

COMMUNICATION

workers news

IT'S TIME TO GET ORGANISED!

JANUARY 2011

HAPPY NEW YEAR EVERYONE!
NOW that we have had a bit of A REST
IT'S TIME TO GET ORGANISED!

WORK READY POLICY

INJURED AUSTRALIA POST WORKERS ARE STILL BEING TREATED VERY BADLY.

Last year members campaigned vigorously against the role of Australia Post's company doctors in the undermining of members' just compensation claims and in sending members back to work while seriously injured.

Australia Post has recently given the union a draft of the 'Work Ready' Policy which is supposed to apply to injured workers until the Compensation policy kicks in. This is a replacement for their Early Intervention Policy. You will remember that this 'Work Ready' policy was claimed to be one of the big wins in the EBA 7 / FWA negotiations.

It will only be a win if the policy is substantially amended. The policy has to be 'agreed' between management and the Federal union. Members (especially injured workers, HSRs and delegates) should obtain this draft policy and commentary from the union office.

The essence of the policy was that employees were to be free to attend their own family doctors and Australia Post was to follow this family doctor's advice. However the family doctors will be asked to fill out an elaborate evaluation of whether the injured worker is capable of doing restricted duties. The union is concerned that most doctors will not have time to do this and that this may drive more employees into the arms and offices of the company doctors.

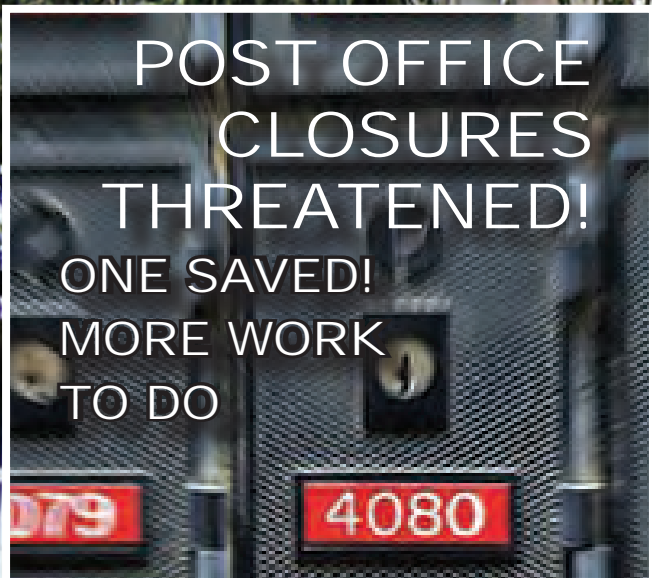
If the employee does not get this pro-forma filled in, Australia Post can send them to their FND. The other catch is that Australia Post expects employees to sign a document that allows the unlimited exchange of medical evidence with the family doctor. This will drive the busy GPs to distraction. Many doctors already refuse to treat employees of Australia Post because of the excessive demands of Australia Post for reports and their interference in trying to get medical restrictions on injured workers lifted.

There are several other problems with the draft policy. Have a read for yourself and let us know your views. We invested a lot of time and energy last year in the Senate Inquiry into Australia Post's treatment of sick and injured employees, and it is important that Australia Post change their system fundamentally. We cannot allow them to simply re-badge their current FND and Early Intervention policy.

HERE ARE A COUPLE OF TRUE STORIES TO REMIND YOU WHY AUSTRALIA POST'S POLICY HAS TO CHANGE. A postie hit her wrist on a concrete letterbox and crushed her artery behind the tendon. She went to the FND with fingers that were swollen and had lost feeling and were turning blue. The company doctor simply returned her to work. It was not until almost 3 weeks later when her fingers were dark blue/black that she went to her own doctor who arranged a CT scan and properly diagnosed the problem. Twelve months later she has had her arteries rebuilt and has finally returned to work part-time.

Another postie went to the same FND. The postie had injured his back and had lost some of the feeling in his leg. He was sent back to work to ride his motor-bike without a CT scan. It took a few weeks for him to attend his own doctor and get a CT scan. He now has permanent nerve damage to his leg and a prolapsed disc.

