



Post & Logistics Global Bulletin

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UNI Global Union and the UPU sign partnership deal

UNI and the UPU signed a partnership deal on Friday 25 July at the UPU World Congress which was being held in Geneva. The Memorandum of Understanding, signed by UNI Global Union General Secretary, Philip Jennings and the UPU Secretary General Edouard Dayan, details how UNI Global Union and the UPU will cooperate over the next four years on issues such as building social dialogue between UPU's members and UNI's affiliates, ensuring that the human factor is taken into account when improving postal services, sustainable development and social responsibility. It renews the agreement that UNI and the UPU cooperate together on joint actions. The UNI General Secretary, Philip Jennings, when speaking to the UPU World Congress General Debate after the signing of the Memorandum told delegates that workers' rights are an integral part of decent jobs and no postal worker anywhere should be denied basic human rights such as freedom of association and the right to collective bargaining.

For more information, please visit:

<http://www.uniglobalunion.org/unipostal.nsf/d3ae12c135a6a3aac1256b2f0050ecdc/ede7c0e70e24af38c1257493004ef9dc?OpenDocument>



UNI Post & Logistics Global Union moves forward with new strategy

The World Meeting of UNI Post & Logistics was held in Nyon, 22-23 July. Participants agreed a new strategic direction for the sector. Stuart Howard, ITF Deputy General Secretary and Eddie Dickson from the Road Transport Sector of the ITF made presentations to the meeting on developing better relations between UNI and the ITF relations particularly in respect of the joint work that must be done to organise the workers in the global delivery industry.

Liberalisation was one of the main issues under discussion and presentations were made by a number of participants. A campaign plan for organising the Deutsche Post World Net /DHL group of companies was discussed and plans were made to move with the ITF to organise more workers globally in this company.

Delegates were also urged to approach their Governments towards seeking assurance about how to approach the services discussions at the WTO where the Post & Logistics services are up for discussion. The meeting also discussed issues such as a research project that UNI will be doing on liberalisation, UNI's communications package, and Esther Bares, UNI Post & Logistics Research Assistant, made a presentation on the DHL and Regulation forums that have been started on the UNI Post & Logistics web page.



All the documents and presentations made at the meeting can be found at:

<http://www.union-network.org/unipostal.nsf/Meetings?openpage>

<http://www.uniglobalunion.org/unipostal.nsf/>

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UNI encourages UPU to do more for sustainable development

Speaking at the UPU Congress debate on sustainable development, Head of UNI Post & Logistics Global Union, Neil Anderson, encouraged delegates to become more active in the work of the UPU on sustainable development. He said that UNI was pleased to have been part of the social dialogue activities that had been run in Africa and Europe and was hoping to encourage other regions to become part of the dialogue. As a member of the UPU Consultative Committee, UNI Global Union was also wanting the issue of social inclusion and workers rights to be part of that committee's agenda and would be working to include the new operators in that work. He said that to date, the Postal Sector has an excellent history of being socially responsible and UNI wanted to encourage all UPU members and Consultative Committee members to continue that tradition and work towards ensuring that all postal workers enjoyed workers' rights.

For more information, please visit:

<http://www.uniglobalunion.org/unipostal.nsf/>

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Please send your union news article to postal@uniglobalunion.org



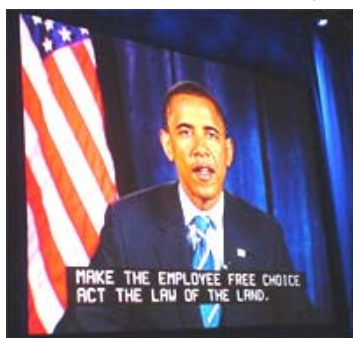
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USA: UNI tells NALC, APWU and NPMHU conventions the world needs Obama

Addressing more than 8,000 delegates at NALC's Convention in Boston in July, Philip Bowyer, UNI Deputy General Secretary, thanked the union for its success in saving the USA Postal Service which is an example to the world of a public service offering postal services at affordable prices to people wherever they lived in the USA. In the same way NALC's 95% organising rate shows the way for unions everywhere. When they get Obama elected and get the employees free choice action in the statute book, all US unions must do the same. Workers and unions worldwide need a well organized USA.

