



A New Team for UNI Post & Logistics



A very fond farewell to John Pedersen who decided to take his much deserved retirement and return to live near his original home, Copenhagen. UNI Post & Logistics affiliates have been sending messages of heartfelt thanks and best wishes to John for his future. Many affiliates have referred to the outstanding work John did in securing an agreement between UNI and the UPU and his total commitment to the work of UNI Post & Logistics. But now we are getting a new UNI Post & Logistics team in place, headed by a new Head of Department, Neil Anderson. Many Post & Logistics unions will already know Neil as he has worked for the last 10 years for UNI Global Union, first with the old CI working on multinationals and more latterly as the Head of UNI Telecom Global Union. Neil has decided that it is time to take the skills he has

learnt with UNI and move to the Post & Logistics sector to help move the sector into a new phase of activities to put new impetus into the work with the logistics multinationals such as DHL and TNT and to deal with the changes that Post & Logistics is facing with liberalisation, privatisation new technologies and new types of work methods with different contract conditions. Neil originally came to UNI from New Zealand where he worked for a number of years for the CEWU (formerly the NZ Post Office Union). He brings considerable experience in organising, working with multinationals and helping unions to communicate their message. Neil will be soon joined by a research assistant in the UNI Head Office at Nyon and a Policy Officer working out of the UNI-Europa office in Brussels as UNI Post & Logistics Global Union works to strengthen its team and to work closer with all affiliates.

UNI Post & Logistics "Steps Up"

An extraordinary meeting of UNI Post & Logistics global union has given the go ahead to step up campaigning across the sector. A key target is DHL - the logistics giant that operates in 220 countries with almost 200,000 employees and is owned by Deutsche Post World Net. A global alliance of DHL trade unions is being launched to build union membership and to win a global agreement that recognises labour rights wherever DHL operates around the world. UNI - which already has DHL organising projects in Hong Kong and Latin America - will direct the campaign and help develop the research on which specific activities will be based. Verdi, which is the home union for Deutsche Post, will also play a key role. It was agreed to set up a Steering Group to oversee the campaign that will also lay

the foundations for future campaigns in other post and logistic multinationals.

The meeting agreed to step up cooperation with the International Transport Workers Federation as boundaries between postal operators and transport/logistics giants become increasingly blurred with de-regulation of postal services well underway in Europe and Japan.

UNI Post & Logistics is to set up a UNI Regulation Watch to assist affiliates in challenging the increasingly political decisions of postal regulators. Many of their decisions determine how effective protection will be for the universal postal service, on which communities and jobs depend. Unions will have to become increasingly nimble as new and often-small private operators increasingly employ workers in the sector. Unions are to be encouraged to help develop new services in the traditional postal operators - like delivering remittance money across the world for migrant workers to support families back home. The aim is to challenge the growing trend by governments under a political agenda to cut back the activities of traditional operators and allow outside private companies to cherry pick their services. In Europe protection for traditional postal operators will disappear from 2011/13 as a result of a decision by the European Union while Japan Post is already in a ten-year process of division and privatisation. "Europe has come up with a rotten piece of legislation," UNI General Secretary Philip Jennings told the meeting in Nyon, Switzerland. "The EU has washed its hands of protecting the postal service and we have to help national trade unions defend this key service to the public."



Meeting advisor Paul Goulter with Post & Logistics President Rolf Büttner

UNI Post & Logistics is also to step up its work with the Universal Postal Union, following the signing of a global agreement with the UN agency in 2005. "This has been a ground breaking agreement and we need to extract full value from our working relationships," said Philip Jennings. The agreement promotes social dialogue between unions and postal managements and commits to the sustainable development of postal services.

The Nyon meeting looked at ways to build an action programme that will involve UNI Post & Logistics and affiliates. This action plan and UNI Post & Logistics Strategic Plan will be the subject of debate and input from affiliates at the forthcoming meetings planned for the regions.



