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UNI P&L

Bulletin

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UNI, UNAIDS, UPU and ILO launch global HIV prevention campaign

The Joint United Nations Programme on HIV/AIDS (UNAIDS), the Universal Postal Union (UPU), the International Labour Organization (ILO) and UNI Global Union have launched a global HIV prevention campaign in post offices around the world.



In an initial roll out, the campaign is taking place in some 16,000 post offices in seven pioneering countries: Brazil, Burkina Faso, Cameroon, China, Estonia, Mali and Nigeria. The campaign materials provide both visitors and employees with important information about how to prevent HIV through a series of eye-catching posters and hand-outs. The materials also give the address of a multi-language website on HIV prevention, hosted by UNAIDS, which provides detailed information about how to prevent infection.

Philip Jennings, says during the launch that "Post Offices and postal workers are the soul of the community and that in our era of social networks, the physical network of post offices is one that can make sure that people are not isolated and in such a campaign post offices can help people".

The joint campaign was launched

on 9 July in Burkina Faso (one of the pilot countries) post offices, with the participation of UNI and its affiliate from Burkina Faso, Syntrapost.

The launch started in the morning with the activities organized around blood donation. This was very successful and the expectations of the National Centre for Blood Transfusion were well exceeded. Then followed the official ceremony, with a symbolic setting up of the campaign posters.

More information on these launches:

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/D71844DD0F32B4B8C12575EB0051167E>

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNI-News.nsf/0/8D6C99E6EBEE59CEC12575EF002E06A2>

Britain keeps the post public

On its website, the Communication Workers Union, one of UNI's affiliate in the UK, welcomes Lord Mandelson's statement confirming that the Postal Services Bill will not be heard by Parliament. CWU general secretary Billy Hayes said: "The government has not only looked at market forces but has listened to the British public. Privatisation was a deeply unpopular suggestion from day one. We now look forward to resolving issues which remain around pensions, regulation and modernisation."

As for modernisation, thousands of postal workers across the UK have been striking and demonstrating on Friday 17 July against continuing cuts and executive action by Royal Mail, the Communication Workers Union has announced. Strike action took place in London, Edinburgh, Bristol, Darlington, Stoke, Plymouth, Leamington Spa, Norfolk and Essex. Other offices across the UK will be protesting in other ways, including holding gate meetings and releasing balloons. Dave Ward, CWU deputy general secretary, said: "There are serious and growing problems in the postal sector which urgently need resolving. We have renewed our offer of a three month no-strike deal to Royal Mail in return for meaningful talks over modernisation. The current cuts, bullying managers and ever increasing workloads on a shrinking workforce cannot continue. Pressure and stress is at breaking point for postal workers so we urgently need a fresh start for a modern Royal Mail."

Further strikes took place in the end of July and at the beginning of August as Royal Mail continues to disregard the concerns of CWU over cuts to jobs and services and a lack of willingness to negotiate on modernisation. More information on the CWU UK website:

<http://www.cwu.org/83/news.html>

France: the CGT mobilization against postal privatization.

In a press released issued on 29 July, the CGT reaffirms its opposition to the Privatisation of La Poste and calls to mobilize against it.

The press release, in French, may be found here:

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

[Apps/iportal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/AD1-BE2CB801D35C0C1257609003B3FE5](http://www.uniglobalunion.org/Apps/UNINews.nsf/0/AD1-BE2CB801D35C0C1257609003B3FE5)

Moroccan postal union wins its privatisation battle



UNI's Moroccan affiliate, the Fédération Nationale des Postes et des Telecommunications- Union Marocaine du Travail (FNPT-UMT) has achieved a great victory in Morocco since it was able to stop the privatization of the post and make significant gains in the collective contract, for postal workers in Morocco.

This happened due to the sacrifices and struggles (letters of protest, studies, days of negotiations, strikes and sit-in) over the last two years by the FNPT-UMT, and, thanks to the efforts and solidarity of other UNI unions during this battle.

