



A number of alarming claims have been made by Members recently of management and rehab providers forcing themselves in on medical consultations, and wanting to speak directly to your doctor.

Your consent is required before any Australia Post representative can sit in on your medical appointment.

And this is not just limited to your manager. If you're on a compensated rehabilitation plan, your consent is required even for the Australia Post rehab provider to be present during a medical consultation.

If you are suffering from a work related, or non-work related, injury or illness, **do not** attend a facility nominated doctor (FND or WorkReady doctor) and if your manager or rehab provider is attempting to push their way in to your medical consultations, alert your State Branch Official immediately for assistance.

## 7. What do you know about journey cover?



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### Why do we need it?

Because of changes made to legislation under the former Howard Government, if you experience an accident on your way to or from work, you are no longer covered by workers compensation – that means no income support if you're off work and run out of sick leave.

But with the journey cover benefit provided by most CEPU/CWU branches, financial Members can rest easier knowing that they will have a degree of income support if they suffer journey related injuries or injuries experienced during an authorised meal break.

Under this scheme, up to 85 percent of your normal weekly wage can be paid to you, to help you get by until you return to work.

### Who's covered?

If you're a financial Member of any the following CEPU/CWU branches, you're covered:

- NSW Postal & Telecommunications Branch
- Queensland Communications Divisional Branch
- Victoria Postal & Telecommunications Branch
- SA/NT Communications Divisional Branch
- WA Communications Divisional Branch

### Is there any cost? Do I have to pay more for this?

Journey cover is provided at no extra cost to you – if you're a financial Member, you're covered by your Membership contributions.

**How does it work?**

This scheme will be especially valuable to those Members who have run out of sick leave and annual leave – and experience an injury that will keep them from work (and an income) for more than two weeks.

**How do I notify a claim?**

A claim form can be obtained by contacting your State Branch Office.

**How long will it take for a claim to be approved?**

The insurers have set a five day service standard for claim consideration and response, once all required information has been received.

**Do I have a waiting period?**

For a weekly benefit claim, benefits commence after the Waiting Period of 14 days.

**What is the Weekly Benefit?**

85% of your average gross weekly earnings to a maximum of \$1,500.

**Will the payments recognize the amount of money I usually make from overtime?**

The benefit is for 85% of your average gross weekly earnings (to a maximum of \$1,500), taking into account overtime normally worked or bonuses earned.

**What is the benefit period?**

Weekly Benefits are payable up to a maximum of 104 weeks. The benefit term is reduced to 52 weeks if a claim for Weekly Benefits occurs after age 66, up to the age of 75.

**What constitutes a work journey?**

The following journeys are included under the definition of a work journey:

1. During morning and afternoon tea breaks and lunchtimes outside the place of work;
2. To and from home or place of work and lecture, seminar, professional development study activity or examination for which leave with pay has been granted;
3. Travel for the purposes of attending Union meetings; and
4. Officially sanctioned work related activities, provided always that there is no substantial deviation from the most reasonable direct route to or from.

**How will I be paid?**

The preferred method is via electronic deposit into your bank account – in line with your employer's normal pay period (ie: fortnightly). However, contact Windsor Management Insurance Brokers Pty Ltd to discuss possible alternative arrangements.

### Will this cover medical costs for treatment of my journey injury?

No. The scheme is mainly aimed at providing a level of income support that did not previously exist due to the changes in legislation.

### Where can I get more information?

Should you require more information or have any further questions, please feel free to contact Windsor Management Insurance Brokers Pty Ltd on (07) 3230 9306 or your State Branch office for a copy of the Product Disclosure Statement.

## 8. A clean, safe work environment? Pigeon Poo!

Our Retail Members are no strangers to having to deal with their fair share of “crap” at work. But for Members working at Vic Park Post Office in Western Australia, the proof definitely is in the “poo-ding”.



Their pests are on the next level — and they’re not the paying customer type.

On a recent workplace visit, WA Branch Secretary Barry McVee discovered that a flock of pigeons had taken a serious liking to the outlet - and taken it upon themselves to do some exterior, **and interior**, redecorating. On the exterior, bird droppings black-out the skylights while interior shelving in the customer area of the post office didn’t miss out on their fair share of avian faeces.