IF INJURED YOU NEED TO GO TO YOUR OWN DOCTOR. He or she has your interests at heart: they will investigate your injury properly and will support you in a compensation dispute. If you do not have a family doctor, the Workers Occupational Health Centre now has 4 doctors who have experience of the injuries suffered by Australia Post employees; they can be contacted on 9662 4820.



THE MELBOURNE UNIVERSITY POST OFFICE HAS HAD A LAST MINUTE REPRIEVE. It had been ear-marked for closure on December 17, 2010. The union was relieved that Melbourne University agreed to extend Australia Post's lease on the current post office site until the end of 2011, and then the union will be lobbying the university to provide an alternate site for the post office after the current location (the Architecture Building) is pulled down.

The staff union (the NTEU), students and the local Federal Member, Adam Bandt and the Vice Chancellor all helped with the union campaign to keep the Post Office open.

THE POST OFFICE IS AS FAMOUS FOR ITS CUSTOMER SERVICE AS FOR THE FACT THAT IT IS THE LOCATION OF THE WIKILEAKS POST OFFICE BOX. Our next task is to prevent the Balwyn Post office closure. This is another profitable office where Australia Post is having trouble extending its lease.

ACTION ON 'FAIR WORK' AGREEMENT 2010 ISSUES

RETAIL SERVICES TRANSFORMATION AGREEMENT

THERE HAVE BEEN SOME PRELIMINARY MEETINGS ON THIS BEFORE CHRISTMAS.

A series of meetings have been scheduled from February to the end of March. The key issues to be discussed include:

- Future Network and Facility / outlet formats
- Future staffing models and flexibility
- Retail technology
- Postal managers Grade 1-3 Remuneration Conditions
- Future Conversion Arrangements
- Outcome Performance
- Retail organization structures and classification systems
- Career paths in retail
- Training and development

Our Victorian branch will be setting up a working group to feed in our proposals to the Federal union. Sithy Marikar (with Cindy Shelley as back-up) and Louise Whitefield are the Victorian reps on the Federal union committee on the issue. Retail members are invited to get involved and are asked to attend the Quarterly General Meeting to be held on 5 February at 1pm to discuss the issue.

**THE TRANSPORT STRUCTURE REVIEW PROCESS HAS ALSO STARTED
Brendan Henley is our Victorian representative on this group. It is planned to have a national telephone hook-up on this matter on January 31, 2011.**

PAY ISSUES

YOU NEED TO CHECK YOUR PAY CAREFULLY

THERE HAVE BEEN MANY ISSUES WITH THE NEW PAY SYSTEM. A Manager Information Bulletin has been issued recently to Managers reminding them that *“all staff queries and concerns about pay are extremely important and the focus must continue to be on resolving concerns in a timely manner.”*

Part-time people doing ‘ad hoc’ additional hours and people on awaiting approval for compensation seem to be the worst affected. ‘Out of Cycle’ or ‘Express’ payments are still available for urgent matters.

Members should be aware of how to cope with recovery of overpayments. You should be informed of overpayments and if the amount that is to be recovered from your usual fortnightly pay will cause financial hardship then you should discuss options available with Shared Services. You can also write to the National Payroll Manager with your proposal.

Members are requested to make copies of pay slips and to give specific details when sending pay complaints to the union office.

CHANGES TO ‘PAY IN ADVANCE’ ARRANGEMENTS

AUSTRALIA POST HAVE DETERMINED THAT EMPLOYEES who select the ‘Pay in Advance’ option for leave bookings will NOT have their bank disbursements sent to multiple bank accounts but only to the primary disbursement account only. This decision does not impact on deductions (e.g. union dues, Medicare contributions, etc.)

CASHING OUT ANNUAL LEAVE

THIS RIGHT IS IN THE AUSTRALIA POST FAIR WORK AGREEMENT 2010.

