

COMMUNICATION

workers news



MAY 2019



Change the rules rally Melbourne in April was attended by over 100,000 workers and their families.

Members Meeting

Saturday May 25th 2019, 12 noon
@ the Union office 75 Melville Rd, Brunswick West

Refreshments will be provided

Tram 58 goes past the door, plenty of free parking available

Reports from organisers, federal election wrap up
and general business.



Federal Government Elections

The union does not want to tell you how to vote but we wouldn't be doing our job if we didn't provide an analysis of industrial relations policy which would improve your rights at work.

Labor will oppose the privatisation of Australia Post.

Labor commits to further rights for casual workers

Opposition Leader Bill Shorten will enshrine a right for casual workers to request conversion to permanent positions into law if Labor wins the election this month.

By enshrining casual conversion rights into law, all employers would be required to consider applications made by workers to move into part-time or full-time roles.

The move will "build" on a Fair Work Commission (FWC) ruling from October last year, which placed casual conversion rights in 85 modern awards.

It applies to workers who have worked a "regular pattern of hours" for 12 months.

Under the FWC decision, employers can refuse requests in writing on reasonable grounds, including that conversion would require a significant adjustment to hours of work or the business more broadly.

However, employees also have the right to appeal decisions if employers "unreasonably" refuse a conversion request.

Alongside enshrining conversion rates into law, Labor has also confirmed it will clarify the definition of casual in the *Fair Work Act*.

Restore & protect penalty rates

Labor have committed to restoring penalty rates for the 700,000 workers who have had them cut under the Turnbull/Morrison government and to change the rules so they cannot be cut for any other worker.

Stop employers forcing people to get ABNs

Many employers have been telling workers they need ABNs and to set up their own business to do what was once a permanent job. This contracting takes away their rights as workers and means that they are paid less than the legal minimum wage. Labor is committed to stop this.

More secure jobs from trade agreements

Under Labor's proposed laws new trade deals must first test whether local workers can fill jobs. They will stop foreign companies being able to sue the Australian government. A Labor Government will open negotiations for existing free trade agreements signed by the Liberal government to try to remove the ability of multinationals to bring in their own workforce and overlook local workers.

End the uncapped Temporary Working Visa System

Labor will require employers to prove they cannot hire local workers before the issuing of temporary work visas as well as making sure Australian market wages and employment rights for migrant workers where genuine skills shortages exist.

Skills for the Future

Labor will require 1 in 10 workers on major projects to be apprentices and will upgrade TAFE education.

Big increase in penalties for wage theft

Labor has announced fining employers three times the amount they steal from their workers. This will be a big deterrent to stop employers engaging in wage theft.

Stop superannuation theft

Labor has announced they will give the power to workers and their unions to get their super back when employers fail to pay it. At the moment the only option is to rely on the Tax Office. Giving workers the option of getting back themselves through the Fair Work Commission will make it quicker and easier to recoup stolen retirement savings.

Change the Minimum Wage to a 'Living Wage'

Labor will undertake a two-step process to transform the current minimum wage to a living wage.

A Shorten government would amend the Fair Work Act to instruct the Fair Work Commission to determine 'what a living wage should be', taking into account the views of all stakeholders, including business and unions. Once a living wage is determined, the Fair Work Commission would then be instructed to examine how it could feasibly be phased in.

Union Elections 2019

The AEC has confirmed that all candidates in the Victorian Branch have been elected unopposed. Your confidence in your officials is appreciated and we will continue to work hard for you.

An election is to be conducted for all Divisional Office Positions.

