

# COMMUNICATION

## workers news

**UNION ELECTIONS!  
IT IS IMPORTANT TO VOTE!**

WINTER 2011



## **UNION ELECTIONS ARE ONLY HELD ONCE EVERY FOUR YEARS!**

Ballots have been posted out on 15 June 2011,  
and the election will close at 12 noon on Wednesday 13 July 2011.

**THE VOTERS ROLL CLOSED ON 11 APRIL 2011.**

If you were not financial at that time you will not receive a vote. If you think you were entitled to a vote and did not receive a ballot or have mislaid your ballot papers please contact the office for an application for a duplicate set.

Most positions are being contested at both a State and National (Divisional) level.

This vote only happens every 4 years so please have your say in who represents you at EBA negotiations and other important negotiations with management.

**LAST TIME ONLY ABOUT 47% OF VICTORIAN MEMBERS VOTED, AND EVEN LESS IN OTHER STATES. 95% OF MARITIME UNION OF AUSTRALIA (MUA) MEMBERS VOTE.**

## **THIS TIME WE WANT EVERYONE TO VOTE!**

**And remember don't believe any unsigned lie sheets!**

### **- - - TAX TIME - - -**

**Members who have not received a statement about the amount of union dues paid this financial year by the end of the year should ring the union office.**

**AS A GUIDE, YEARLY UNION FEES FOR 2010 /2011 WERE:**

Full-time: \$415.00

Between 16 and under 26 Hours: \$207.50

15 Hours and under: \$104.00

**REMEMBER TO DEDUCT 10% IF YOU PAY YEARLY.**



## PAY OF PART-TIME STAFF IN COUNTRY MAIL CENTRES STUFFED-UP

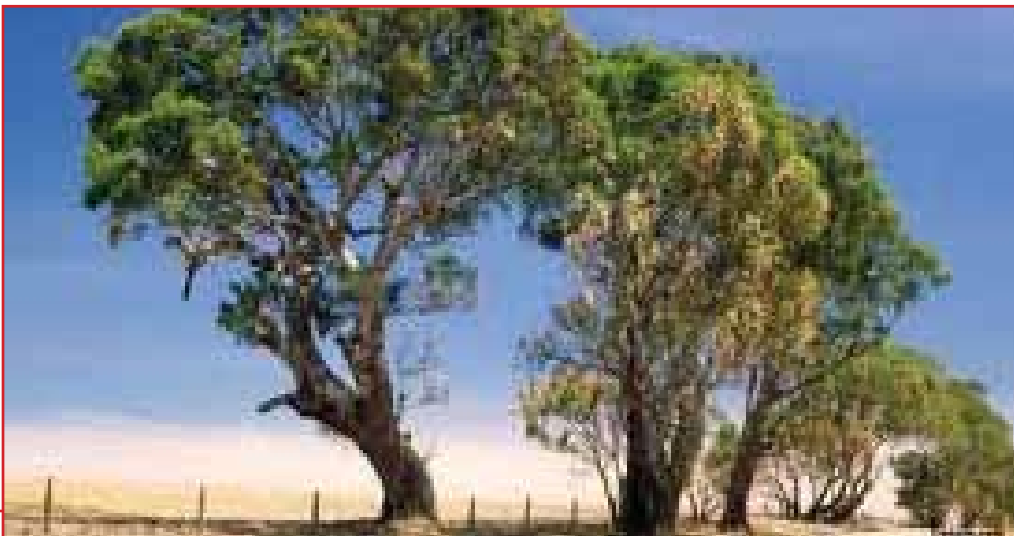
**DOZENS OF MEMBERS HAVE JUST BEEN INFORMED THAT THEY HAVE BEEN OVER-PAID SINCE THE INTRODUCTION OF THE NEW PAY SYSTEM ON 5 AUGUST 2010.** Basically the system has not recognised that many part-time staff in the country work Sundays with an RO during the week and has therefore paid the Sundays as over-time rather than as the fifth day of work. This has led to substantial over-payments.

The union recommends that all members in this situation write a letter to the National Payroll Manager seeking a freeze on over-payment deductions on hardship grounds until a repayment plan if required is negotiated.