TNT Refuses to pay the minimum wage to German Postal Workers

In an innovative move the German Government has introduced a minimum wage in the postal sector to protect established salaries. But rival operator TNT is challenging the minimum wage and has won the first round at a Berlin court. It's a move that could go right through the German courts and end up in the European Court of Justice to test the often-conflicting demands of market de-regulation and pay protection. TNT-Post Germany - a subsidiary of TNT Group - is refusing to comply with the postal minimum wage (set at up to 9.80 euro an hour) and collective agreements negotiated by ver.di, which is the established postal union in Germany. Instead of dealing with ver.di, TNT has recognised a new union with dubious credentials to cover its operation in Germany and to negotiate agreements below collective and legal minimum standards. The move puts at risk social provisions that governments introduce and unions negotiate to protect two million postal workers in Europe as de-regulation is pushed across the European Union by 2011 for most countries and by 2013 for the remaining countries. "This dispute is of fundamental importance," said UNI General Secretary Philip Jennings in a letter to TNT CEO Bakker. "If the big postal groups don't abide by the law after liberalisation of the postal market in the EU then a precedent will be set that could be followed in other states." UNI is urging Mr Bakker to comply with Germany's minimum wage and wants affiliates to send similar calls to the TNT CEO. However TNT has had a victory in the Berlin court with a ruling that because there is a collective contract in place already with a "union" that this means the minimum wage law does not apply. The German Labour Ministry is to appeal this decision to a higher court. Meanwhile the new TNT-Post Germany union has failed to win approval of a German court to be registered and Ver.di has demanded an investigation by prosecutors into how the union has been formed, who is financing it and if it has legitimate democratic structures. The leaders of the new union come directly from the executive offices of a postal provider and its financing is clouded in mystery.

FNV Bondgenoten is trying to organise self-employed postmen

Some 27,000 postmen in the Netherlands are forced to work on a self-employed basis for companies such as Sandd, Selekt Mail (a subsidiary of Deutsche Post) and VSP (a subsidiary of TNT). The number of self-employed postmen may increase if the delivery of letters under 50 grams is liberalised. FNV Bondgenoten is trying to organise the self-employed postmen and to get them an employment contract. A practical problem is that these postmen work from their homes and do not have a real workplace. Organisers approached postmen at distribution centres and asked: can we call you back at a suitable moment? They collected telephone numbers and subsequently interviewed 120 postmen (only a few declined). The interviewees appreciated the initiative. "Such a survey is not just a means to collect information, but also a way to show postmen that you care about their situation", organiser Reinier Stroop explained. The survey revealed that many of the postmen earn less per hour than the minimum wage. Contrary to what the companies say, it is not true that most of them are housewives or students who are happy to earn a few extra euros. Many work for different companies in order to make ends meet (companies refuse to let postmen work more than 16 hours per week because otherwise they would have to pay social insurance). Some are welfare recipients struggling to earn enough to get off welfare. Most are unaware that they do not have an employment contract and therefore have no employment protection and no social insurance. In December, all the Dutch postal unions protested in the Hague against further liberalisation of the postal services and to date the liberalisation has been postponed in response to the unions' campaign. Postmen who have registered with the union will be actively involved in the next steps of the campaign. The union plans to call them at a later stage: "Look, this is what we have achieved together, are you interested in joining the union?"



The report 'Onbestelbaar' (in Dutch) is available from the FNV Bondgenoten website;

http://www.fnvbondgenoten.nl/branches_bedrijven/branches/dienstverlening/postbezorgers/

Two postal workers unions in New Zealand amalgamate and seek a new Contract

Two of the postal unions in New Zealand, the Auckland based Postal Workers Association and the Wellington based Postal Workers Union have amalgamated to become the Postal Workers Union of Aotearoa (PWUA). The new combined union has reported in their journal, the "Redback", that they are now seeking to negotiate a new collective agreement. Some of the issues they wish to see resolved in a new collective are; a pay increase of 13% to improve the lowest rate for postal workers from \$NZ13.05 (the legal minimum wage in New Zealand is \$NZ12.00) and a Monday to Friday roster so postal delivery workers have two consecutive days off.

Deutsche Post says it will announce plans in May to stop DHL US losses

Deutsche Post World Net, the German mail and logistics group, announced fourth-quarter profit had fallen 60 percent from a year ago and confirmed a previously announced charge of \$900 million against its struggling DHL Express unit in the United States. Chief Executive Frank Appel squashed speculation Deutsche Post will quit the U.S. express market. He termed the unit an "integral part" of Deutsche Post's global business and that the company has "narrowed down" options for stemming losses at DHL Express in North America. Appel said Deutsche Post would make a decision about DHL's U.S. operations in May. Earlier this month DHL Express announced 600 job losses in the US.