Policy and procedures for doing so will not be in place until March 2011. Employees will be able to access this right in March, from then on it will become an option that can be exercised in December. It is understood that employees may be able to apply at other times on compassionate grounds.



INAPPROPRIATE EMAILS - - - - - →

MEMBERS SHOULD BE AWARE that Corporate HR is overseeing a sweep of employees’ use of Australia Post’s computers. Several people who are receiving and forwarding inappropriate material (porn, jokes, and in fact, most non-work related material) are facing dismissal.

‘SECURE PAY’

AUSTRALIA POST HAS PURCHASED A PAYMENT GATEWAY COMPANY SECUREPAY as part of its strategy to expand its online services. SecurePay offers secure Business to Business and Business to Consumer payment services via the internet, phone or custom software applications.

THE UNION HAS ALREADY BEEN DOWN TO MEET THE EMPLOYEES OF SECUREPAY TO INVITE THEM TO JOIN THE UNION.

QUEENSLAND & VICTORIAN FLOODS



The ACTU is encouraging unions and their members to help their workmates who have had their homes and possessions and whose livelihoods have been devastated and some who have lost friends or family.

The ACTU suggests donations should be made to the Queensland Premier's Flood Relief Appeal by phoning 1800 219 028 or visiting the website at www.qld.gov.au/floods/donate. The next meeting of the Branch Committee of Management will look at donating money to Queensland members of our union. Any Victorian members of the union in difficulty because of the floods are encouraged to contact the Branch Secretary on 9600 9100 or 1800 222 609 (country toll free number).

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BEWARE - MANAGEMENT IS TRYING TO ROLL OUT SEPARATE BUNDLE DELIVERY (SBD)!



REACHING SIDWAYS



BENDING

The Federal union has put this matter in dispute and we advise all members to refuse to deliver by SBD on the grounds that they have a right to protect their health and safety. Every worker has the right not to take risks with their health and safety under Clause 21 of the OH&S Act 1991. If you are being told to deliver by this manner and are then threatened in any way when you refuse, please contact the union office.

A report *“Reviewing the OHS consequences of Motorcycle Separate Bundle Delivery”* by Andrea Shaw, Philip Meyer and Dr Rwth Stuckey has been completed and outlines the dangers involved in management’s proposal to introduce a new way of delivering the mail.

The Shaw Report states: *“We conclude that the currently proposed system for SBD from a motorcycle is unacceptable from OHS and ergonomics perspectives.”* The report provides 13 separate reasons spanning organisational, working environment and equipment issues to support this conclusion. Advice from the consultants indicates that there are similar OHS issues that are applicable to SBD by alternative modes of delivery. This Report is available from the union office or your local delegate.

A Provisional Improvement Notice (PIN) relating to SBD has been lodged by the HSR at Alexandria DC and is being investigated by Comcare. We now have over 1,300 signatures on our petition against SBD in Victoria.



TWISTING & REACHING



VISIBILITY WITH
SPEEDOMETER & BAG



READING UPSIDE DOWN

OH & S

COMCARE COURT ACTION over FORKLIFT LEG CRUSH INJURY at Australia Post WORKPLACE!

BEFORE CHRISTMAS, COMCARE LAUNCHED FEDERAL COURT PROCEEDINGS **against Australia Post in response to an incident at a Queensland mail delivery centre.**

Comcare allege that Australia Post contravened federal work health and safety laws by failing to take all reasonably practicable steps to protect the health and safety of its employees and contractors in relation to matters over which it has control.

The maximum penalty for this type of legislative breach by a body corporate is \$242,000.

The proceedings arise from an alleged incident in July 2008 at a Queensland mail delivery centre where a contractor involved in loading mail was run over by a forklift. As a result of being run over the contractor received severe crush injuries to the right leg, which was later amputated at the knee.

This is not the first court action commenced by Comcare against Australia Post for an alleged contravention. In June 2010, Comcare commenced separate proceedings against Australia Post in relation to unsafe postie bikes following the death of a motorcycle postie in Darwin. **That matter is still before the Federal Court.**

WORKSHOPS ON THE NEW WORK HEALTH & SAFETY LEGISLATION

COMCARE ARE HOLDING WORKSHOPS AND FOCUS GROUPS to discuss the issues, challenges and opportunities associated with the transition to the new OHS laws.