For more information:

<http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNI-News.nsf/0/5971F4B7B2C6D2FBC12576020019CC2A>

NALC says no to USPS idea of 5 days delivery

UNI Post & Logistics US affiliate, the National Association of Letter Carriers, has rejected a proposed study by the US Postal Service into eliminating a Saturday delivery and only delivering 5 days a week. In response to the financial crisis facing the Postal Service due to the severe national recession and the impact of electronic substitution, postal management has launched an internal study on the feasibility of eliminating Saturday delivery across the United States.

"The NALC's position on this issue should be crystal clear: We oppose the elimination of six-day delivery," said NALC President Bill Young. "Downsizing the Postal Service to meet the needs of a severely depressed economy is short-sighted and self-defeating—it will cost us tens of thousands of jobs and open the way to competitors to provide service on the sixth day".

"Expanding services and making full use of the Postal Service's invaluable last-mile network is the key to the future," said Executive President Fred Rolando.

For more information visit the NALC web page at: <http://www.nalc.org/>

Jobs in mail are lost, but postal bank jobs increase

The only bright spot in the latest job loss news from New Zealand Post, is that there now is such a demand for the postal financial services offered by KiwiBank, that jobs there are increasing.

The financial crisis driven recession is seeing jobs in mail services

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dropping all over the globe. Neil Anderson, Head of UNI Post & Logistics said today, "postal workers are paying with their jobs for the economic and financial mismanagement of the world's economy by the finance industry. The only beacon of hope is government owned and operated postal financial services. Ordinary people want security for their savings and financial transactions and that is being manifest in an upturn for the trusted government run and secure banks such as those run by the post office networks throughout the world."

Nearly 400 jobs at New Zealand Post Group have fallen victim to the recession. Acting group chief executive Sam Knowles said that there had been 237 redundancies in the first half of this year. Mr Knowles said the recession, an unprecedented mail volume decline and challenging trading conditions were to blame for job cuts.

"Different businesses within the Group are being affected in different ways and each is responding appropriately," Mr Knowles said. "While the postal services and data processing and management activities have been adversely affected, Kiwibank is experiencing substantial growth and has added 89 people to its payroll during the period."

UNI condemns new Latvian law on pensions, social benefits

UNI Global Union General Secretary Philip Jennings has written to the Latvian President urging him to amend recent legislation regarding pensions and social benefits that UNI says discriminates older workers.

UNI has joined the Latvian Post

and Telecommunications Workers' Trade Union in its call to amend the legislation, which they say contravenes the Latvian Constitution and international law.

You can find the letter from Philip Jennings and a letter from the Latvian union here:

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNI-News.nsf/0/3A08F42587591C23C12575FA00511E7E>

Portuguese union's court action helps get negotiations underway

UNI Post & Logistics affiliate, SNTCT, after taking strike action and seeking redress through the courts, has got agreement with Portugal Post (CTT Correios) to bargain meaningfully for a new collective contract. After several months of ongoing industrial action SNTCT took an action with the Portuguese Judicial system to try and get agreement on the procedure for bargaining their collective contract. After a court hearing in July, the two parties agreed to develop a timetable for meaningful negotiations, with dates and a time line for the negotiations to be agreed in August and contract bargaining to start immediately afterwards. The intention of both parties, which was agreed in the Court, is to try and complete negotiations by the end of the year. UNI Post & Logistics welcomes this development in the long running dispute and congratulates SNTCT members on their perseverance to fight for their justified demands.

New technology insight

In a recent article in the magazine Postal Technology International (<http://www.postaltechnologyinternational.com/>), Ross Philo, Chief information Office at the US Postal Service had this to say;

What technology in your opinion has had the biggest effect on your industry to date?

The Intelligent Mail barcode has already had a huge impact on the mailing industry and this will continue to increase as its application expands. Intelligent Mail barcodes not only provide mailers with visibility into the postal system, but also provide them with visibility into the entire supply chain. This enables our customers to coordinate their direct mail campaigns more precisely with other forms of advertising for the greatest Return On Investment. Visibility of the mail will enable postal managers to measure service and increase network efficiencies by aligning operations to actual mail flows. Intelligent Mail barcodes are truly the next generation of mail processing by providing end-to-end visibility of mail.