Australia Post's own policy provides that overpayments are to be waived *"If it can be established to the satisfaction of the Manager, National Payroll, SSD that the recipient had questioned the amount and had received confirmation of correctness from a suitably authorized person."*

If it is determined that there are over-payments then the repayments need to be spread over a two year period or more as part-time staff are often on subsistence wages.

The union is also calling on management to stop their employment of agency or casual staff which is often in breach of their EBA obligations and to make more work available to the part-time staff so they can afford to make the proposed repayments.



## FIXING UP THE FLEET

**MANAGEMENT ARE LOOKING AT A NUMBER OF MINOR IMPROVEMENTS** to their vehicles. Australia Post are:

- investigating the possible benefits of installing aero dynamic body kits to the heavy rigid 28 ULD vehicles. Australia Post is going to trial the use of a cabin extender and hope for a fuel consumption reduction of between 2% - 8%.
- introducing a form of folding steps to provide better access to the truck trays of their Mercedes Benz 20/28 ULD trucks. The current fixed step has the first rung too high off the ground.
- going to upgrade the current Auto Shift manual on some Ford Transit Vans with a specially modified Holden automatic gearbox. The current 'push button' gear selector fitted on the dashboard will be upgraded to a floor gear selector. This is being trialed in South Australia first.

### 1 & 2 HOUR BOX SORTERS

**THE UNION HAS ACTIVELY PURSUED AUSTRALIA POST** management over the three minimum shift entitlement. In the Australia Post Fair Work Agreement 2010.

One box-sorter who had been engaged for only 2 hours per day asked the union to pursue her claim in the Magistrates' Court. This has now been settled on a confidential basis.

**FOR THE FIRST 10 MEMBERS TO RING 9600 9100**

**FREE WARM UNION BEANIE!**

For other members \$5 with free postage.



### VAGES

**One of our deputy shop stewards modelling one of our warm union beanies.**



# Canada Post Strike 2011

**THERE HAS BEEN A BIG DISPUTE IN CANADA** over the contract or enterprise agreement for postal workers there.

The issues for the union are:

- health & safety involved in new machines that sort at 50 – 60,000 letters per hour
- the fact that the posties are being forced to do double-bundling. The union said that they were experiencing a lot of problems with posties complaining of soreness in their arms, and difficulty seeing stairs and other obstacles as they walk because the bundle on their arms limits their vision
- attacks on their pension schemes and employee medical benefits
- a significant cut in the hourly rate for new hires to as low as \$18 (Canadian) from about \$23.

Postal workers have been engaged in 12 days of rotating strikes that have caused Canada Post to lose over \$100 million while not significantly impacting on the public. The Corporation then retaliated by locking out the workers and suspending operations. The Government is now threatening to intervene with 'back-to-work' legislation.

**OUR BRANCH OF THE UNION HAS SENT OUR WARMEST SOLIDARITY GREETINGS.**



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# DELIVERY

## BIG CHANGES PROPOSED IN METRO DELIVERY

### 1 VRPs

**61 REDUNDANCIES HAVE BEEN PROPOSED SO FAR IN 25 DELIVERY CENTRES.**

The union is looking at these proposals very carefully to ensure that the positions are indeed redundant and that the seniority principles are being strictly followed.

We have put the matter in dispute while this is being checked. Alarm bells went off after we were contacted by Seaford posties with over 30 years experience telling us that employees other than themselves were being told that they would be getting the packages on offer.

It is clear that this is a very rushed cynical end of the financial year exercise, as it is only a few months since management were trying to force posties to do continuous over-time and posties were working up to 25% over-time in some Delivery Centres.

### 2 CHANGE TO ROSTERING OF 7 ¾ HOUR DAY

**MANAGEMENT HAS PROPOSED SWAPPING THE SECOND LONGEST DAY FROM FRIDAY TO TUESDAY.**

Most posties have a roster whereby they work 8 hours on Monday, seven hours on Tuesday to Thursday and 7 hours 45 minutes on Friday.

Under clause 16.1.4 of the Australia Post Fair Work Agreement management do have the right to do this.

The union has discussed the matter with Peter Bass, the General Manager Letters Operations Vic/Tas at the State Joint Consultative Committee on 14 June 2011 and he has conceded that Australia Post need to consult employees and that PDOs who have personal, work or family reasons for not being able to comply can apply to make alternative rostering arrangements. If anyone is refused please contact the union office.