The National Postal Mail Handlers Union (NPMHU) of the United States at its four yearly Convention in August, unanimously endorsed Barrack Obama for President in the forthcoming US Presidential elections. The delegates pledged to work to get postal workers everywhere to get out and vote and to mobilise their members to vote on 4 November to put Barrack Obama into the White House.

Earlier in the Convention, Neil Anderson Head of UNI Post & Logistics, told delegates that the rest of the world was watching and hoping that US electors would support a change in the US administration. The world's economy was suffering from the mismanagement of the Republican Bush administration's failure and union members world wide were hoping for change in November.



Speaking to the American Postal Workers Union (APWU) Convention, which was held in Las Vegas a week later, Neil told APWU delegates that the rest of the world was waiting, hoping and praying that the American people would get out to vote in November and elect Barack Obama as President. He said that the world needed a new economic order and that the failed policies of George W. Bush had pushed the world's economies towards recession. Without a change in strategy the poor economic conditions in the USA would continue which would reflect on workers wages and conditions around the globe. He said that all UNI Global Union's affiliates around the world must fight the liberalisation, privatisation and outsourcing of jobs to keep decent standards of living for postal workers. One way of doing that would be to get out and organize the new operators and express mail businesses that were now a normal part of the postal industry.

UNI shocked at the bad deal done by German Christian postal union

UNI Post & Logistics is angered to learn that a union in Germany (not a UNI affiliate) has made a deal with TNT in Germany that not only undercuts the minimum wage for German postal workers, but also leaves the workers without a decent living wage and some conditions that do not even meet the minimum standards normally provided by German law! This scandalous deal done by the Christian union CGT Post lacks any credibility and has been severely criticised by other postal unions and workers in the company. In a recent article in the German journal, REPORT MAINZ, a 57-year-old who works for TNT as a delivery person said he was only paid to work for six hours a day, but that he often needed to work much longer hours. His hourly wage of 7.50 euros was not enough to live on. He told REPORT MAINZ that he would be living on the streets, if he did not have a partner who still earns good money.

A look into the contract agreed by this union is sobering. Wages of between 6.50 euros and 7.50 euros. Overtime is only paid after working the 211 hours in the month. Notice periods under the statutory provisions. Employees can hardly grasp what was agreed. When the TNT worker (who did not want to be identified as he feared for his job however low paid!) was asked: "Are you satisfied with what you read in the new contract?" he replied: "Definitely, absolutely not".

Andrea Kocsis, Head of Post & Logistics at ver.di, one of UNI's affiliates, said that this collective agreement had come as a complete surprise. Ver.di, the largest union in the postal sector in Germany, was completely left out of the negotiations. She said, "This collective agreement is in our view less than the legal minimum standards. For example, the holidays fall below the federal Holidays Act, where there are 24 vacation days and in this surprise collective agreement there are only 22."

For the full report in REPORT MAINZ see: <http://www.swr.de/report/-id=233454/sqpaia/index.html>

Union criticises US Postal Service's outsourcing plans

Earlier in June, the US Postal Service submitted to Congress a revised network plan. This plan is not final and is subject to further negotiation. UNI Post & Logistics affiliate, NPMHU (National Postal Mail Handlers Union) has been looking into the plan and is concerned with the issue of plant consolidation, as well as the potential subcontracting of work now being performed at the Bulk Mail Centers. The NPMHU will vigorously oppose this and pursue all its negotiated rights to protect mail handlers' jobs. Appearing before the US Congress Subcommittee on Federal Workforce, Postal Service, UNI's US affiliate the NPMHU National President, John Hegarty, provided the views of the NPMHU on the recently-issued USPS Network Realignment Plan. He told the committee that the union believed that the USPS recently made an ill-advised foray into subcontracting, which involves proposals to outsource work from the Bulk Mail Centers.

More information from the NPMHU as well as the USPS plan can be found at: <http://www.npmhu.org/Pubs/News/News080625.asp>



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UNI congratulates Spain, Morocco and several Arab countries for adopting and supporting the UPU electronic money transfer system

UNI Post & Logistics Global Union congratulated the Spanish Government for their foresight in developing agreements with Uruguay, Chile and Argentina to use the UPU's IFS system for transferring money between workers and their families. The UPU has developed a cheap, secure and money transfer system (called IFS) so that migrant workers can easily transfer money to their families. UNI Global Union met Encarnacion Vivancos, the Spanish Minister of Fomento (responsible for Post) at the UPU Congress and congratulated Spain on taking this step and encouraged them to do more. UNI told the Minister that it is also wants to promote the system with the many millions of UNI members world wide who are migrant workers and would look at ways of cooperating with Spain and those countries that had signed to exchange money transfers using the UPU's IFS system.