What will your job involve in 10 years?

USPS has a long, proud history of creating and using the most advanced technology available. USPS, like other businesses, has realised it's IT potential to drive business decisions. By going virtual; providing actionable information, not just data; leveraging existing assets and capabilities; and protecting assets and reducing risks, IT will continue to drive business transformation and change within one of the world's largest technology networks

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CCOO proposes a pact for the future of mail

With only a year and a half to bring about the full liberalization of the postal market and in the context of an unprecedented crisis, the Spanish Government still does not show any political initiative for the future of the Post Office. For this reason, CCOO has decided to move. Their goal is to highlight the debate about the future of public postal services, which today are at the tail of the political priorities of the Government. Therefore, as part of a campaign to develop over the coming months, CCOO have developed a proposal for a "Pact for the future of the State Public Mail" which will reach out to the government, officers of the company, to the parliamentary groups, user organizations, municipalities and to all postal workers. For CCOO public mail becomes essential. The union's aim is primarily to ensure adequate public investment and the promotion of regulation of the universal service to assure the public postal service as a right of citizenship. With regulation to avoid the slashing of employment rights and wage dumping.

You can view all materials of the "Pact for the future state of public mail. CCOO proposals" on the web <http://www.fct.ccoo.es/comunes/temp/recursos/17630/211469.pdf>

DHL workers say stop the fear of joining unions

Unions from around the Asia Pacific region who have members in the DHL courier express and logistics company, met in Jakarta to discuss how to organise more wor-

kers into unions and to get DHL to Respect workers rights. The unions reported that in many countries in the region, workers are afraid to join a union. They are afraid that DHL management will take action against them if they know they are union members.

Many also reported that DHL's aggressive cost cutting programme aimed at stemming their fall in profits with the global recession, has made workers afraid they will be targeted for redundancy if they join unions and demand proper rights and consultation over the cost cutting measures.

More information here:

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNI-News.nsf/0/6FBE8CF10B2672E2C1257602005764F1>

Belgium: EAT pilots and ground personnel are striking together for their rights



Deutsche Post DHL announced the close of its daughter company EAT in Brussels by the end of the year. 400 people will be affected. Only a basic administrative service with 40 employees should remain in Brussels. 90% of the current employees will be dismissed or should work under German contracts. The company has been

in negotiations for some weeks now with the Belgian Trade Unions but is not prepared to offer more than the minimum, despite the fact that there is a collective agreement between the company and the Union, which gives employees the right to benefit by a negotiated social plan.

Not only the pilots, but also the ground personnel, mechanics and workers in the DHL EHQ are affected from these de-location and closure measures. The Trade Unions worked together in solidarity with all levels of workers in all locations to force the management to agree on better conditions and financial payments. The workers were jointly in strike to avoid any splitting into groups, which would weaken their position.

On 14 July, the Belgian trade unions FGTB, CSC and ACLVB, the European Transport Workers' Federation (ETF) and UNI Europa organised a press conference in front of DHL Worldwide in Brussels in order to bring visibility to the situation at Deutsche Post DHL's European Express Headquarters in Brussels

Representatives from the ETF and UNI Europa pledged their solidarity with the plight of the workers stating that this is only the first step in a campaign to get European-wide union recognition at company level.



The strikes ended on 10 August when workers resumed work after an agreement was found between the management and the union, according to which workers who

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are to be dismissed will get an extra two months wages.

More informations:

<http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNI-News.nsf/0/019FB53AF5A0F23CC12575F4004D796D>

<http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNI-News.nsf/0/766E5C27D0217133C125760B005128BA>

Organising DHL workers in Panama

Panamanian affiliates of UNI and ITF, UNCOTAP and SIELAS, met to evaluate the company's behavior towards its workers and its restructuring measures.