Votes will be posted out to you on June 3, 2019

VICTORIAN BRANCH RESULTS

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Communications Division

DECLARATION OF RESULTS - E2018/281 Uncontested Offices

Scheduled Election

The results of the election for the following offices conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation are:

Victoria Postal and Telecommunications Branch

Branch President (honorary) (1)

Candidates

PUNSHON Christopher Roger

Branch Secretary (1)

Candidates

LAZARO Leroy Brendan

Branch Organiser (3)

Candidates

HENLEY Brendan Michael

HOWSON Andrew Barry

SHELLEY Cindy

Branch Vice President (honorary) (2)

Candidates

SAN JOSE Meredith

SHEAD Peter Thomas

Victoria Postal and Telecommunications Branch Postal Industry Section Divisional Executive Member (honorary) (1)

Candidates

LAZARO Leroy

Divisional Conference Delegate (honorary) (2)

Candidates

LAZARO Leroy

SHELLEY Cindy

Branch Committee of Management Member (honorary) (8)

Candidates

CRITCH Rob

DELGADO Alex

GOMEZ Kevin

GORMAN Ray

HELLER Rob

PATTI Sebastian

REDBACH Wayne

VEGA Eva

Victoria Postal and Telecommunications Branch Lines and General Industry Section Divisional Executive Member (honorary) (1)

Candidates

BUTLER Valerie Ann

Divisional Conference Delegate (honorary) (1)

Candidates

BUTLER Valerie Ann

Branch Committee of Management Member (honorary) (3)

Candidates

BUTLER Valerie Ann

HUDSON Ross

OZELLA Angelo

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.



Benjamin Murray Returning Officer

Email: vicelections@aec.gov.au 24/04/2019



Union Elections 2019 DIVISIONAL (NATIONAL) UNION ELECTIONS

Nominations Accepted Report

Communications Division

Communications, Electrical, Electronic, Energy,
Information, Postal, Plumbing and Allied Services
Union of Australia

Scheduled Election E2018/281 - Stage 1

Returning Officer: Noopur Madan
Nominations Closed: 12:00pm (Australian Eastern
Standard Time (AEST)) on 15/04/2019.

The following Nominations have been accepted. Where
an office is identified as contested a ballot is necessary.

Communications Division

Divisional Offices

Divisional President (honorary)

No. Of Vacancies: 1

No. Of Nominees: 2

Contested: Yes

Candidate/s

DOYLE Joan

MURPHY Shane

Divisional Secretary

No. Of Vacancies: 1

No. Of Nominees: 2

Contested: Yes

Candidate/s

HARDISTY Ken

RAYNER Greg

Divisional Vice President (honorary)

No. Of Vacancies: 1

No. Of Nominees: 2

Contested: Yes

Candidate/s

CLARKE Bernie

ROYECA Mario

Divisional Assistant Secretary (Postal)

No. Of Vacancies: 1

No. Of Nominees: 2

Contested: Yes

Candidate/s

O'NEA Martin

ROBINSON Nicole

Divisional Assistant Secretary (Telecommunications)

No. Of Vacancies: 1

No. Of Nominees: 2

Contested: Yes

Candidate/s

ELLERY John

PERKINS James

Women (Affirmative Action)

Divisional Vice President (honorary) (Affirmative Action)

No. Of Vacancies: 1

No. Of Nominees: 2

Contested: Yes

Candidate/s

HUTTLY Eily

KINGSLAND Jo-Anne

Noopur Madan
Returning Officer
Telephone: 02 9375 6321
Email: nswelections@aec.gov.au
29/04/2019



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GREAT VICTORY FOR CHEMIST WAREHOUSE WORKERS

Chemist Warehouse workers in Melbourne and Brisbane walked off the job for two weeks in March as part of their fight for better wages and job security.

The National Union of Workers (NUW) represent the pickers and packers at the sites who are paid far less than other warehouse workers.

The company used 75% labour hire and casual staff to pit workers against each other, only offering shifts to those who worked at break-neck speeds. Workers also complained about a culture of bullying, and that sexual harassment was not taken seriously.

The strike affected sites at Somerton, Preston and Eagle Farm. Solid pickets were mounted at the biggest site in Somerton while disruption was also caused at the other two locations. This was enough to see shelves in a number of Chemist Warehouse stores run bare.

The company used violence to try to intimidate the workers, with thuggish security guards driving cars through pickets injuring several people. But this didn't dent the morale of the workers who stood firm against this company and its owners, who are among the top 100 richest people in Australia.