Union calls for Australia Post inquiry

The Australian Associated Press (<http://aap.com.au>) has reported that the UNI affiliate, the CEPU has called for a government inquiry into Australia Post following revelations that a NSW Central Coast post office is being run out of a pub. News Limited reports that the Kariong local post office on the Central Coast is being run out of the Kariong Tavern, with reduced services for customers. NSW Branch Secretary of the CEPU Postal and Telecommunications Union Jim Metcher said an inquiry should be held to examine the impact on Australian postal services after the sell-off of post offices. "Appalling examples like Kariong highlight the need for something to be done to stop Australia Post from selling off publicly owned post offices," Mr Metcher said. "It is unacceptable that residents in Kariong have had their post office downgraded to a hotel group selling stamps behind the bar of one of its local taverns." The union has appeared before the Australian Industrial Relations Commission recently, attempting to halt the sale of Northbridge post office in Sydney's north. "Northbridge is the latest community likely to lose out as postal services are sold off without proper consultation with the workforce or the community," Mr Metcher said.

10,000 postal workers demonstrate throughout Spain



Ten thousand postal workers from the Postal Service throughout Spain demonstrated in the centre of Madrid in front of the former headquarters of the Spanish Postal Service (Palacio de Comunicaciones) and then the demonstrators walked to the Puerto de Sol, the site of Spain's oldest post office (Real Casa de Correos). The workers were demonstrating in favour of improvement in their pay and greater job security for the 64,000 postal employees; they marched behind a huge banner that said: For fair pay, For workplace democracy, For the recognition of labour rights and For job security, For the future of the postal service and its workers". The FSP-UGT who were one of the unions organising the demonstration, said that employees were being "stifled" by work and low

pay that did not meet their basic needs and expectations "there can be no economic success without social success". The demonstrators were told that the Spanish government had invested a total of 950 million euros over the last four years for modernisation in the postal service. However the Postal Service had opted to focus on technology and neglected its people ("the human factor") who are key in creating the synergy needed to ensure that the investment in technology will be worthwhile. The union is also calling for the negotiation of a new Postal Act that should transpose the new European Directive into Spanish law. This new law needs to make it possible for the Spanish postal operator (Correos y Telégrafos) to face the new challenges of postal liberalisation planned for 2011 and position the Spanish postal service so the whole sector can meet the expectations of its users and clients, bearing in mind that employees must never be considered of secondary importance and that they should be part of the effort to adapt the service, and to that end they need to feel involved and valued in terms of their rights and fair pay".

Portuguese Postal Unions on Strike for Collective Contract Justice

Two of UNI's Portuguese affiliates, SNTCT and SINTTAV, are taking strike action to protest against work deregulation and to demand the renegotiation of a decent collective agreement. The unions action, with more than 75% of the workers on strike, is being taken to try and stop CTT – Correios de Portugal, S.A (the Portuguese Postal Service) from destroying the benefits of the workers that have been gained in the past through negotiations. UNI Post & Logistics has sent a protest message to Portugal Post company, CTT, demanding that CTT bargain in good faith with the unions. UNI Post & Logistics affiliates are urged to send similar protest messages to CTT at: secretariageral@ctt.pt

A copy of UNI's letter which affiliates can use as a sample for their own letter is available on UNI Post & Logistics web page at: http://www.uniglobalunion.org/unipostal.nsf/0/240208_EN_76



Tentative agreement reached between the Teamsters and DHL Express USA

The Teamsters national negotiating committee has reached a tentative agreement on the historic DHL National Master Agreement. "This agreement is truly historic. It is the first new national master agreement negotiated in the transportation sector in decades. negotiations in recent months have been as complex as any I've been involved with but I am confident that we negotiated the best possible agreement for our members," said Brad Slawson Sr., chair of the Teamsters national negotiating committee. "The DHL national negotiating committee leaders from Teamster locals across the country stepped up and took ownership of the process and negotiated a national agreement that best serves our members at DHL Express. I'm proud to have had the opportunity to work with leaders from throughout the U.S. to pull together the newest Teamster national master agreement." In accordance with Teamster procedure, the first step in ratifying the tentative agreement is to present the pact at the national two-man meeting which will be scheduled soon. The "two-person meeting" involves two representatives from each local with DHL members, who review the new agreement and vote to endorse the tentative agreement. For more information on the Teamsters DHL activities;