The Panamanian unions explained that previously DHL workers did not consider joining a union. They felt privileged working for DHL compared to the working conditions at other companies in the country. However, this changed two years ago. Working conditions at DHL Panama started to deteriorate, work pressure increased constantly. Today, the company is more and more subcontracting activities thus saving costs and leaving workers in precarious conditions. The new right-wing government in Panama is favoring these practices of national and international companies. The cutting of payment for overtime is only one example of issues currently being at stake.

When UNI americas representative Cenise Monteiro earlier this year talked to DHL workers, she discovered how much people were afraid to speak. Afraid not only because they might not be able to

fulfill the tight schedule they have been given to deliver mail or parcels. They were also afraid to suffer repercussions from the company.

Organising DHL workers in Colombia

Present were representatives of the ITF affiliate SNTT (Sindicato Nacional de los Trabajadores del Transporte), the UNI affiliate SNPC (Sindicato de Trabajadores Postales de Colombia), Fabio Aras Giraldo, member of the National Executive Committee of CUT, Alexander Gaitán, President of CUT Bogotá-Cundinamarca as well as staff of UNI americas.



The group shared information on national and international logistic companies in Colombia and on union activities on DHL around the globe.

They developed a first strategic plan on how to approach DHL workers under the precarious human and labour rights situation in Colombia. The country will surely be a special test case for DHL to prove that it respects [ILO Core Labour Standards](#) in all its operations.

"Yellow union" at DHL São Paulo?

In February 2009, UNI americas and FENTECT met the President of "Sindicato de Trabajadores de Movimentacao de Cargas de São Paulo y Region" (Trade Union of Cargo Transportation Workers of São Paulo and Region).

The visit was rather short. They learned that the union has a collective agreement with the company but were denied to have a copy.

Interestingly enough, the President was accompanied by a lawyer whose daughter is a manager at DHL.

The delegation left with the strong impression that this union is a "company union" controlled by the employer, in Brazil known as "pelego", in other countries called "yellow union".

Looking for reassuring Information Manuel called the Vice-President of the union: "I am a worker of the company and I have problems. I am morally harassed, the work targets are too tight, managers persecute me. I want to join the union for protection and help." "But this is not necessary. You are all covered by a collective agreement and this is enough", was the reply and end of conversation

The Swiss give their opinion on postal services in a survey

According to a survey undertaken by the research institute gfs.berne, ordered by Swiss Post, around 80% of surveyed people are of the opinion that "the basic postal service in Switzerland should remain in its current form". Furthermore, around 90% of them reckon that a "nationwide post office network is necessary for the economy to function properly".

As for the issue of the liberalisation of postal services, 57% of the surveyed people « believe that the planned complete deregulation of the letter market makes very little or no sense at all". Over 60% of them reckon that the liberalisation of the postal market will weaken the financing of the postal network. On another note, 50% fear the consequences the liberalisation of the postal market will have on employment.

Finally, it comes out of this survey that the population has mixed opi-

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nions regarding the expansion of the financial activities offered by Swiss Post.

For more information:

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/D56E14D5EB-DE73E7C125760F004E1AFE>

Norway: to prevent the implementation of the third postal directive?

In a press release issued yesterday by Postkom, UNI Post & Logistics' affiliate in Norway, it was announced that the Norwegian labour party is now ready to postpone the introduction of the third postal directive. This means that the leading parties, the red-green coalition, all agree on this issue and are ready to use the reservation clause against the introduction of the third postal directive.

"We expect the government to immediately initiate a process to examine the potential use of the reservation clause and its consequences" says Odd Christian Øverland, Postkom's President.

Postkom had in fact already asked a legal firm to do so. The only consequences of using the reservation clause is that Norway would be suspended from the EU mail policy.

But it would have no consequences for Norway's business records in Sweden and Denmark.