### 3 SAY NO TO THE PROPOSAL TO CHANGE START TIMES TO 6.25 AM

Another proposal is for posties at certain Delivery Centres to change their start times to 6.25am.

**THE UNION STRONGLY URGES MEMBERS TO SAY NO TO THIS CHANGE. THE EBA PROVIDES THAT CHANGES TO HOURS OF WORK OF FULL-TIME EMPLOYEES ARE TO BE DONE BY FACILITATION I.E. AGREEMENT BETWEEN AUSTRALIA POST & THE EMPLOYEE.**

There are some obvious reasons for refusing this shift change:

- If you were 5 minutes late on any day you will lose 15% pay for the day.
- Customers like their mail delivered as soon as possible and should not have their delivery delayed.
- The proposed new finish time would make it harder to pick up kids from school or get to your second job.
- A later day will increase the amount of time you spend in the heat during summer and you will get higher UV doses.
- You will get caught up in the school time traffic while out on delivery more often.

**Many Delivery Centres have already said NO! Join them.**



## 4

## PRIMARY OR ROUND SORTING

**MANAGEMENT ARE PROPOSING A TRIAL OF POSTIES GOING BACK TO PRIMARY SORTING** as part of their duties in order to replace the indoor time that previously was spent sequencing the mail now that sequencing has been mechanized for many Delivery Centres.

Management have proposed trialing this at East Bentleigh, Hawthorn & Rosebud Delivery Centres.

The union has proposed that non-penalty posties be offered this work as a way of securing earlier starts & penalty rates. Instead of all the posties doing a few minutes primary sorting each day it would be more efficient for just a few to do it.

Only 10% of the mail now needs to be round-sorted manually.

To become proficient at Primary-sorting you need to spend a good amount of time on a regular basis to learn the Sort Plan. This proposal would also overcome the problem of a shortage of space and equipment.

## 5

## NATIONAL FIGURES ON NON-PENALTY & DODO POSTIES

The only certain way of knocking-off non-penalty shifts is to settle the matter at a national level in our Enterprise Bargaining.

However the fact that Victoria has held back the excesses that are occurring in the other Eastern States (NSW & QLD) gives us heart.

We need to intensify our efforts at a local & State level to secure more full-time and more penalty Delivery jobs.

<b>DELIVERY</b>			
<b>STATE (No of PDOS)</b>	<b>% PDOs with penalties</b>	<b>% of DODOs</b>	<b>% Out-stationed DODOs</b>
NSW (3008)	57%	12%	7%
<b>VIC (2060)</b>	<b>80%</b>	<b>3%</b>	<b>1%</b>
QLD (1098)	68%	17%	7%
SA/NT (648)	69%	2%	2%
TAS (150)	87%	0%	10%
WA (798)	97%	1%	0%

### **RICHMOND DELIVERY CENTRE RECENTLY PROVIDED A GOOD EXAMPLE OF HOW TO KEEP UP THE STRUGGLE.**

One of their posties who had been employed as a DODO applied for a Slotter's job when it became vacant.

The other posties supported her application and made sure there were no other applicants. It became impossible for management to refuse the part-time postie the right to do both parts of the job. She was made full-time thus ending one case of the hated 'job-splitting'.

There are a number of other cases whereby local delegates and members have successfully opposed DODO positions or made sure these have been replaced with traditional jobs once the new DODO recruits leave, as they inevitably do.

Many Victorian so-called DODOs are in fact performing traditional roles and performing many additional hours.



## 6 RAIN-WEAR, BOOTS & GLOVES

**IT IS PROVING TO BE A LONG HARD WINTER FOR AUSTRALIA POST'S OUTDOOR WORKERS.** And we all know that the posties rain-wear, boots and gloves are totally inadequate.

