



NZ Post Bargaining 2020: Draft Claims

We are seeking endorsement of the 24 claims listed below, plus an endorsement of the bargaining team and the ratification rate. Any additional claims will be gathered, but we can not guarantee that all claims will make it to the final list.

The following is a list of key claims developed by E tū's national delegate team in January. We are seeking endorsement of these claims:

1) Minimum \$3.10 per hour wage increase for all members

Explanation: We propose a new wage scale that starts at \$22.00 per hour. This would be \$3:10 above the minimum wage set to be in place by April 1 2020. To maintain internal relativity, all other rates should increase by the same dollar amount that the bottom rate does.

On 1 April 2020, the NZ minimum wage will be \$18.90 per hour. Labour has pledged to continue to increase this if they are re-elected. A \$22.00 per hour starting rate would be necessary to prevent the bottom rate being overtaken in the next 2-3 years.

2) Post to provide Income Protection Insurance

Explanation: Post to provide income protection insurance which helps members who have a long term illness or injury with income when they have run out of sick leave or are struggling to fulfil their role.

3) No pass on to non-union members

Explanation: E tū proposes introducing a bargaining fee for non-members who wish to be covered by the collective agreement and settlement. This would be a fee that non-members have to pay before they can be covered.

4) Specialist forklift driver rate

Explanation: E tū proposes a specialist rate be established for forklift drivers which recognises the extra skills and qualifications that are required to fulfil this role.

5) Enhanced Early Retirement printed in the CA

Explanation: NZ Post operates an enhanced early retirement scheme which allows for people who meet certain criteria to retire and receive a compensatory sum. We want this printed in the CA so that NZ Post can not remove the scheme. This is especially relevant in a time of change and potential downsizing at NZ Post.

6) Partial redundancy put into the CA

Explanation: Where a worker's hours are reduced, they will be eligible for a partial redundancy payment based on the number of hours reduced.

7) Change pay from fortnightly to weekly

Explanation: This is a simple operational matter. Post used to pay weekly and then switched to fortnightly. We would like for this to be switched back to weekly.

8) Review of bereavement leave wording.

Explanation: Members have varying needs and cultural requirements when they have suffered a bereavement. We seek a discussion and review of the wording so that NZ Post is better able to accommodate our members' needs. The existing clause is good but relies too much on the manager's discretion. We propose providing more concrete entitlements to prevent disparity of treatment.

9) Existing rates and allowances and continuity of service to be maintained for workers asked to move between different business units

Explanation: With the decline of mail and the rise of parcels, we may see the company asking more workers to switch between different roles and business units. If this happens, we want all members to maintain their length of service and continue to receive any rates and allowances that they currently get.

10) Take out incentives for Grade 4, 5 and 6 and roll into higher rate.

Explanation: The company has proposed removing these incentives from the CA. If the company wants to remove allowances then we want them rolled into the flat rate.

11) Any worker for whom operational requirements mean they have to work into public holidays to get a lieu day.

Explanation: The current CA makes provisions for 'midnight workers' that their public holidays are observed from midday rather than midnight. These workers receive a lieu day if they happen to be working on the night of/after a public holiday but not when they work the shift leading into the public holiday. This means that when someone works into Christmas day (ie from 24-25 December) but not the night after (25-26) they do not currently receive a lieu day.

12) Gold plating and grandparenting at Courier Post to be tidied up.

Explanation: There are a number of different historical pay rates and allowances at Courier Post that can get confusing. We seek for these to be made simpler.

13) People with high leave balances not to be unreasonably denied leave at their requested time.

Explanation: Some members have high leave balances and are asked by the company to take leave. However, these members are not able to take the leave at the times they have requested and sometimes this is the cause of the leave building up.

14) Company to commit to directly employing workers and not using agency temps.

Explanation: E tū does not support the use of agency labour in place of permanent, secure jobs. Our members do not wish to see a 2 tier system with temporary workers undermining the conditions of permanent staff.

15) Set maximum team size for TLs to manage.

Explanation: In some locations the size of teams that Team Leaders have to manage has increased massively. This brings extra work and stress to the team leader. We would like to see a team size limit of 22 put in place to prevent this happening.

16) Trainee team leader pool to be established at Grade 4 rate.

Explanation: This claim is to establish a pool of team leaders that can work across the business in different business units. This is to provide more opportunities for people to become team leaders instead of the company using 2IC role.

17) Extra resignation notice bonus

Explanation: We would like to see the reintroduction of this system which rewards people for giving extra notice when they resign. This extra notice means that the company has more time to find and train a replacement. We propose a bonus of \$300 to be paid for members who provide 4 weeks notice.

18) Skills recognition for Paxster DAs in an evolving role.

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19) Skill incentive - people who provide good 'customer experience' to be rewarded.

Explanation: These two are related. Claim 18 is around recognising the range of skills now required for a DA that weren't required in the past.

Claim 19 is around the change of working model for these DAs. We want to provide a mechanism to be able to reward people who provide good service now that speed is not rewarded in the delivery area. Formerly, Posties who worked quickly were rewarded with an early finish. This may be an allowance or an incentive, or something else. This is a discussion point rather than a concrete claim.

20) Buddy trainer payment

Explanation: NZ Post operates a buddy trainer system. Under the old PPM delivery model, buddy trainers received a payment for doing this role. Under the DA model they do not. We would like all people appointed as buddy trainers across the business to receive a payment which recognises this extra responsibility.

21) Sick leave increased for 4 day Posties/DAs

Explanation: Posties who have switched to a 4 day roster currently receive less sick leave than those on 5 and 6 day rosters as an unintended consequence of the change. Our claim is for this to be restored to what they previously received.

22) Additional hours rate for working non-rostered day - change to allowance rather than flat rate.

Explanation: There is an additional hours rate for DAs who work on a non-rostered day. This is a flat rate of \$23.93 (page 83 of the Red Book). The members would like

this to be changed to an allowance of \$2.63 per hour so that all workers receive the same increase if they work a non-rostered day. Otherwise people get rewarded differently depending on what their base rate is.

23) The union reserves the right to add or delete claims

24) Letters of settlement printed in the book

Bargaining team to be endorsed:

David Dowie, William Cheng, Stella Tapu, Joseph Thomsen, Monalisa Tautalanoa, Tony Jordan, Lana Leota, Jeanette McLoughlin, Terry Howells, Missy Moreau, Bill Millikin, Paulene Flynn, Lynette Maddern, Katherine Mead, Derek Pehi, Donald Kingi, Owen Smith, JD Rawiri, Mike Bilmore, Nelson Tainui, Michelle Wallace, Caroll Keenan.

Ratification rate: 50% of members + 1