

n°4 - MAY - 2009

UNI P&L

Bulletin

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UNI
global
union

post & logistics

UNI Post & Logistics Lobby Pack to regulate deregulation in Europe

To help unions in their efforts to ensure the liberalisation of the global market doesn't adversely affect jobs, the universal service or the quality of postal services, UNI has developed a lobby pack for affiliates use in lobbying their governments, and regulators. The pack includes UNI P&L's policy statements, suggested letters, to governments, regulators and other material to help officiates lobbying efforts. This pack can be found at: http://www.uniglobalunion.org/Apps/iportal.nsf/pages/sec_20081016_gbkmEn



UPU Forum says postal Industry must deal with the Financial Crisis

A special session of the UPU Postal Operations Council, discussed how the industry could deal with the financial crisis and the special affects it was having on the global delivery industry. The forum

held at the UPU's headquarters in Bern Switzerland was told that the financial crisis was having a profound affect on postal volumes particularly express mail volumes which were in serious decline.

The UPU's research and back ground document on the financial crisis and the postal industry can be found at:

http://www.upu.int/postal_economics/en/the_global_economic_and_financial_crisis_en.pdf

The Conference proceedings can be viewed at: mms://wm.world-television.com/live_upu

Post Europ presents the facts on post & sustainable development

There are a number of myths about how post is contributing to greenhouse gases and excessive waste particularly in respect of paper usage. This issue was dealt; with at the recent UPU Consultative Committee meeting where UNI chairs the CC Working Group on sustainable development. The Consultative Committee was given a presentation by the Secretary General of Post Europ, Ingemar Person, on how post is working to deal with these myths. His presentation on "The Post Value Chain" showed that post is no less damaging to the environment than email and other technologies being discussed as "Green" alternatives to postal services.

Postal industry and sustainable development

The latest Universal Postal Union (UPU) sustainable development news is now available on line. It highlights a number of issues including the how important that migrants' money they are sending home is as a source of development for their country of origin and how Post Offices can be more involved in this process.

To see the news go to:
http://www.upu.int/sustainable_development/en/newsletter_2009-02_en.pdf

Swiss union fighting Post office closures

The Swiss Syndicat de la Communications has highlighted on its web page the 1.150 Post Offices it says are under threat for closure. It says the management is planning on closing them in the next few weeks and it has urged them to rethink this move. The union says that the Post Office is profitable and the closure and market liberalization of the offices is an unjustified lowering of public service standards in a time of financial crisis. The union has gained some "fruit" from its campaign.



The Swiss post Office, La Poste, had so far kept secret which offices they were planning to close. They have now had to release the list so that the union and the public can examine what they are planning and make proper representation on the issues especially on a local basis.

The Union has also criticized the Swiss government decision to allow private delivery companies to be able to deliver letters over 50 grams starting 1 July 2009. The Swiss Federal Council 22 April gave its approval to the change, thus opening up 25 percent of the postal system to private competition. But the union says this flies in the face of the voices who have called for more caution. Those voices are not only the union, but also the ad hoc committees of both Federal and the Plenary of the Council of States (Parliament).

The move sets in motion the first part of a two-phase operation to end the mail monopoly held by La Poste by 2012.

The union says that this lowering of the postal monopoly, unnecessarily weakens the ability of the Post Office to ensure its mission of public service.

The union is vigorously fighting this intention, including a petition (www.reseaupostal.ch) which has already garnered over 40,000 signatures in a month.

Union seeks decent conditions for workers making posties uniforms

For more than two years the New Zealand union, the PWUA, has been challenging New Zealand Post that the company has been avoiding its responsibilities under

its Code of Social Responsibility for the overseas manufacture of postie uniforms. However last year NZ Post finally entered into discussions with the PWUA about the union's concerns for the working conditions and rights of the workers in China making uniforms for NZ Post. The PWUA acknowledges the genuine attempts Post is now making to share information it has been seeking. The PWUA is proposing to NZ Post that they have further discussions about its contract with the new New Zealand based supplier and the requirements placed on the supplier to report back to Post on its contractor's operations in China

Shift system fury at DHL Bahrain

NEARLY 100 Bahraini DHL employees claim that a plan to introduce a rigorous shift system will only disrupt their lives instead of improving their performance.

It suggested to the management different timings for the new shift system, but it claims they have not responded.

Union head Hussain Abbas warned that the employees were on the verge of taking action, adding that anything was possible when asked if they might go on strike or demonstrate.

China's Postal Savings Bank Role in Spreading Rural Wealth

The Chinese governments have said that China's Postal Savings Bank, a relatively obscure yet powerful entity formed at the beginning

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of 2007, will be the main infrastructure driver for getting income into rural areas under the country's economic stimulus plan. The bank was formed following a restructuring of the State Post Bureau, and consequently possesses some 37,000 branches nationally thanks to its link with China's postal service. It is now the country's second largest lender in terms of outlets after the Agricultural Bank of China. As the economic credit crunch hits China, the government is keen to spread its economic stimulus plan specifically to rural areas.