To quote the Somerton weekly union/management meeting minutes (17 June 2011): *"HELLO! IS ANYONE OUT THERE? For four months at these meetings I have been bringing up the issue of the gloves and boots not being waterproof but management still has not had the decency to respond."*

We are still awaiting the release of Comcare's investigation into the Provisional Improvement Notice issued at North Geelong/Corio Delivery Centre. The Comcare Investigator has prepared a draft report but he is waiting to compare notes with the New South Wales investigator who followed up the PIN put on at Alexandria DC. This will probably take another 2 weeks. **In the mean-time anyone who gets wet-through should return to their Centre and ask for dry PPE. If these are not provided do not go out again. If they provide dry clothes but not PPE ask for alternative work until the end of your shift. You do not have to work in the rain in wet clothes.**

As a concession Metro Delivery Management have agreed posties can order 'extreme' wet weather gear. This at least has lining and keeps you drier and warmer for a bit longer. Mick Walters, the Somerton DC delegate and Vance Duke from Victorian management have now been mandated to represent Victoria on a national delivery PPE committee. We are sure Mick will do his best find someone to listen at a national level.

## 7 A REMINDER ABOUT SEPARATE BUNDLE DELIVERY

**THE INCREASED HEALTH AND SAFETY RISKS** in relation to the use of Separate Bundle Delivery (SBD) on motorbikes is well known.

**Health and safety reports have pointed out that SBD will mean:**

- longer periods in an uncontrolled environment without breaks or facilities adding to the risk of accidents and fatigue
- increased demands on concentration to sort the mail outside rather than inside increases the risks while riding and delivering
- increased risks of injury due to extensive reaching and twisting
- no meaningful controls over reading and riding or extensive time delivering outside adding to the risk of fatigue, back and overuse injuries.

Australia Post management continue to push the idea of SBD but not just for motorbikes but also for bicycles, e-trikes and buggys.

However, a report in early 2011 by the same professionals who did the SBD delivery by motorbike report pointed out that many of the concerns over SBD delivery on motorbikes also exists for these other forms of delivery.

So where SBD delivery on motorbikes with force posties to work for longer periods outside with few facilities, or breaks in an uncontrolled environment.

The same problems apply to bikes, electric or pedal, e-trikes and even buggys. The report was highly critical of Australia Post not looking at the whole work system rather than just making an equipment change and disregarding the consequences.

For these reasons Posties across the country have rejected the use of SBD.

**The health and safety concerns for SBD are for all forms of delivery – not just motorbikes.**

If Australia Post attempt to introduce SBD on any form of delivery then reject it. Section 21 of the Occupational Health and Safety Act 1991 states that you cannot take risks with your safety or that of others.

**A NUMBER OF POSTIES WHO ARE ON PUSHBIKES HAVE ALREADY DECLINED TO USE SBD.**



## SEAFORD & NUNAWADING HUBS

**MANAGEMENT HAS OUTLINED THE FOLLOWING** proposed changes to staff at Seaford and Nunawading Transport Hubs.

They want to transfer Nunawading work to either Bayswater or Mt Waverley Hubs. Nunawading staff however have strongly expressed their desire to remain at Nunawading on their current shift arrangements as most of them live locally. The move to either Mt Waverley or Bayswater would mean significant additional travel time and costs for staff as well as for Australia Post. The Nunawading drivers were asked to fill in preference forms on Thursday, June 9, 2011 after being given only Mt Waverley or Bayswater Hubs as the only options available to them.



The Australia Post Fair Work Act 2010 entitles the union and employees to full consultation and the opportunity to present alternate proposals and mitigation before any implementation of a change proposal. Australia Post's obligations were not met by a 15 minute briefing on management's proposal which was all Nunawading staff were given.

The Nunawading Hub employees have suggested that management consider alternate supervisory arrangements to save costs. The staff believe that they know their jobs well and can work with minimal supervision. The union has always considered the level of the classification of the supervisors excessive and not in accord with the number of staff under supervision. We believe that management have not properly estimated the costs in fuel, running costs and maintenance involved in driving between Bayswater & Mt Waverley Hubs and the Nunawading customers.

Management are also trying to move Sunday clearances from Seaford Hub to Dandenong Hub. This will be a great impost to employees engaged for only 4 hours work on this day because of the increased transport costs to them. The drivers have come up with a proposal to save the cost of a 5 hour supervisory position on that day.

