

n°06 - June. 2010

UNI P&L

Breaking Through

## C O N T E N T S

Morocco postal workers strike  
Sweden: the people want the Post to be state owned  
US Unions fight against the 5 Day week proposal  
TUMTIS dodge bullets in struggle for workers' rights at UPS Turkey  
Spain: Public sector workers strike  
Spain: Postal workers stage a general strike  
UNI & JPGU say WTO should not interfere in Japan Post's business  
Social Observatory project – Final Report  
Portuguese workers say no to privatisation of Post  
Plea to aid Hungarian Postal workers devastated by floods  
A breakthrough in Central America with DHL collective bargaining  
Japanese postal workers urged to vote for Namba  
Breaking Through in UNI-Apro Postal  
UNI Europa Post & Logistics Women meet and plan together

**UNI** post & logistics  
global union

### Morocco postal workers strike

On 20 May the Moroccan postal workers belonging to FNPT / UMT union held a national strike and staged a sit-in protest in front of the parliament. Fifty-three per cent of postal workers participated in strike action. The claims of the striking postal workers were for violation of trade union rights and freedom association and a number of issues associated with the failure of Post Morocco to properly implement the new collective agreement signed in July 2009.

### Sweden: the people want the Post to be state owned

In a survey carried out by Novus for UNI's Swedish affiliate SEKO using 1 000 web interviews at the end of April this year, the Swedish Railway and the PO are the two state owned companies that the Swedish people find most important to be maintained state owned. More than two thirds is of the opinion that the state should be the majority owner of the Swedish Railway and almost as many, 62 % feel the same thing about the PO. According to the survey approximately 41 percent fear that the PO's service would suffer from more competition. At the same time 28 % believe that competition would be favorable for the postal services. Only 25 % felt that it is important that the state is the majority shareowner of Nordea, the leading Nordic

finance Group, and 34 % felt the same about Telia Sonera.

The article may be found here:

<http://www.dn.se/ekonomi/flertalet-svenskar-vill-ha-statsagd-post-1.1116440>

### US Unions fight against the 5 Day week proposal

UNI Post & Logistics US affiliates are fighting against a USPS proposal to cut delivery days down to 5. The three UNI affiliates all recently appeared before a special hearing at the US Congress and told the representatives that a 5 day delivery week is a bad idea.



The National Association of Letter Carriers (NALC) President Fred Rolando in his testimony said: "We think this would be a blunder of the first order—saving very little money and risking the loss of much more revenue over time." American Postal Workers Union (APWU) President Bill Burrus told the Congressional hearing; that slashing service will not solve the Postal Service's current financial difficulties. The APWU "believes the USPS can and must expand

the services it offers,” he said. “No service-oriented business can grow by reducing service.” And the National Postal Mail Handlers Union (NPMHU) testimony said that if implemented 5 day delivery would lead to the demise of the postal services and would cripple the small businesses that rely on the universal postal service, such as local businesses like the local hardware store the community newspaper or small local restaurants. The Unions have developed fact sheets for their members and the US public to explain the folly of the US Postal Service proposals and what needs to be done to revitalise the postal service so badly hit by the Global Financial Crisis.

More information can be found on the unions web pages at:

APWU web page on 5 day week:  
[http://apwu.org/issues-five\\_day/index.htm](http://apwu.org/issues-five_day/index.htm)

NALC web page on 5 day week:  
<http://www.nalc.org/postal/reform/index.html>

NPMHU web page on 5 day week:  
<http://www.npmhu.org/Pubs/UPDATE/2010/up100603.asp>

## **TUMTIS dodge bullets in struggle for workers’ rights at UPS Turkey**

More than 40 Trade Unionists of UNI Europa Post & Logistics and the Belgium Trade Union confederation ABVV-FGTB joined the picket line in front of the UPS centre in Istanbul. During the last 3 months because they joined the Union, 89 UPS workers have been fired by the local UPS management in Istanbul, Izmir and Ankara. The management are constantly threatening the re-

maining workers not to become Union members. The Turkish Trade Union Tümtis is organising the workers into their union and supports the fired workers, who, in Turkey, have not been eligible for a redundancy payment and have therefore no income at all.



Immediately afterwards the company in a spiteful move fired another 30 workers who are union members. The fired workers have remained day and night for 2 months in front of the UPS gate to fight for their rights and are very happy to see that their struggle is heard also outside Turkey. Immediately after the visit, CIB (one of the UPS subcontractors) dismissed 29 workers as a "return missile" for the very encouraging and enthusiastic demonstration of support. Soon after, UPS dismissed one more worker and thus, the total number of workers that are dismissed increased by 30 in one day. In Izmir, the trade union representatives who tried to talk to the UPS workers were attacked brutally with guns by Erhan Kahraman, the owner of the subcontracting company ER-KA, and the managers. During the clash, the owner Erhan Kahraman fired bullets against the unionists. By a very big stroke of luck nobody was shot. Immediately after the attack, TUMTIS said that the determined resistance of the UPS workers and our union TUMTIS can never be ended with such brutal attacks. On the contrary, such attacks will consolidate our determi-

nation for struggle.