In the end, the workers won an 18.75% pay rise over four years, plus the ability to work full time rather than just 4 days a week. Managers will now be forced to undertake sexual harassment training.

Most importantly, the casual labour hire staff who were on strike will get permanent jobs, and a new clause will see all workers convert to permanent after 6 months. A number of other improvements were also secured.



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Transport News

Melbourne North PDC (New Somerton site)

A new Large Parcel Sorter System (LPSS) will be installed in Melbourne's North at a new facility in Somerton.

The new machine will be installed within a 4 month period from mid May with a further 2 month period for commissioning and testing with handover and "go live" due in mid November 2019 in time for peak to support the Melbourne Parcel Facility. The site will revert to a Pick Up and Delivery site in mid Jan 2020 with over 160 parcel contractor vans and 50 Hub vans.

Average daily originating volumes are expected to be around 60k with terminating volumes expected to be around half of that at about 30k. These figures are only predictions and seem to be very optimistic.

The machine capacity is expected to be around 10,500 parcels per hour. The machine will have 16 take-off chutes that will be wine capable. There will be 2 small parcel chutes.

Staffing levels are still to be negotiated and we will be ensuring that the facilities will be up to scratch!

Loose load for Sydney and Brisbane originating linehaul runs is also proposed out of Somerton.

PART TIME TO FULL TIME CONVERSION

New full time conversions from part time have occurred recently in Derrimut, Thomastown, Geelong and Port Melbourne PUDs. This is an area that needs more focus.

The union has worked with management in processing and delivery to increase full time employment. With the increase in online shopping there should be a lot more opportunities for this work in the transport area. If members have been doing extended hours on a regular and predictable basis they can request a Review of Hours under the EBA. Ring the union office.

RETURN OF QUEENSLAND LINEHAUL RUNS VIA DUBBO BEING CONSIDERED.

Due to the relocation of the Parcel Processing Centre to Redbank near Ipswich in Queensland. It may be necessary to connect line haul runs through Dubbo in NSW which is approx 10 hours from Melbourne. The proposal would see Double A trailers (equivalent to 2 x 44 foot trailers) loaded out of Melbourne for the 18 hour run to Redbank.

HEAVY TRUCK GROUP REVIEW

Melbourne and Dandenong heavy truck groups are conducting a full review of duties. Each facility will have their own working group. This review is essential to ensure that drivers have adequate time to conduct their work safely.

It will also maximise fleet utilisation. i.e similar to area centric runs so drivers are not traveling all over town with minimal freight.

With the new northern PUD site at Somerton coming into play later in the year there will need to be more adjustment made as Australia Post intend to despatch some interstate runs from there.

There will be more semi work in the future due to network changes.

We will keep you updated as events occur.

Please ensure your safety, and your well-being is first and foremost. NO EXCUSES

Promptly report safety issues/hazards.



The replacement of the blue fleet folly of the Fahour era continues but very slowly.

Mail Officer News

MELBOURNE GATEWAY FACILITY

Outstanding issues

THE ONGOING USE OF AGENCY LABOUR AND ONGOING PAY INEQUALITY ARE TWO ISSUES THAT NEED RESOLUTION.

The EBA is clear on the use of casual labour as a vehicle for back-filling when permanents are on leave and for peak periods. The EBA does not allow Australia Post to use casual labour as a substitute for permanent employment and we have put management on notice that we will not accept the current situation.

However progress on pay parity has been made at time of writing in that a working party has been established to look at pay parity for the 7.00am shift (the only non penalty shift in any processing facility in Victoria). Working party members have done a substantial body of work to show that not only is it feasible to move the shift to 6.25am but there are also potential savings to be achieved.

The working party has also addressed management concerns of the required staffing levels between 2-4pm. The intention is to finalise the proposal next week and then to present it to a steering committee that your branch will attend. Well done to all members of the working party. Your representatives have put in a lot of hard work to get things to this stage.