Later on that week, the Spanish Post (Correos de España) and its Moroccan counterpart (Poste Maroc) signed a reciprocal agreement to set up an electronic money transfer service.

Meanwhile, the postal leaders of Egypt, Jordan, Morocco, Qatar, Syria, Tunisia, United Arab Emirates and the Yemen also signed an agreement that will see them start exchanging money transfers electronically.

As with other regional projects, the money transfer service relies on the UPU's IFS application and international financial network. The new service furthers UPU's efforts, which are supported by UNI Post & Logistics Global Union, to improve access to secure and reliable money transfer services through formal channels for rural populations, and especially for migrant workers. A similar regional project is expected to start next week with countries in North Eastern Africa.

Two New Zealand Unions vote on their proposed new NZ Post contract

NZ Postal members of the EPMU, UNI Post & Logistics New Zealand affiliate, have voted to accept an offer from New Zealand Post of a new 33 month collective contract. At the same time, the Postal Workers of Aotearoa (PWUA) has rejected the proposal. The PWUA have said that with inflation already on the rise in New Zealand, with food prices rising 8.2% for the last year, that the proposed wage rise and the long term did not fit their members' needs. It has now been agreed between NZ Post and the PWUA that there be formal mediation on the issues of concern for them. The EPMU, the largest union in NZ Post, have said that the ratification ballot was supported by 75% of EPMU members, and it has meant that the offer will deliver a 12.54% wage increase over the next 25 months, with the document to be renegotiated in 33 months. The EPMU says that for their members the rise in pay rates is very significant, particularly for the lower paid workers who have been struggling with recent increases in the cost of living, especially in food and petrol.

EPMU members will receive an immediate increase of 4% backdated to 1 July. In nine months, wages will increase by a further 2.5% taking wages to 6.6% above current rates.

Spanish unions seek a study into universal service

On 29 July, the Spanish Postal Advisory Council, the highest advisory body of the government in postal matters, discussed the proposal for an Observatory on the provision of universal service submitted by UGT and supported by CC.OO (both unions are affiliates of UNI Post & Logistics Global Union). The Council has agreed to the creation of a working group for the analysis and study of the provision of universal postal service in rural areas and in special environments. The unions welcomed the decision which responds to a need that has long been targeted in connection with the mismatch and neglect suffered by these areas in recent times.

Switzerland: Swisspost is doing well, employees must benefit!

The third best half-year result in its History: that is what Swisspost has just announced. UNI's affiliate, Syndicat de la Communication, is glad to hear about the excellent results and expects that the employees of the company will also benefit from these good figures. They deserve compensation for the rise in price and an increase in wages.

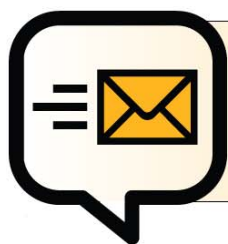
For more information, please visit: <http://www.gewerkschaftkom.ch/index.aspx?PID=1.2.0.61.0.0.0.61.0.Y.1020.N.0.SELF.P.0>

France: Privatisation project of La Poste

On 27 August, Jean-Paul Bailly, Chairman of La Poste announced that he would shortly be presenting the government with a plan aiming at the privatisation of La Poste. Unions have indicated that they would discuss the possible actions which could be carried out in reaction to that. FO and the CGT have already written reports on the issue. These reports may be found at:

<http://www.uniglobalunion.org/unipostal.nsf/d3ae12c135a6a3aac1256b2f0050ecdc/9d97158ac3f6139dc1257483003ab41b?OpenDocument>

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USA: employees react to DHL's restructuring plan

More than 250 people marched to the DHL Air Park to speak out against a planned, massive elimination of jobs at the facilities. The marchers shouted chants in unison, including these repeated passages: "What do we want? Keep the jobs! When do we want them? Now!" The group walked from the Teamsters Local 1224 parking lot to the DHL Administration Building to deliver copies of petitions containing more than 9,300 signatures of people calling on DHL's parent company to preserve thousands of Wilmington-based jobs.