## **Spain: Public sector workers strike**

According to the austerity plan introduced by the Spanish government, aimed at cutting costs by around €15bn, public workers will see their salaries cut by 5% from June 2010. They will also undergo a salary freeze in 2011. Other measures in this plan include pension freeze and reductions in public investment spending. A general strike took place with a first protest in front of the Ministry for Economic Affairs and a more general demonstration will be taking place in the streets of Madrid.

More information:

<http://www.ugt.es/index1.html>

<http://www.ccoo.es/cscceo/menu.do>

## **Spain: Postal workers stage a general strike**

Postal workers, members of UNI Post & Logistics affiliate, CC.OO staged a general strike of CC.OO postal worker members on 10 June after a series of demonstrations in several cities, where they were protesting the failure of Correos Spain to complete collective bargaining with them and to demand a stop to the liberalization of the European postal market

More information:

<http://www.ccoo.es/cscceo/menu.do>

## **UNI & JPGU say WTO should not interfere in Japan**

## Post's business

Speaking at the conference of UNI Post & Logistics Japanese affiliate, the JPGU, Head of Department Neil Anderson, told JPGU President Takeuchi that UNI would work with JPGU to tell the WTO to not interfere in Japan Posts banking and insurance business but to leave the Japanese government to decide how best to fund the successful service used by millions of Japanese citizens. The conference was also told that the UNI Breaking Through strategy is vital in ensuring that postal workers can organise and face the challenges of falling mail volumes, new technology and diversified postal services. This will be a major feature of the UNI World Congress to be held later in the year at Nagasaki when UNI could celebrate Japanese affiliates breaking through to 1 million members.

## Social Observatory project – Final Report

The Social Observatory project run by the European Postal Social Dialogue has gathered information from the postal social partners of nine countries involved in the project about the main transformations of the sector, particularly developments in social regulation and managing change in the social organisation of the incumbent postal operators. The current evolution of the sector brings social changes both qualitative and quantitative, with a progressive decline in the number of jobs and a transformation of the postal employment. In this respect, a better matching between skills and jobs through appropriate employability and mobility schemes are essential in managing change. This final report

gives an overview on main changes and developments in the postal sector in the involved countries. It is a base of information for the current liberalisation process in the whole European Union.

The report can be viewed on the UNI P&L web page at:

[http://www.uniglobalunion.org/Apps/iportal.nsf/pages/sec\\_20081016\\_gbkmEn](http://www.uniglobalunion.org/Apps/iportal.nsf/pages/sec_20081016_gbkmEn)

## Portuguese workers say no to privatisation of Post

Hundreds of workers marched in Lisbon during June protesting the Portuguese Government proposal on the privatisation of CTT-Correios de Portugal SA (Portuguese Post). UNI Post & Logistics affiliate SINDETELCO-organised the march to alert public opinion about the "evils" that privatisation will bring. The union say their main concerns are a loss of jobs in the company and reducing the quality service. The demonstration began before the "Ministério das Obras Públicas, Transportes e Comunicações (Ministries of Transport and Communications), then the workers marched through the streets of Lisbon, with flags, megaphones t-shirts, making its position on this issue well known to Lisbon's citizens.

The protest ended outside the



"Ministério das Finanças (Ministry of Finance), where they were received by the Deputy Minister of Finance, who was given documentation supporting the position against privatisation. In the second event, SNTCT, held a forum in Lisbon on the proposed privatisation of CTT Correios. Speakers and union members at the forum denounced the government's plans to privatise the currently State owned postal operator CTT Correios. The sole voice at the forum in favour of the privatisation and also in favour of the European initiative to liberalise the postal service, was Vitor Baptista, Member of Parliament for the Socialist Party. Other Members of Parliament, representing the political groups, BE and PCP opposed the idea of privatising post. Portuguese union representatives and other speakers such as the Portuguese federation for SME's and the Movement for Public Services, condemned the proposal as a bad idea and joined SNTCT's call for the privatisation to be scrapped. Neil Anderson, Head of UNI Post & Logistics Global Union, also speaking at the forum, said that UNI did not support the proposal and that in all cases where there had been privatisation, UNI had found the quality of service did not get better, customers lost services and workers lost their jobs. SNTCT vowed to keep fighting the privatisation and unveiled their symbol against the privatisation, a large shark attacking a post box!