**THE MATTER IS IN DISPUTE AND WE WILL KEEP MEMBERS AT NUNAWADING & SEAFORD INFORMED OF DEVELOPMENTS.**



**MEMBERS FLYING THE FLAG  
AT THE MAY DAY RALLY**



# DECIPHA

**AFTER LENGTHY NEGOTIATIONS, AN AGREEMENT IN PRINCIPLE** (and subject to a membership vote) **has been reached with the wholly-owned Australia Post subsidiary – Decipha.**

This Agreement is a two year agreement to commence on 1 July 2011 with a 3.3% wage increase on that date and a 3.3% wage increase in July 2012.

Decipha members have been trying to improve their pay and conditions each EBA after starting off on a low-paid 'greenfields' agreement. The new proposed agreement (Decipha's third agreement) also offers:

- An improvement to their travel and forklift allowances
- The cashing-out of annual leave
- Annual leave and personal (i.e. sick and carer's) leave that now complies with the National Employment Standards.

There is room for a lot of improvement at Decipha, and we know members are unhappy about the penalty rate arrangements and about the number of sick days they can access without a doctor's certificate (only 2), but it has been agreed at a national level to put the draft agreement out to the membership to see if they wish to accept the offer.

**STOP PRESS: The tally for Decipha voters in Victoria so far: 62 votes against, 24 votes for, and 3 informals.**

## NEW POST OFFICE RETAIL STORES

**ON 16 JUNE 2011, AUSTRALIA POST LAUNCHED THE DEVELOPMENT OF A NEW POST OFFICE RETAIL STORE** concept and improved training for retail staff. Key features of the announcement are the new full service store concept floor plan and the Future Skills Training program for frontline staff.

The new concept has the potential to expand Post's services to the public, to provide a better and more accessible environment for customers, and better work environment by its separation of services which has the potential to reduce queues.

## ANNUAL LEAVE CREDITS - WARNING

Members should be wary about going on leave without first checking that they have a full Annual Leave credit available to them. The new pay system has left people short in their normal pay if they have been rostered to take leave before their full accrual has been earned.

*A letter from a Decipha member leaving the industry . . .*

Dear Union,

I have recently resigned my position as a Team Member at Decipha. I would like to take this opportunity to thank the union for the many years of support over the years, in particular during my time with Decipha where I had a few difficulties – all of which were resolved quickly with favourable outcomes.

As a point of interest, the last two "host" companies I worked for were GlaxoSmithKline and Bosch – I spent 9 ½ years at GSK and on my last day I was treated to a fully catered for afternoon tea where I could invite as many guests as I wanted, I received a huge bunch of flowers and a Pandora bracelet with five charms (expensive!). I was only at Bosch for five months and on my last day I was taken out to lunch with my colleague and given a box of gourmet biscuits.

I gave Australia Post's Mailroom Solutions / Decipha nearly 13 years of my working life and when I resigned I received . . . absolutely nothing. Great way to show an employee gratitude, isn't it? Frankly, I would have been more shocked if they'd given me a parting gift because I was dead certain it wouldn't happen which is sad in itself. Even though I am no longer a Decipha employee, I hope the union continues to fight for a better EBA for its employees and in an ideal world, the removal of the current State Operations manager.

*Many thanks and regards,  
(Name with-held by request)*



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- Make a car or electrical product enquiry by 31 August 2011 to go in the running to win \$1000. \*
- Make a car or electrical product purchase by 31 August 2011 to receive another entry in the \$1000 prize draw. \*

\* For terms and conditions, please visit [www.unionshopper.com.au/win1000](http://www.unionshopper.com.au/win1000)

## **UNION SHOPPER MEMBERS CAN WIN \$1000 THIS WINTER SIMPLY BY SEEING HOW MUCH THEY CAN SAVE ON ELECTRICAL AND NEW AND USED CAR PURCHASES.**

*"Union members prefer buying electrical products and new or used cars through Union Shopper because we save them time and money with our fast, friendly service and collective buying power,"* Union Shopper Executive Officer Brett McCreddie said.

*"In 2010, Union Shopper saved members over \$1.4 million on electrical items and over \$1.3 million on cars, at no additional cost."*

Union Shopper's experienced call centre operators and Motor Market consultants are well-placed to help members take advantage of bulk buying power to get members big savings.