These are being held on Monday 7 February & Tuesday 8 February in Melbourne. If any HSRs or Shop-stewards or other interested members would like to attend please contact the union office.

TIMES FOR POSTIES' BIKE CHECKS

THE 5 MINUTES AUSTRALIA POST PROVIDES TO CHECK BIKES AND THE 5 MINUTES TO LOAD THEM HAS LONG BEEN AN ABSOLUTE DISGRACE.

It is a totally inadequate time. The union has a long-standing claim for 15 minutes to complete a bike check. Now that we have arbitration once again we intend to pursue this matter vigorously. The union is looking for volunteers to form a working group to assist the union organizers plan a campaign around this issue.

EMERGENCY DUTY OR RE-CALLS

MEMBERS SHOULD BE AWARE OF HOW THE AUSTRALIA POST FWA 2010 DEFINES ELIGIBILITY FOR EMERGENCY DUTY PAYMENTS (double time and paid travel time). This is a long-standing dispute, with management wanting to pay only over-time instead of emergency duty. The union is on the look-out for a test-case now that we have access to arbitration again. Clause of the AP FWA 2010 states: *"Where an employee is called on duty to meet an emergency at a time when the employee would not ordinarily have been on duty, and no notice of such call was given prior to ceasing duty, the employee shall be paid for such emergency duty at the rate of 200%".*

From this members can see that the important elements are: being recalled and having no notice when you were last at work and it being an emergency. One of the ways management get away with not paying emergency duty is to say workers agreed to a change of shift or to do voluntary over-time. It is important to ask before you agree to go into work: What will I get paid? Am I the only option you have left?

SHOE ALLOWANCE

Members are reminded of their eligibility for shoe allowance. This is paid in February or August. It is still only \$56 for everyone except retail staff who are eligible for \$85! Only linehaul drivers are eligible out of the Transport group because of the requirement to wear safety shoes at all times for other drivers.

DRAFT 'FAT POSTIE' POLICY

There is a draft policy under consultation – 'Australia Post Policy & Procedure: Safe Workload of the Honda CT110 UY Motorcycle – Managing Rider Weight.'

Honda recommends a total safe work load of 145 kgs, including the individual component weight limits as follows:

Safe Pak racks / bags / box	15 kg
Mail load	25 kg
Rider weight (standard dress)	100 kg
Rider weight (with PPE)	105 kg

Australia Post management's proposal is to only recruit people below this weight, and further to apply this weight to people seeking a transfer or redeployment to PDO duties.

For existing posties: they want to require posties to self report their weight at 12 monthly intervals. If a person is over this weight then the Manager is *"will initiate the development of an individual Action Plan to identify and subsequently implement corrective actions required to enable the PDO engaged in delivery by motorcycle to meet the Weight Limit. This may require the PDO to perform alternate duties."*

In the event that a motorcycle PDO is required to perform new duties, a medical assessment will be required to ensure the PDO can do these safely. AP will make info about services and resources that can provide weight reduction advice and assistance, as well as a one-off amount of financial assistance that is yet to be determined.

This draft policy has been around since August 2009. One of the reasons that it has not been finalized is that it is discriminatory. The real solution is the provision

of an alternate bike for people weighing over 100 kgs. **POSTIES ON THE BIG-SIDE SHOULD NOT WORRY – THERE IS A LOT OF WORK NEEDED ON THIS POLICY BEFORE IT COULD BE INTRODUCED!** And yes, we know you aren't fat just because you weight 100 kgs – we are just using satire on their discriminatory policy .

WET WEATHER GEAR

The HSR at Alexandria Delivery Facility has put a Provisional Improvement Notice (PIN) on 2 December 2010 on the current inferior wet weather gear. He is looking for support on this issue. Could members please inform the Branch office of any P400's or noted incidents where their wet weather gear has proved to be inadequate and an OHS risk. HSRs at Nth Geelong /Corio DC and Preston DC are currently consulting their management about the same problem.