## Plea to aid Hungarian Postal workers devastated by floods

For the benefit of Hungarian postal workers who with their families have suffered damages caused by floods in 2010 the

Hungarian Postal Trade Union is organising a solidarity action consisting of collecting contributions for postal workers victims of the disastrous flood in Hungary. All concerned postal workers can be a part of these contributions. Let's stick together in this time of need!

To see more information on how to make a donation please go to:

[http://www.uniglobalunion.org/Apps/iportal.nsf/pages/sec\\_20081016\\_gbkmEn](http://www.uniglobalunion.org/Apps/iportal.nsf/pages/sec_20081016_gbkmEn)

## A breakthrough in Central America with DHL collective bargaining



The Panamanian union SIELAS, reports that with the help of ITF and UNI and the great effort by the SIELAS negotiating team, they have achieved success by completing the collective bargaining agreement between SIELAS and DHL AIR EXPRESS PANAMA SA. This is a great achievement as it is the first Collective Contract that has been achieved in the region with DHL. It has been a long road to success with the original organising of workers so there were sufficient numbers of union members to be able to file with the Panamanian Labour Ministry to start collective bargaining, and then the bargaining process itself, have lead to this success. UNI

with the support of the ITF, has a project running in the region to organise DHL workers, to build relations with DHL and to gain collective contracts.

For more information on the new collective contract:

[http://www.uniglobalunion.org/Apps/iportal.nsf/pages/sec\\_20081016\\_gbkmEn](http://www.uniglobalunion.org/Apps/iportal.nsf/pages/sec_20081016_gbkmEn)

## Japanese postal workers urged to vote for Namba

Elections were called for the Upper House of the Japanese Parliament and UNI Post & Logistics affiliate, JPGU, are throwing all their support behind Nanba San, a previous General Secretary of the union, and who is a candidate in the election. The issue of privatisation of Japan Post is a real issue at this election and JPGU hope Nanba will be elected so he can bring a real voice of understanding of the postal industry to the Japanese Parliament.

**POST SCRIPT:** On 11 July Nanba was elected, a great victory for JPGU.

## Breaking Through in UNI-Apro Postal

The APPU Executive Council meeting, which was held in Bali, Indonesia, in June, approved a proposed MOU between APPU and UNI-Apro. It was a historical decision, because APPU, an inter-governmental organization, adopted UNI's initiative and left Mr. Somchai, APPU Director, the right of signing on MOU at any convenient time up to the next APPU EC meeting in Mongolia. A long-term effort of UNI Apro Post and Logistics is rewarded. It is a breaking through in terms of relations between UNI and re-

gional restricted unions, such as APPU. UNI has concluded MOU with UPU in 2008 and now it moves to the region to sign regional MOU with its restricted unions. The MOU with APPU will be the first one in this strategy. The MOU will make UNI Apro closer to postal administrations and UNI Apro will have a chance to set up unions in existing non-union countries.



## UNI Europa Post & Logistics Women meet and plan together

The first UNI Europa Post & Logistics women's seminar took place in cooperation with ETUI the European training and research institute of the ETUC. Participants from Unions of 11 European countries in several workshops held over 3 days developed ideas on how to strengthen the position of women in Trade Unions and in postal companies. The liberalisation and restructuring processes in the European postal market has lead to changes in employment, more flexibility and higher work pressure. This affects female workers in special ways with less acceptable working hours and bad working conditions. The aims of the seminar were to encourage women to get active in the UNI structures, to raise the gender balance in the UNI Europa Post & Logistics committees and working

groups and to develop coordination and communication structures amongst the female Union representatives in Europe.

All information and related documents can be found under:

[http://fc.runo.se/~jean-claude.ledouaron/uni\\_e\\_gender10/seminar.html](http://fc.runo.se/~jean-claude.ledouaron/uni_e_gender10/seminar.html)

## Next Events:

### **UPU Strategy Conference**

22 – 24 September, Nairobi, Kenya

### **PSD Plenary**

28 September, Brussels

### **Post Expo**

6-8 October, Copenhagen

### **Quality Public Services (QPS) Conference**

12-14 October, Geneva

### **UNI P&L World Meeting**

15 October, Nyon

### **UPU Council of Administration**

25 October-12 November, Bern

### **UNI World Congress**

8-12 November, Nagasaki

### **UNI europa P&L Committee Meeting**

29-30 November, Luxembourg

UNI Global Union

8-10 Av. Reverdil

1260 Nyon

Switzerland

Tel: + 41 22 365 21 32/47

Fax: + 41 22 365 21 21

postal@uniglobalunion.org

[www.uniglobalunion.org](http://www.uniglobalunion.org)