*"Thank you to Union Shopper for the professional, consistent and thorough manner in which you guided us through the purchase of our new car recently,"* Union Shopper member Leianne McArthur said. *"This is the third vehicle we have purchased through Union Shopper, all conducted without leaving the house and at a price of \$10,000 less than any other retailer we enquired of... That's just the kind of thing that will keep us coming back."*

For nearly 35 years, Union Shopper has been helping Union Members save on a huge range of products and services, including whitegoods, cars, travel and accommodation, jewellery, insurance and theme park tickets.

## **SAVE EVERYDAY WITH UNION SHOPPER**

Union Shopper members can save on everyday items like groceries, petrol, electronics, gifts and much more when purchasing Coles and Wish gift cards with Union Shopper. Members will save 5% on all gift card purchases, which are then delivered directly to your door. Individual gift cards are available in denominations up to \$500, and with no limit on how many gift cards you can purchase, you can save hundreds on everyday expenses. Union Shopper membership is free to all union members, simply go to the Union Shopper website to register your union membership details to start saving.

Union Shopper is dedicated to rewarding union members. We are constantly working to provide you with the best value deals and savings, so make sure you sign up for our monthly e-News and check the Union Shopper website regularly to stay informed about the latest offers. To purchase gift cards through Union Shopper please download the order from the Union Shopper website [www.unionshopper.com.au](http://www.unionshopper.com.au). Please note that credit card purchases incur a 1% surcharge. Members outside of Brisbane will receive their gift cards by registered post, at the cost of the member.



# PAYNESVILLE AND TERANG: CONTRACTING OUT STOPPED

**AUSTRALIA POST PROPOSED TO CONTRACT OUT THE PAYNESVILLE DELIVERY ROUND** after they failed to find a contractor for a new round Wy Yung. Both rounds operate from the Bairnsdale Delivery Centre.

The local Paynesville community were outraged that they would lose their postie of many years and responded with hundreds of "Keep the Paynesville Postie" postcards being mailed back into Australia Post.

Articles in the local paper pointed out that contracting out won't create long term stable employment in the area or provide the best regular service for the public as contractors aren't trained or supported by Australia Post.

After Australia Post continued their attempt to contract out the round the matter was listed in Fair Work Australia. It was pointed out to FWA that if Australia Post contracted out the Paynesville round they would limit the opportunities of current corporate posties looking for fulltime work. Bairnsdale currently has two part-timers looking for fulltime work.

Commissioner Roe agreed with this point. He recommended "Strong work efficiency gains would need to be demonstrated for contracting out to be pursued in these circumstances given the opportunities that exist to provide opportunities for Australia Post employees and to increase full-time employment opportunities in this case. It would be inconsistent with Clauses 7.2 and 7.9 (EBA 2010 clauses) for Australia Post to rely on efficiency gains which were based upon payment to contractors of lower wages and conditions than those applicable to Australia Post employees."

Australia Post has confirmed there will be no contracting of the rounds in Bairnsdale and are looking to have the positions filled by corporate staff.

In Terang Australia Post wanted to contract out a relief position while waiting on a corporate replacement after the local postie retired. Historically relief in Terang has been organized from either Camperdown or Colac. So why change that practice this time?

After the matter was listed in FWA Australia Post decided not to contract out the relief job and Colac is supporting the Terang delivery.

Now Australia Post are looking to contract out two rounds in Rosebud. This is despite a number of part-timers wanting fulltime work two of whom have submitted their part-time hour reviews already. Once again they are limiting the opportunities of corporate posties.

A dispute form has been given to Australia Post and a unanimous vote by delivery personnel in Rosebud against contracting out and for making the rounds corporate has taken place.

**KEEP TUNED . . . THE MATTER IS LISTED IN FWA ON 30 JUNE.**



**KEEP THE  
PAYNESVILLE  
POSTIE**

SEND a MESSAGE to  
Australia Post . . .





**CWU MEMBERS WORKING IN LICENSED POST OFFICES HAVE BEEN AWARDED A SIGNIFICANT WAGES BOOST BY FAIR WORK AUSTRALIA (FWA).**

This increase was based on the ACTU advocacy of a wage rise for these low paid workers - supported by your union, the CWU. The FWA handed down a pay rise of 3.4%. This equates to an increase of \$19.40 a week, or 51c an hour to the National Minimum Wage, which will rise to \$589.30 or \$15.51 an hour from July. This rise means that LPO staff wages have recovered in real terms from John Howard's disastrous wage freeze imposed by the Australian Fair Pay Commission.