HOT WEATHER SHIRT

TRIAL FINDS HIGH VISIBILITY POLYESTER COTTON OUTDOOR SHIRT NOT SUITABLE. Australia Post's trial of the RACQ high visibility polyester cotton shirt used by road-side assistance drivers has found that the shirt is not a suitable replacement for the 100% cotton shirt that was previously supplied to Post employees before being removed due to non-compliance with Australian Standards in wet conditions.

Based on feedback from employees, Australia Post says the RACQ shirt barely rated as satisfactory with employees performing bicycle and walk rounds being almost 100% against it because of unacceptable thermal comfort levels, while some employees, generally those performing motorcycle rounds, liked the shirt.

As a result of the trial outcomes, Australia Post has advised that it will not be supplying the RACQ shirt but will continue to work with Yakka to identify a suitable alternative outdoor shirt.

BUT WHAT ARE WE EXPECTED

TO DO IN THE MEAN TIME WITH THE HOTTEST PART OF THE YEAR YET TO COME? We are extremely disappointed to be going into a third summer without a reasonable hot weather shirt.

HOT WEATHER POLICY

There is an agreed hot weather policy for Delivery staff in Victoria. This needs to be improved but at least it helps. In brief, the main elements are:

"If an extreme hot weather day is predicted (what constitutes an extreme hot weather day is a local agreement – some DCs have agreed on over 30 degrees, others 32 degrees and others 35 degrees!) – the manager, HSR and the shop-steward should consult on arrangements to ensure posties' safety."

Measures can include an early start – this includes non-penalty shifts even though that means they will be eligible for penalty payments on that day. It may mean postponing UMS that is not time sensitive.

PDOs should be aware that Delmos times should not be enforced. It is expected that posties will take at least an extra 5 minutes per hour to keep hydrated. If posties have any of the signs of heat stress they should take action (and time) to get that under control. Estimated times cannot be enforced on extreme heat days and if you are suffering from a dry throat, nausea, headaches, cramps you must take action to lower your core body temperature. It has also been agreed that posties can wear their old uniforms on days of extreme heat.

There is a leaflet with advice for people working in the heat that is available from the union office.

Members are reminded that it is not only delivery staff who are affected by heat – drivers and especially dock and bulk staff are also vulnerable. Although there are no formal agreements in place, delegates should meet with managers to ensure people's safety in extreme temperatures. Rest, rotation between indoor and outdoor work and the provision of cold water or icy poles can assist.

NIGHT SHIFT REVIEW



AUSTRALIA POST DOING A REVIEW OF NIGHT SHIFT.

Mitch Buxton (new area manager - mobile: 0438 073 784) and Niki Deas (Ops Manager) are the managers involved.

After we found out from DLC mail officers that a space was being cleared for 50 night-sorters, management had to come clean and have now informed us that they want to centralize the night-sorters from Narre Warren, Braeside, Mt Waverley, Ferntree Gully, Belgrave, Seaford, Cranbourne, and Burwood to DLC. They also want to shift their hours forward 2 hours.

This will also have consequences for the Transport drivers as they will be trying to reduce the 3 drops a night. (Management's interest in semi-trailers instead of smaller trucks is now explained.) We have advised the shop-stewards of the details of the proposal and will be visiting each Night-shift group to seek members' views. Management was talking about implementing this proposal within 4 - 6 weeks! This is very unlikely and has already been extended.

At least Night-shift staff now has an Area Manager working on nights to get information from and to find out what problems there are with processing and dispatch at DLC on a nightly basis. Obviously they are looking at cost savings and we need to be vigilant about this and any further cost-saving ideas. We have asked them to look at other neglected issues not just at cost-cutting e.g. rotation, equipment, space, communication problems on night-shift.