VERIFICATION NOTE AREA PROPOSED CHANGES

Australia Post have indicated that they intend to move the functions of the Verification Note (VN) team to Sydney. The VN team at MGF deals with many issues as part of Australia Post's necessary compliance with the Universal Postal Union's (UPU) regulations that are binding on UPU member nations. The VN team have responsibility for resolving issues and completing associated paper work in matters such as:

- Reporting Torn bags with missing parcels
- Recovery of late UMS
- Contacting senders of items
- Redirections and invoicing other member states for charges associated with such
- Identifying and documenting lost/damaged items
- Ensuring weights recorded for parcels are accurate
- Items seized/refused by customs
- Dangerous goods
- Missing documents/items

We are mystified as to how most of the above functions could be transferred to Sydney as a physical presence is obviously required in Melbourne for such and the work would still need to be done locally. We are meeting with Australia Post to discuss the issue and will report back to members the outcomes.

DANDENONG LETTERS CENTRE

The new Small Parcel Sorting Machine (SPS) has finally been confirmed for DLC. The removal of machines to make way for the new machine will start shortly. A local working group has been formed to deal with issues arising and will consist of several shop-stewards and HSRs together with officials from your branch who will attend as required.

We expect the new machine to increase employment opportunities at DLC with further rotation opportunities created for staff who may be on restricted duties. Australia Post are saying that the SPS will be used from 5pm onwards but we expect to see movement of small parcels over the machine earlier in the day not long after the SPS goes live

The new SPS is expected to be up and running in time for peak period this year.

Any proposals for shift time changes are on hold for now.



MELBOURNE PARCEL FACILITY

Some members at MPF temporarily moved to other shifts due to family responsibilities

They were only granted such moves for a certain period of time and have been asked to return to their nominal shifts. However it has come to our attention that the shifts they are being removed from are staffed by scores of casuals on an ongoing basis.

Our firm view is that members who need to be on a certain shift due to family commitments should be given the opportunity first.

We are also working on converting ongoing casuals to permanent staff based upon seniority.

Retail News

INCREASE TO RETAIL SHOE ALLOWANCE

In a win for retail members the shoe allowance will be increased to \$128 per annum. This will allow retail members, who are on their feet all day, the ability to purchase quality footwear. The new allowance commenced from April 1st.

If you have any questions on the application of this allowance contact your retail organiser Cindy Shelley on 0407 334 397 or email cindy@cwuvic.asn.au

PROCEDURE FOR THE PROVISION OF ORTHOTICS

The below process should be followed if members need to be provided with Orthotic inserts for shoes

- The employee reports an issue and says they need orthotics;
- The employee, at their expense obtains certificate / letter from treating medical professional confirming the requirement for orthotics;
- The employee purchases the orthotics;
- The employee presents to the manager the certificate / letter; the receipt; shows the manager the orthotics in the shoe/s and completes a Medical Release Authority to allow doctor – doctor discussion;
- Manager liaises with myHR to arrange doctor – doctor discussion;
- Once verified, Australia Post reimburse up to \$300

FULL ROM'S TO BE CONDUCTED

Australia Post have stated their intention to conduct full ROM's in the following outlets in the North West Network by the end of May

Altona
Altona North
Eltham
Flemington
Northcote
Werribee Plaza

and in the following outlets in the South East Network

Box Hill Central
Forest Hill
The Glen

If members need any assistance regarding participation in conducting the ROM's, then please contact the union office.

COUNTRY MAIL PROCESSING TRIAL

A trial was undertaken in Bendigo and Ballarat recently whereby all "Own to Own" mail was processed locally as opposed to the current folly of sending such mail down to DLC and then back again.

The restoration of the processing of regional mail locally is something we have lobbied Christine Holgate on at every opportunity. Regional Australia still heavily relies on the traditional mail service and are already behind the eight ball with communications infrastructure.