An old wife's tale would assert that the outlet is in for some seriously good luck, but Members working at the outlet strenuously disagree. The birds’ overwhelming presence in and around the outlet is a serious health and safety hazard and your Union is assisting Members who are experiencing various health issues suspected to be directly linked to the exposure.

Furthermore, the Branch has demanded health checks for all Members who have worked at the outlet in the past 12 months along with the establishment of a register to track any future health issues experienced by those Members that may be related to the exposure.

Our Members are entitled to work in a clean and safe work environment — and your Union will continue to hold Australia Post accountable to their responsibilities to provide exactly that at Vic Park, along with every other outlet across the country.

Is Australia Post providing you with a clean, safe work environment? If not, let us know by contacting your State Branch Office for assistance.

## 9. Concerns around use of contractors

Members in some facilities have raised the issue of parcel sorting work being removed from corporate staff for completion by contractors.

Further concerns have been received about small packet articles which should be delivered by corporate PDOs also being streamed to contractors.



Any Members concerned about inappropriate contracting out of work at their facilities should contact their State Branch Office immediately for investigation.

## 10. Full-time still the preferred mode of employment

Full-time employment is still the preferred mode of employment at Australia Post.

Provisions in EBA9 ensure that part-time and casual work is only created where work cannot efficiently and effectively be organised around full-time employment.

Members in Nambour, Queensland, are celebrating expressions of interest to eight part-time employees to convert to full-time after extensive consultation between management and Queensland Branch Officials.

Discussions like this are taking place every day across the country with your Union officials.

If you think your workplace could benefit from a review of its full-time to part-time employment ratio, please contact your State Branch Office for assistance.





## 11. Landmark equal pay victory for Canadian postal workers



Canadian Union of Postal Workers

Rural and Suburban Mail Carriers (RSMC) earned a long-awaited victory, as an arbitrator ruled they do work of equal value to urban letter carriers and that there is a wage gap between the two groups. Arbitrator Maureen Flynn also rejected how Canada Post assessed RSMC compensation, accepting instead the methodology presented by the Canadian Union of Postal Workers (CUPW).

“This is a great victory for RSMCs and all women,” says Nancy Beauchamp, Pay Equity Committee Member and Chief Negotiator for the RSMC bargaining unit. “Women in the workforce deserve respect, and that includes earning equal wages for doing a job of equal value to a man.

Barbara McMillan of the committee adds, “RSMCs will no longer feel like second class citizens in their workplace.”

Nearly two-thirds of RSMCs are women. They make about 25 percent less per hour than letter carriers, the majority of whom are male. They also receive fewer benefits.

The decision follows months of hearings and an almost two-year process which began in 2016 during collective bargaining when CUPW and Canada Post agreed to an expedited pay equity process for RSMCs. A joint committee was established to study pay equity issues and implement changes in a timely manner.

“While we are happy with the decision, we are anxious to get back to the bargaining table to finalize compensation for our workers,” says Cathy Kennedy, Pay Equity Committee Member.

Arbitrator Flynn has asked CUPW and Canada Post to determine the compensation award. The parties must come to an agreement by August 31, 2018 or she will decide the amount of compensation.

Canada Post is a serial offender when it comes to pay equity. The Public Service Alliance of Canada launched a case in 1983 and it took almost 30 years for employees to be compensated. The Canadian Postmasters and Assistants Association began its case in 1993 and is still waiting for a resolution.

“Our case was considered one of the more complex of its kind but we’ve shown that an accelerated process is possible. There is no reason for women to wait for equal pay and benefits,” says Kennedy.

“With this ruling, it is finally proven that RSMCs perform work of equal value to letter carriers,” says Mike Palecek, National President, CUPW. “The days of Canada Post’s exploitation of women are coming to an end. RSMCs deserve equality and we settle for nothing less.”

CUPW pay equity committee members and Canada Post will begin compensation discussions shortly.

How this will affect upcoming collective bargaining negotiations between Canada Post and CUPW remains to be seen.

**We welcome your comments and contributions – send us an email and let us know what you think via [cwuwa@inet.net.au](mailto:cwuwa@inet.net.au)**

Yours in Solidarity

A handwritten signature in black ink, appearing to read 'Barry McVee', written in a cursive style.

Barry McVee  
Branch Secretary