Outsourcing collection of Speed Post in India

When Speed Post was started in 1986, it heralded a new era in the express market in the country. However, in the course of time, the market became quite competitive and the market share of speed post started declining. According to the recent market survey the market share of Speed Post is less than 10%. While the private couriers have focused a lot on providing reliable collection facilities from the premises of the customers. Speed Post fell short in this critical area. The union agreed with India Post that it required a major initiative to strengthen the collection process and to gain market share.

It was agreed that unless India Post provided door-to-door collection, many customers, especially the corporate customers, would stay away from the Post network. With all these considerations in view and to undertake aggressive marketing strategy to gain maximum market share it was agreed that the collection system would be outsourced in Delhi & Mumbai to start with.

Around 400 jobs to be cut in the Finnish Post

It was announced on 15 April that the Itella Group, would be cutting around 400 positions in administrative and production functions. The reasons invoked by the company include structural changes that are occurring in the postal industry, namely the future liberalisation of the postal market in the EU, and the global economic crisis that has led to a substantial decrease in mail volume.

Reacting to this announcement in a statement, the Finish Post & Logistics Union, Pau, said it was "enraged" over these plans and was considering industrial action.

Tunisian postal union decides to strike

The Tunisian Post & Telecoms union has decided that it will strike in support of its claims for a salary increase. The union had sent letters to several the various CEOs of companies under the ministries of information technology, inviting them to begin negotiations for wage increases.

Negotiations have been underway since June 2008 but despite dozens of negotiating sessions in each company plus two others in the General Labour Inspectorate (for the Post and Telecommunications) no progress has been made.

Keep Royal Mail Public features in London May Day events



The Communication Workers Union in the UK (CWU) used the May Day rally in London as an opportunity to highlight their concerns and opposition to the UK Government's proposal to privatise the Royal Mail. The CWU London Region joined the London May Day Organising Committee for the May Day event to highlight the "Keep Royal Mail Public" Campaign. The March took place on 1st May leaving from Clerkenwell Green EC1. Several prominent guest speakers will speak on behalf of the CWU "Keep Royal Mail Public" campaign.

These will include Tony Benn, Dot Gibson NPC, John McDonnell MP, Sheila Bearcroft, GMB/TUC President and Steve Hart UNITE.

Global unions press for global dialogue at DHL meeting

Global union federations the ITF (International Transport Workers' Federation) and UNI Global Union jointly press of logistics giant DHL to work with trade unions to maximise performance at the company's shareholder conference in Frankfurt.

The two organisations believe that if DHL honours its stated commitment to

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respecting rights by working to achieve uniform standards and conditions for its workers worldwide, it will be able to enter a new era of cooperation that will benefit DHL, workers and shareholders alike.



The reaction from Deutsche Post DHL CEO, Frank Appel, to the intervention made by the Global Unions was disappointing, said Neil Anderson Head of UNI Post & Logistics.

The messages given from the company as a result of the Global unions' intervention were not satisfactory and did not in fact address the question that UNI and ITF posed to the AGM. Why doesn't a global company have a global agreement with the global unions was the message given to the meeting yesterday. And the response from Deutsche Post DHL? Silence on that point.

When asking why the company doesn't report on whether it meets the ILO Core Labour Standards, Dr Appel's response was to refer to the company's sustainability report which was released the previous day. But the Global Unions say this is an unsatisfactory answer as the report only contains a bland statement that; "We observe the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work, in accordance with national laws and customs". There is no evidence to back up this statement and indeed in the company's report to the United Nations "Global Reporting Initiative" (GRI) they in fact "do not

report" on two of those core labour standards, those being Child Labour and Forced Labour. The Global Unions say this is an unsatisfactory situation and that the company should enter into discussions with them to develop a proper global agreement that can have monitoring processes to ensure these are not just words on a piece of paper.

Korean Postal Workers re-elect President

The Korean Postal Workers Union (KPWU) has re-elected its President Brother LEE Hang-ku at the annual national congress. LEE Hang-ku was re-elected by an absolute majority for a further 3 years term.

Also Brother KANG Yoo-jeon, General Secretary, Brother LEE Jong-soo, Chief of Negotiation Bureau, Brother KIM Tae-gyu, Chief of Planning Bureau were elected respectively by the delegates.

Free Trade with Europe must not be an excuse for postal liberalization

UNI Post & Logistics Canadian affiliate, the Canadian Union of Postal Workers (CUPW), has written to their government expressing their concerns about the issue of postal services in the upcoming negotiations towards a comprehensive economic agreement between Canada and the European Union (EU).



The union in their letter says that the EU has an aggressive agenda for deregulating postal and courier services. The EU has issued a directive requiring all countries to fully deregulate their post offices as of 2011, with the exception of 11 member states which will be given until the end of 2012.

The CUPW strongly urge the Canadian Government to resist making any commitments that would liberalize Canada Post's postal and courier services and is seeking assurances that Canada intends to protect these services with fully effective reserved area.