The trial went over 2 weeks and saw 100,000 mail items processed in Bendigo and 70,000 in Ballarat. Australia Post is currently considering the trial results. We will continue to advocate for the restoration of regional mail services that were slashed under the previous CEO

International News

THE AMERICAN POSTAL WORKERS UNION (APWU) HELD OVER 100 RALLIES ON 15 APRIL, TO FIGHT ATTEMPTS TO PRIVATISE THE POSTAL SERVICE.

APWU President Mark Dimondstein said in a statement: "Our message to the public is quite simple. 'USPS keep it. It's yours.' Don't sell this national treasure to private interests that will charge more for less service. A public postal service is important, especially in this era of e-commerce.

We cannot leave rural communities and inner-cities isolated, senior citizens stranded and many businesses without a reliable means of reaching their customers."

To explain the threat, the U.S. Mail Not for Sale campaign, a project of APWU and the National Association of Letter Carriers, states:

"On June 21, 2018, the White House's Office of Management and Budget (OMB) released a restructuring proposal for the federal government. The proposal, "Delivering Government Solutions in the 21st Century," delivered misinformation without consulting the United States Postal Service (USPS) and, if implemented, would end regular mail and package services at one affordable price, delivered to all 157 million addresses six days a week—regardless of geographic

location. The OMB proposal takes direct aim at the USPS under the guise of reforming and structuring for the 21st century." The White House USPS Task Force Report, released on 4 December 2018, outlines the first step of the OMB's privatisation proposal. Rejecting the task force report, Dimondstein wrote: "Recommendations like shutting post offices, reducing delivery days, and relinquishing the sanctity of the mail that mailers and household have come to trust and rely upon are unlikely to be the commercial panacea the task force suggests they may be."

"Indeed, rising costs and worsening service would hasten the public's retreat from the Postal Service, leaving higher costs for those left behind. It's a classic death spiral scenario and should be rejected by everyone—mailers, organisations, and regular household users—that relies on the Postal Service's affordable, nationwide network to market, exchange goods and information and conduct their affairs.



REGULATOR SANCTIONS AUSTRALIA POST FOR THEIR TREATMENT OF INJURED WORKERS



Australian Government
Safety, Rehabilitation and Compensation Commission

A former Compensation Manager has blown the whistle on Australia Post to the Safety Rehabilitation and Compensation Commission (SRCC), the regulator of self-insurers under the SRC Act 1988.

He alleged that **Managers had delayed decisions on workers' compensation claims to benefit financially from meeting KPIs.** The SRCC's investigation found evidence of delays in processing claims to meet Lost Time Injury Frequency Rate targets in 2012/13 and 2013/14 (under the previous CEO Ahmed Fahour)

The regulator has now imposed new conditions on Australia Post.

- The CEO will have to provide annual confirmation that practices to delay workers' compensation claims or manipulate reporting are not occurring.
- Comcare will conduct targeted reviews of Australia Post's claims files for the next 3 years.
- Employees have to be informed of this license breach and will be asked to make claims if they have been disadvantaged.

The Victorian Branch of the union has been meeting with Compensation, Rehabilitation and Human Resources managers about the short-comings of their treatment of injured workers.

- They have promised to take action against any Manager who refuses to provide an incident report or compensation claim to an injured worker.
- They say they will give priority to determining claims for new starters and others without leave entitlements.
- Managers are not to discourage workers from going through the Injury Management process.
- Rehabilitation Programs have to be set in consultation with the injured workers and their treaters.
- Managers are not to attend medical examinations.
- Injured workers can take support people to medical examinations.

CAN AUSTRALIA POST CHANGE THEIR LONG-STANDING CULTURE IN THE TREATMENT OF INJURED WORKERS? We need to make them for the sake of our injured members.

The union was very distressed when we recently identified a number of managers who were still encouraging workers with significant work injuries to just 'keep it in-house' and to only use the Early Intervention Program – WorkReady instead of making a Workers Compensation Claim.

Remember to make a Compensation Claim you need to have done an Incident Report (a One Safe Report is acceptable), obtain a Certificate of Capacity from a doctor and fill in a Compensation Claim form.