All last year they were doing desktop exercises – looking at volumes, flows of mail, staffing, establishments, current rosters. They worked off the last 12 months' data and what was really happening on the ground. They are also looking at what day shift work, night staff are actually doing. They are documenting staff skills (they expect Night-sorters to be able to do one area properly & another area as a secondary skill and are checking whether people have had PRPs.) They are working on a 7am Night-shift completion and a reduction of over-time.

THERE IS A CURRENT STOP ON NEW NIGHT-SHIFT EMPLOYMENT. AUSTRALIA POST MANAGEMENT ARE LOOKING FOR 'OPPORTUNITIES' FOR SAVINGS BY:

- Reducing Sunday rosters
- Better rostering of staff to mail flows
- Pushing day work back to day shift
- VRPs (if there is surplus labour because of sequencing)
- Seeing if any of Night-shift would move to later hours
- Reviewing breaks & the Sort Plan at DLC.

Members need to know that full-time staff have the right to facilitation in relation to shift changes. They do not have to agree to a change or a reduction in pay. The rights of part-time staff are not so clear cut. They have to be consulted and their family needs taken into account and they need 3 months notice for a reduction of hours (and a reduction of income). In these proposals the union may be able to protect individuals' hours depending on their employment contracts when they were first employed.

Management are also looking for a trial site to have posties go back to primary sorting as a way of topping up their indoor hours once sequencing is introduced in order to maintain full-time employment.

Australia Post is going to improve communications amongst Supervisors – PDCs are going to meet every 2 months by Areas. The Area Office managers are going out to visit to talk to Night-sorters on a regular basis. The union needs to improve our communication with night-shift members also. Members are reminded that they can ring the union office after hours or Joan on her mobile 0419 345 134 up to midnight or after 6am to seek assistance. Or you can send an email to the union office on cdptvic@cepu.asn.au and get a prompt response. If you would like a visit please contact Chris Spindler, the Delivery organiser on 0429 806 866.

FLEA REPORT



UNREASONABLE OVER-TIME & BULLYING

A FAIR WORK AUSTRALIA CONCILIATION WAS HELD ON 13 JANUARY on the matter written up in the December Communication Workers News under the Flea Report. This matter involved the Manager at Mt Waverley DC putting a member on a Formal Counselling because she exercised her right not to work 'unreasonable overtime'.

The union was happy about the outcome. The Commissioner's Statement has again reaffirmed members' rights not to work 'unreasonable over-time, and ruled that even low level discipline (a formal counseling) for refusing to do 'unreasonable over-time' is adverse action and can be dealt with in Fair Work Australia.



STATEMENT: Fair Work Act 2009

s.372 - Application to deal with other contravention disputes

Ms Leanne Stien v Australian Postal Corporation T/A Australia Post (C2011/2516)

COMMISSIONER ROE - MELBOURNE, 13 JANUARY 2011

Dispute regarding adverse action in the form of formal counselling.



- [1] The issuing of a formal counselling could in some circumstances constitute adverse action under the Fair Work Act 2009.
- [2] If an employee were to be formally counselled as a result of seeking to exercise their right to refuse to work overtime where those additional hours were unreasonable this could constitute adverse action. The legislation makes it clear that employees should not be subject to adverse action or victimisation as a result of seeking to exercise their rights including the right to refuse to work unreasonable overtime.
- [3] The recommendation of Commissioner Foggo of 2 July 2010 and the provisions of the Australia Post Fair Work Agreement 2010 set out the considerations as to when an employee may refuse to work overtime and when overtime hours are reasonable or unreasonable.
- [4] Having considered all the issues in the circumstances of this case raised in the conference of 13 January 2010 the CEPU will not take this particular case further.

WORKERS' VICTORY

AFTER NEARLY 6 WEEKS ON THE 24 HOUR PICKET LINE, 140 locked-out cold storage National Workers' Union members at JBS-Swift, an Australian subsidiary of the world's biggest meat multinational, proudly walked back to work having succeeded in protecting their hard won conditions in the new EBA. The unfair EBA threatened to strip away pay and conditions.