The full text of CUPW's can be viewed at:

http://www.uniglobalunion.org/Apps/portal.nsf/pages/sec_20081016_gbkmEn

Post Script: The review of the Canadian Postal Market has been released and it supports a –

publicly owned reserved mail market. For more information go to :

http://www.uniglobalunion.org/Apps/portal.nsf/pages/sec_20081016_gbkmEn

Spanish DHL workers demand negotiations over "crisis" layoffs

In Spain the workers in the DHL logistics division have decided to tackle the management and try to

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put an end to a situation of "social irresponsibility" that is taking place against workers.

This situation has been a steady deterioration of Labour rights, as well as a refusal by the Company Board to give any response to the problems of workers and to enforce its decisions without any negotiation, using the excuse of the financial "crisis". They have continued to carry out selective dismissals without justification.

In Spain the union says that things are not going well and therefore the workers in DHL are trying to defend their rights. Workers have had enough and carried out a strike on 29 and April 30 and May 4.

Irish union's deal for postal workers using private vehicles

UNI Post & Logistics affiliates may be interested to know how the CWU Ireland has dealt with the issue of postal delivery workers using their private vehicles when on delivery duties. The union has worked with the Irish Post Office (An Post) to gain the following conditions in regards to insurance and use of private vehicles.

- The Company has Commercial Motor Insurance in place.
- This covers employees who use their cars in the course of their days work.
- The cover applies only where the employee has prior written authorisation from the Company
- Where this authorisation has been obtained and a higher insurance premium is required the extra cost can be recouped from the Company

In order to recoup the extra costs the relevant receipts must be produce

Competition at the cost of wages & working conditions, says EU study

The Pique project (research project on the privatisation of public services and the impact on quality, employment and productivity) presented their findings of the study that was undertaken in four public sectors (postal services, electricity, local public transport and the health sector) across 6 countries of the European Union (Austria, Belgium, Germany, Sweden, Poland and the UK).

The study focused on company strategies and consequences for employment, productivity and quality:

In terms of employment, the study shows that there is a massive reduction in employment before and after privatisation of the incumbent. Due to privatisation and liberalisation, there is also an increase in part-time work, fixed-term employment as well as atypical forms of employment.

Regarding consumers, it was said that the market does impact them ; in a rather positive way for business clients who get lower prices and additional services ; negatively though for everyday users who suffer a reduced scope of services, including fewer public mail boxes and closing down of post offices.

Wage differences were also noticed between the ex-monopolist and the new entrants on the market.



According to the study, wage dumping, an increase in the intensity of work as well as flexible and

shorter working hours are consequences of liberalisation and privatisation in the postal sector. As a conclusion, it was said that there is a need for regulation.

More information at: www.pique.at

No to the liberalization of the postal market in Norway, says Postkom

In a statement sent to the government, UNI P&L's Norwegian affiliate, Postkom says that the EU's postal policy is not sustainable in a country that has Norway's geographic topography, industry and population density. Liberalisation will result in negative consequences for post-service prices, services and quality in large parts of the country.

The market will only work where the mail services are profitable. The unprofitable parts will have to be financed by the state. Postkom thinks it is absurd that the government should pay hundreds of millions kroners whereas private actors can make money in a liberalized mail market.

Wages and working conditions will be put under further pressure.

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Experiences from countries where liberalisation has occurred show that the new postal operators primarily compete at the price of Labour. This means that workers receive lower wages and working conditions. Deterioration of wages and working conditions are in fact an important competitive advantage and the risk of social dumping is evident also in Norway.

Postkom requires that there be in Norway a policy that ensures for all parts of the country, good and affordable postal services on equal terms and are therefore opposed to implementing the Third EU postal directive.

TNT union rejects proposed pay cuts

Trade union members have rejected the in-principle agreement on a new three-year collective agreement for TNT Post operations staff in the Netherlands. In the in-principle agreement, which included an offer to compensate for a decrease in pay, transitional measures and a job guarantee spanning six years. The rejection of the agreement means that the proposed measures from the in-principle agreement no longer apply. New consultations on the social plan will now be required.

But the management of TNT has said, "Over the coming period TNT will have to continue making preparations for the restructuring plans required to achieve the necessary savings. These plans will involve making a number of changes, including reducing the number of days on which business mail is delivered, a move that is in line with the wishes of the customer. In compliance with its obligations under the Postal Act, TNT Post will continue to deliver con-

sumer mail six days a week."

It further went on to say, "That TNT is maintaining its target of annual savings of Euro 395 million until the end of 2015 – savings that are required to compensate for the mail volume decline. Should the restructuring plans be carried out, the loss of jobs for 11,000 employees over a period of one to three years can be expected. Under these circumstances forced redundancies will be unavoidable."

Next meetings:

14-15 May 2009
UNI africa Post & Logistics Conference, Hammamet, Tunisia

27-29 May 2009
Rutgers Post Conference, Bordeaux, France

12 June 2009
European Postal Social Dialogue Plenary, Brussels, Belgium

In September 2009

UNI americas Post & Logistics Committee Meeting, Mexico City, Mexico

UNI americas Post & Logistics Conference, Mexico City, Mexico

UNI Post & Logistics World Committee Meeting, Mexico City, Mexico

UNI Post & Logistics World Meeting, Mexico City, Mexico

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