The follow-up of this process and the use of the reservation clause will now depend on the results of the elections taking place in September and whether the red-green coalition will be re-elected

CEPU postal members get ready for industrial action

The ballot will ask the 18 000 CEPU members at Australia Post to give the green light to a range of actions, in a effort to secure key conditions in the EBA7 (Enterprise Bargaining Agreement), which protects security, safety and pay. The CEPU members' demands for EBA 7 are the following:

- Measures to help protect full-time jobs
- A strong dispute resolution clause
- Maintaining workers' shift penalties, and take home pay
- An end to the use of company paid doctors who are forcing employees back to work even when they are still sick or injured

The CEPU has been trying for the past 18 months to get these conditions back through talks with the company, but Australia Post has refused to listen.

More information here:

<http://www.cepconnects.org/postal/australia-post-eba7/index.cfm>

Posts use RFID to monitor quality of letter post

Twenty-one Posts have started using the Universal Postal Union's new Global Monitoring System (GMS) to evaluate the quality of their letter-post service using state-of-the-art RFID technology. The GMS is a truly global system using affordable RFID technology that is accessible to every Post, from industrialised countries and developing ones.

From now until December 2009, in a first phase of the project, 530

independent panellists from 38 countries will send 24,000 test letters containing RFID tags through 45 postal facilities worldwide. The data collected as the test letters pass through special gates will be transmitted to the UPU and used to help postal operators identify service failures and improve operational efficiency.

Posts participating in this first phase of the Global Monitoring System come from the following countries: Aruba, Chile, Greece, India, Korea (Rep), Malaysia, Mexico, Netherlands Antilles, Norway, Peru, Qatar, Romania, Saudi Arabia, Singapore, Slovakia, Spain, Switzerland, Togo, Tunisia, United Arab Emirates and Venezuela.

Source: UPU, more info at:

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNI-News.nsf/0/58273B5531CA5127C12576170056E86C>

Freight sector says redundancies create skill shortages

The UK Freight Transport Association (FTA) fears the sector could suffer from a massive skills shortage once the country begins to climb out of recession due to redundancies. A recent survey found that more than half of FTA members could foresee a "dearth of workers" following economic recovery. Nic Allen, general manager of training, said: "With widespread redundancies and job losses across the entire sector, we are deeply concerned that we will lose the skills base. We need to invest in the next generation of logistics workers. Once demand for goods and services returns to normal le-

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vels, we may be facing weak links in our supply chains.”

The FTA said it was “concerned” that the removal of government funding for courses such as NVQs (National Qualifications), which can include partial training for the soon-to-be-introduced Freight Driver Certificate of Professional Competence (Driver CPC), may halt efforts to improve the situation

Bryan Stanley, former General Secretary of the now CWU

The CWU UK advise that sadly Bryan passed away in his home after returning from a stay of several weeks in hospital. Bryan was 83.

Bryan was the General Secretary of the former POEU and NCU (which later merged to become the CWU) from 1972 until his retirement in 1986. He was the first General Secretary of the then POEU to be elected by the membership. Bryan led the hard and tough fight against privatisation of Telecommunications in the early 1980s. He was a member of the TUC General Council and on the Labour Party NEC for many years.

Bryan was an amazing man and a solid Labour and Trade Unionist until the day he died. Bryan leaves behind Eileen, his wife, and two sons, Peter and Ian and their families.

UNI sends its most sincere condolences to Bryan's wife and family and to the CWU in their sad loss and in recognition of his outstanding commitment as a trade unionist to workers around the world

Next meetings:

2 September 2009

European Postal Social Dialogue Working Groups: Accident Prevention / Evolution of Postal Services

7-8 September 2009

UNI-europa Post & Logistics Conference, Dublin, Ireland

25-27 September 2009

UNI-americas FES seminar on multinationals, Mexico City, Mexico

28 September 2009

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

29-30 September 2009

UNI-americas Post & Logistics Conference, Mexico City, Mexico

1 October 2009

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

1-2 October 2009

UNI Post & Logistics World Meeting, Mexico City, Mexico

9 October 2009

World Post Day

4 November 2009

European Postal Social Dialogue Working Groups: CSR / Training

17-18 November 2009

UNI-europa Post & Logistics Committee Meeting, Luxembourg

1 December 2009

European Postal Social Dialogue Plenary, Brussels

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