If the restructuring plan is carried out as outlined in the 28 May Deutsche Post announcement, it is expected that there will be a direct loss of at least 7,400 Wilmington-based jobs. Mark Dimondstein, who is a field organizer with the American Postal Workers Union and a part of the Save-the-Jobs Community Coalition said, the majority of signatures were gathered at small businesses in the area where proprietors placed them near the cash register or other conspicuous spots.

Ohio Governor and Wilmington Mayor have also demanded that DHL keep jobs at the Ohio hub. As the Hillsboro Times-Gazette reports, Ohio Lt. Governor Lee Fisher and Wilmington Mayor David Raizk encouraged area DHL and ABX employees, as well as the community at large, to form a united front and to speak as one voice as the state of Ohio attempts to keep an estimated 6,000 from leaving the area.

Turkish unions say problems with mail security need to be fixed

As the Turkish postal system tries to implement modern technology and introduce innovative products, notorious delays and lost mail continue to be a major headache to customers. Some argue that postal employee morale is very low because the staff is overstretched and is expected to provide a wide variety of services. The PTT, now 168 years old, is charged with many functions in addition to handling mail, including utility bill payments and ticket sales.

Birlik Haber's Union Chairman, Ali Erdogan says the major reason for low morale among workers is that employees do not receive any returns for their hard work. Each employee is overburdened with work. Most customer complaints focus on delayed delivery. At times, packages and letters are lost. Erdogan says that there may be problems in the system, but denies that this is the fault of the PTT as an enterprise and that PTT employees were not to be blamed for all mistakes.

Decent work – Doing the right thing

The UPU has just launched its 38th annual international letter-writing competition. Youngsters aged up to 15 are being invited to write a letter explaining how decent working conditions can lead to a better life. This theme was chosen in conjunction with the International Labour Organization (ILO), which is getting involved in the contest for the first time ever. The aim is to throw the spotlight on the ILO's massive worldwide campaign on decent work, in which the UPU is also involved as a pilot UN agency.

Each year, the competition sees over six million young people writing letters in the hope of being selected by the UNESCO jury as the world's top letter-writer. To explain the concept of decent work, the ILO provides a brief Flash presentation (available in 25 languages) on its website www.ilo.org/public/english/dwl/. More information on the 38th international letter writing competition is available www.upu.org

eBay and La Poste France offer e-postage

La Poste and eBay have signed a partnership that will enable French Internet vendors to purchase their postage labels online. The new service, in the pipeline since December 2007, allows eBay users to print out their own postage labels for letters and parcels direct from the auction site. The sender simply enters the weight, the destination and the required service (standard or registered post). Once payment has been received via PayPal, the label is simply printed out and attached to the packet to be sent.

Source: <http://www.journaldunet.com/>

Big increase in the use of "Speed Mail" in India

One of UNI Post & Logistics Indian affiliates, the National Union of Postal Employees (NUPE Grp C), reports that there has been a huge increase in the use of the "Speed Mail" product in India during the last 12 months. In that time the use of Speed Mail has increased by almost 30%. Recently the Indian Post Office introduced new high-tech envelopes that had been developed by DuPont and are now being used by several postal administrations for this type of mail. The new customised "Tyvek" envelopes are helping to boost the take up rate of this service and are also being used for registered mail.

More information on NUPE Grp C's activities can be seen on their web page at: <http://www.nupegc.blogspot.com/>

Obituary: Ishikawa, former UNI Post World President

It is with sadness that we report the death of former UNI Post & Logistics World President, Brother Masayuki Ishikawa, who was also the former President of the then JPU, and UNI-Apro President. Brother Masayuki passed away on 14 July 2008 at the age of 64. UNI Global Union General Secretary, in a message to Brother Ishikawa's family, said that he had done an outstanding job for others in his union roles and UNI extended its deepest sympathy to his family.

Next meetings

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|-----------------|---|
| 2-3 Oct. 2008 | - UNI-Europa Post & Logistics Committee, Luxembourg |
| 27-28 Oct. 2008 | - UNI-Apro Post & Logistics Committee, Jakarta, Indonesia |
| 18-19 Nov. 2008 | - UNI ITF Organising workshop & DHL Campaign Strategy Meeting, Luxembourg |