Please report any poor behaviour to the Union office on 9600 9100

SUPER ACTIONS FOR WOMEN TO TAKE TODAY

Sponsored by AustralianSuper

Average lower earnings, time out from the workforce, and longer life expectancy are just some of the reasons women can be on the back foot when it comes to Super. AustralianSuper is committed to changing that, with members. So what can women do to become more financially empowered?

First, we're encouraging women to "take the hour of power challenge" – a challenge that involves asking women to commit to one hour a week to focus on their own finances. Week one could be setting a budget, week two looking for lost Super, the following week start making contributions and the following week reviewing insurance needs

Second, we're highlighting simple actions women can take to look after their finances and super including:

- Combining super. Moving from multiple to one single super account means paying less in fees and growing super faster. Visit australiansuper.com/combine to learn more
- Adding extra to super. Small amounts can add up over time and the taking action earlier in life means super has more time to earn investment returns and grow.
- Share and save. Super members whose spouse earns less than \$40,000 a year may be entitled to a tax offset of up to \$540 per year if they make after-tax payments into their spouse's super account. Visit australiansuper.com/grow to learn more

And finally, we're encouraging women to seek advice. At AustralianSuper, we have a few options to choose from.

Online. Members can contact us through Live Chat at australiansuper.com or via our app. We've also got a range of online calculators to assist with planning. Visit australiansuper.com/calculators for more.

Simple. Members can call us on 1300 300 273 and ask to speak to a member of our advice team for a general advice Super Health Check or for simple personal advice on topics like adding extra to super, sorting insurance and transition to retirement.

Comprehensive. For more complex advice, meeting face-to-face with an accredited adviser can help when a detailed financial plan is required. Learn more at australiansuper.com/find-an-adviser

Seminars. AustralianSuper conducts free retirement and financial planning seminars Australia-wide. Seminars can be booked at australiansuper.com/seminars

For more information visit australiansuper.com/women



Shop-stewards at training – 3 May 2019

Delivery News

ARE THE 'BAD, OLD DAYS OF TIME AND MOTION' RETURNING FOR POSTIES?

Management have told us that they want to re-introduce daily indoor times for posties.

This is proposed to be called Indoor Estimated On Road Tool (ETOR).

Management want to return to times for individual posties based on daily work-loads. The union has told them that we consider that this is a waste of money given the resources needed to calculate these in any meaningful way. We believe that posties should be able to be supervised adequately by their Team leaders. That we don't want to return to the bad old days of fights about volumes, sort rates and miscellaneous times.

Management have said that these will "Only be a Guide" and that there will not be Records of Interview or any disciplinary action associated with them. We have heard it all before! What is new is that they are trying to do 'Mickey Mouse' studies of what times to use as parcel sorting and scanning rates. These 2 week studies are happening at Abbotsford and Deepdene between 3 – 17 May and the results will be presented to the union on 20 May 2019. We will advise posties of the suggested sort rates and will seek your feedback about whether the ETOR should be put in dispute.

ONE NETWORK (OR PENALTY RATE) TRIAL

This trial has been taking place at Airport West and Mooroolbark Delivery Centres as well as in other States. The original agreement was that it was to be a 6 month trial. The union believed that the trial had been successful in meeting most if not all of the KPIs. It showed in particular that newly recruited posties could be retained if they were paid their penalty rates.

Management now want to extend the trial until Christmas and expand it by involving van drivers, box-sorters and contractors in the same catchment area. The union was very disappointed because this means that pay parity will be delayed for posties without penalty rates.

The only concession we won was that another two Delivery Centres and their catchments could join the Trial. The union after consultation with local members and shop-stewards have nominated Western and Preston Delivery Centres for the next trial sites. Those sites will vote on whether they want to be involved in the coming weeks. The main criteria for choosing these Centres was the number of posties without penalty rates.