<http://www.teamster.org/resources/dhlxpress/dhlxpress.asp>



Music helps many postal workers

Music helps many postal workers stay sharp during what is often repetitive work. Giselle E. Ambursley, part of a group of five or six who work on a mail-sorting machine at the Postal Service's Morgan Processing and Distribution Center in Manhattan, said that on a typical day, "four out of five" listen to music. "It helps most of us get through the day. I remember when I first got a Walkman," she said. "I was excited, especially about using it at work. I bought tapes galore. I have thousands of dollars worth of tapes." Ms. Ambursley, a shop steward in the American Postal Workers Union, now uses a [Microsoft](#) Zune and says she intends to convert those tapes into digital files for her player. Cellphones are another matter. Cellphone conversations are not tolerated while working because supervisors see them as a distraction, Ms. Ambursley said, and when a call comes in, it can be returned only when off the floor. It is a shame, she said, because for night workers, the calls are often short — wishing a good night or helping with homework — and some people can easily use a hands-free cellphone while working. The time spent leaving the work floor is a waste, she said. "They keep bringing up safety, but I bring up productivity."

Extract from a New York Times article which can be seen at;

http://www.nytimes.com/2008/02/18/technology/18link.html?_r=1&oref=slogin

Netherlands: FNV Bondgenoten wants delay in opening up Dutch postal market

FNV Bondgenoten says that the Netherlands should open its postal market to full competition only when all workers in the sector get minimum wages and have labour contracts. "We do not want workers to pay for an open market," according to Jan de Jong, FNV Bondgenoten director responsible for road transport and haulage affairs "At this moment, lots of postal workers do not have minimum wages. Workers at Selett Mail and Sandd earn less than 40 percent of minimum wages. They only work two, three days a week. There should be a level playing field for everybody" The Dutch government postponed the full opening of the market, due in January, in part because of the introduction of a minimum wage for postal workers in Germany, which it said impedes competition and where TNT had hoped to expand its operations and also because of ongoing talks on labour conditions for postal workers in the Netherlands. The economy ministry is expected to update Parliament by this week on the situation. TNT's workers have employment contracts, but rivals Sandd and Deutsche Post's Dutch unit Selett Mail usually do not offer contracts and pay postal workers by the number of items delivered. FNV says people should be able to work with minimum wages, labour contracts and they have scheduled three meetings in March and April to discuss labour conditions with the postal companies

More information available at: http://www.fnvbondgenoten.nl/branches_bedrijven/branches/dienstverlening/postbezorgers/

UNI Post & Logistics Global Bulletin

We are now producing a monthly Global Bulletin to highlight things that are happening in the world of Post & Logistics. This will concentrate on union news such as: what unions are doing in their collective bargaining; what UNI Post & Logistics is doing; news and information on the campaigns we are running and on the campaigns affiliates are running and where you can get support or assistance. We will also be highlighting the main things that are happening in the Post & Logistics world that affect your members' jobs, such changes to regulation, privatisation, and new technologies. The first edition of this bulletin is available on the UNI Post & Logistics web page and has been e-mailed to your union. Initially we are producing this Bulletin in three languages: English, French and Spanish. Order your automatic copy now by sending us your e-mail address. We would also like to send it to as many people as possible because we really want to start to build feedback and an essential information source, so please send to us at postal@uniglobalunion.org the lists of e-mail addresses of other people in your union you would like us to send the Global Bulletin to.

UNI Post & Logistics Communications Questionnaire

A vital part of UNI Post & Logistics work is making sure that the right information and communications are going to the right people in your union and that union members in the sector are well informed about the issues they are facing and are able to help their colleagues globally to understand the challenges and changes. In order to do this we have prepared a small questionnaire that we would ask you to complete and e-mail, fax or post back to us as soon as possible

This questionnaire can be found on the UNI Post & Logistics web page at: http://www.uniglobalunion.org/unipostal.nsf/0/120308_EN_08

Forthcoming Events:

- 17 March 2008 -UNI-Europa Post & Logistics Steering Group, Luxembourg
- 17-18 March 2008 -UNI-Europa Post & Logistics Committee, Luxembourg
- 23 April 2008 -UNI Americas Post & Logistics Committee, Panama
- 30 April 2008 -UNI-Europa Post & Logistics Steering Group, Luxembourg
- 20-24 May 2008 -UNI Apro East Asian Postal Forum, Tokyo
- 22-23 July 2008 -UNI Post & Logistics World Committee, Nyon-
- 23July-12 August 2008 -24th UPU Congress, Geneva