On 2 December 2010, management at the company's plant in Brooklyn, Melbourne's western suburbs, locked out 140 NUW members because they refused to accept an EBA that would wipe out their shift rates and overtime penalties. When union members voted to take protected industrial action the company immediately locked out workers and brought in other workers from Queensland and hired casuals to do the job of locked out workers.

Many locked out workers were recently arrived migrants and refugees from different corners of the globe. Their unity, solidarity and determination to fight for their working conditions inspired many others and drew strong support and solidarity from the wider community and the union movement.

Supporters from the community and many other unions (including ACTU President) came to the 24 hour picket line to show their support and stand shoulder to shoulder with the courageous locked out workers.

JBS-Swift were forced to abandon their plans to crush working conditions, workers and their union.

Their stand ensured that the new EBA protects penalties and overtime rates, RDOs and an eight hour working day. The state secretary of NUW said:

"Facing the might of the world's largest meat supplier wasn't easy but our members remained strong, united and determined to get a fair deal – and they got it," he said.

"With great support from the broader union movement and the community, our members were able to withstand everything thrown at them by the multi-national giant, and win."

MEMBERS MEETINGS

Saturday, February 5 at 1pm
200 Arden Street, North Melbourne.

Saturday, February 12 at 1pm
47 Henderson Rd, Clayton.

FLEA REPORT

MANAGERIAL PROFANITY & DOUBLE STANDARDS

IN THE SOUR-SMELLING ARMPITS AND HAIRY UNDERBELLY OF AUSTRALIA POST there are Fleas. They hop out of the darkness into the open and virulently attack the honest hardworking toilers, seemingly with impunity. One such irritant is a foul-mouthed Flea who favours open shirts and the gangsta-style bling of open shirt and heavy gold chains. Meet the Delivery Manager at Deepdene: a Fevola-like disgrace to himself, and Australia Post.

Before the Christmas party a few weeks ago he pompously warned the assembled workforce that any misbehaviour would be followed up with a Code of Conduct. Maybe he should have listened to himself because he turned up drunk and out of control. His language was peppered with profanities of the most extreme kind in the mixed company of workers and members of their families. The partygoers were outraged as he tried to purloin the leftover grog after the party was over; he then manhandled someone who was trying to get him safely into a taxi. Incredibly the flea is still the Delivery Manager at Deepdene DC!

Let's now juxtapose the manager's case with that of a postie whom I worked with at the South Melbourne Disaster Centre some years ago. The action took place in the lunchroom upstairs on a Friday morning. We were all waiting in this windowless room for the manager to get on with his I'll-hold-you-all-up-now-because-it's-Friday spiel and just as he was about to let loose a young postie at the back of the room, Dean Cooper, yelled out: "Bohical!" He then made reference to a popular brand of lubricant. A female team leader, affectionately known as The Beast, objected and Dean was stood down without pay forthwith. Australia Post made a big show of a formal inquiry: an independent umpire, the ex Hawthorn Football Coach, John Kennedy, was appointed to adjudicate. A man used to the rowdy behaviour of footballers no doubt, but an octogenarian whose judgement must have been influenced by the standards of an earlier age because Dean Cooper was summarily sacked.

One wonders what John Kennedy would have made of the sociopathic behaviour of the Manager at the Deepdene Christmas Party. We at the Union strongly object to our members being degraded and bullied by this foul-mouthed Flea. We are calling for Australia Post to treat their manager and representative in the same way as they treated ex postie Dean Cooper. The double standards of Australia Post hierarchy have to stop. Just as the bishops cover for the paedophile priests so the CEO and his managers at Australia Post defend the disgraceful conduct of some of their managers by covering for them, allowing them to continue in their jobs as if nothing has happened.

If there's a Flea at your Disaster Centre who you think belongs on the 'Flea File' or if you want to expose double standards behaviour by Post email me at yarandoo@optusnet.com.au and tell your story.

***I'm Rolly Burrows.
 You've just read another 'Flea Report.'***

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Delivery / Transport

**Authorised: Joan Doyle
 Branch Secretary**