There are positives and negatives about being involved in such a trial. The penalty rates for all are

a big incentive, but it is also good to have a working party involved in the management of the DC. Action on equipment and long outstanding problems are fast-tracked. It is also good to be in at the beginning when management are designing new directions for our industry. Some we can influence so they are acceptable to our members e.g. the introduction of the electric vehicles, the collection of SPB mail (if it is done at the right time and van drivers are given alternative duties). Others we won't agree with, (e.g. the proposal to start posties later in the day) but at least we know what management are up to early enough to fight the proposals off.

TELEMATICS coming to a work vehicle near you!

This is called the Bike GPS and Safety System. The system consists of a mobile computer mounted on the vehicle, with tilt sensors, a warning buzzer and a duress button. Significant tilts, bike falls, harsh braking and acceleration are the subject of alerts to management. It enables live GPS tracking. Cameras are also fitted on both Motor-bikes and eAMBs forward facing and rear facing. EVeEs go one further because they have a 360 degree camera fitted on them.

We understand that the software to access this camera footage is not yet operational but how it will work is that Managers will have remote access to footage with a 32GB capacity which has a rolling memory so the oldest data is overwritten first.

There is a policy that goes along with this covert surveillance. This was signed off by the Divisional office before the Victorian Branch even saw a copy. We have tried to modify this to provide the usual protections of the Employee Counselling and Disciplinary Policy, which has as its over-riding basis that no-one should be sacked or transferred on their first offence, and unless your behaviour is serious and wilful. Management have stated that the purpose of Telematics is to improve safety not for performance management!

USING YOUR VEHICLE FOR WORK PURPOSES

A reminder to members that you cannot be compelled to use your own vehicle for work purposes unless it is in your contact of employment.

If you do agree to use your vehicle for work purposes you must be paid the appropriate rate with an extra allowance if you are carrying passengers or mail.

If you are carrying mail/parcels and/or passengers ensure you check with your insurance company first in case your premiums need to be adjusted. If they do need to be increased submit the documentation to Australia Post and tell them you require them to pay the difference. Australia Post have committed that they will pay this amount.

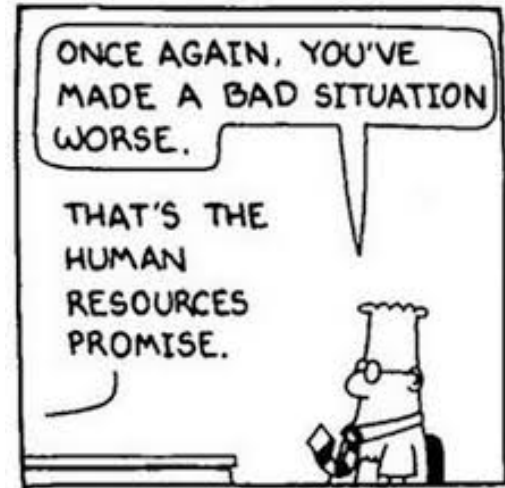
BAD NEWS FOR POST HR

The Magistrates Court imposed a penalty of \$4,500 on Post following a finding that Australia Post breached several clauses of the EBA. The money is paid to our branch in Victoria.

The case was simple. A manager called 2 women into his office without notice, told them that the team leader was upset, that he was not going to listen to their excuses and told them that he was moving them to another job.

The Magistrate found that the manager had denied them the opportunity to have a support person (EBA Clause 42.1.4) and denied them natural justice (EBA Clause 36.5) and denied them other rights (EBA Clause 36.6) which he described as a fundamental right of workers. The case involved 5 witnesses (3 workers and 2 managers). Your EBA is important and contains many protections.

Know your rights and let us know if you believe that they have been breached.



WHAT THE EBA SAYS

42.1.4 An employee who is a party to the dispute may appoint a representative of their choice, including a union representative, for the purposes of the procedures in this clause.

36.5 In exercising these rights, Australia Post shall not take action which is harsh, unjust or unreasonable.

36.6 Australia Post shall furnish written advice to an employee of a decision under clause 36.1 and of reasons for the decision together with details of the procedures for lodging an application for review.



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