Sub-contractors (employees of contractors) working under the Road Transport and Distribution Award 2010 have a new minimum wage of \$639.90 per week for Grade 2 Drivers. This is \$16.84 per hour as a permanent and \$ 21.05 if you are a casual. You should also receive 9% Superannuation.

LPO STAFF WAGE RISE	WEEKLY (38 hours) \$	HOURLY \$
<b>POSTAL SERVICES OFFICER:</b>		
PSO Trainee	629.60	16.57
PSO Level 1	650.10	17.11
PSO Level 2	686.60	18.07
Postal Services Manager Grade 1	748.70	19.70
Postal Services Manager Grade 2	802.60	21.13
<b>POSTAL DELIVERY OFFICER:</b>		
PDO Trainee	629.60	16.57
PDO Level 1	650.10	17.11
PDO Level 2	686.60	18.07
PDO Level 3	748.70	19.70

The CWU welcomes FWA's rejection of big business claims that the economy can't afford to pay our lowest paid a decent wage. This decision shows that FWA agreed fundamentally with the CWU and ACTU arguments and awarded a rise twice what employers were seeking, which would have been a real wage cut for LPO staff. The cost of living was taken into account.

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ACTU D No. 09/2011

## ANNUAL GENERAL MEETING

The union's audited financial reports will be posted to members shortly and members are invited to attend our new offices at 139 Queensberry Street, Carlton to ask questions and make suggestions on

**SATURDAY, 6 AUGUST 2011 at 12 noon.**

Refreshments will be provided.

## NEW FULL-TIME JOBS AT THE PARCEL CENTRE & GATEWAY

**AFTER MORE THAN 12 MONTHS OF INTENSE CAMPAIGNING BY THE UNION**, Australia Post management agreed to union demands to cease excessive use of agency staff at Melbourne Parcel Facility and Melbourne Gateway Facility, and convert the growing number of casual positions to establish permanent positions at both of these facilities.

However, this turned out to be only the first step in the union's battle with management to secure more permanent, full-time, penalty carrying jobs for Australia Post workers in Victoria. Management wanted to make most of these new permanent positions part-time, with only a small number of full-time positions and mainly on non-penalty shifts.

After further negotiations that included conciliation in Fair Work Australia, management conceded to union's firm stand on more full-time positions. It increased the number of new full-time positions and cut back on their original wish list of creating mostly part-time jobs.

**However, the fight for proper jobs on penalty shifts at Australia Post is not over.**

The union is strongly opposed to management's decision to place many of the new full-time positions on non-penalty shifts. The union believes this is simply a wage cut for Australia Post workers transferring from other centres and shifts into these newly created positions on non-penalty shifts.

The Victorian branch of the union is refusing to accept the expansion of jobs on the non-penalty, lower rates of pay shifts. We have taken Melbourne Parcel Facility management to Fair Work Australia over the expansion of 9.30am non-penalty shift and have escalated this issue of protecting penalty shift wages to the national level of the union.

This means that the Victorian Branch is seeking support from the National Division of the union in demanding that management provides decent, penalty shift jobs to all Australia Post workers.

**The Victorian Branch insists the MPF 9.30am non-penalty shift, that was originally created as a "hardship" shift for Australia Post workers experiencing family and personal difficulties, not be expanded.**

**The union urges members to be vigilant about the use of agency staff and new staff employed on non-penalty shifts.** We encourage members to collect information and keep records on employment of agency staff and non-penalty shift at their centres and contact your local shop stewards and union officials.

**EXPERIENCE SHOWS THAT THE UNION IS ONLY AS STRONG AS ITS MEMBERS ARE ACTIVELY INVOLVED AND ORGANISED.**

**FLEA REPORT WAS TOO CONTROVERSIAL TO PRINT.**

**Flea Report next edition!**

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eLetter / CCC

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Delivery / Transport

**Authorised: Joan Doyle  
Branch Secretary**