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UNI P & L

Bulletin

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UNI  
global  
union

post & logistics

## UNI sends a "message in a bottle" to Brussels

More than 150 postal workers at the UNI Europa Post & Logistics Conference being held in Dublin, sent a "message in a bottle" to European Commissioner Charlie McCreevy.



The workers said that if liberalisation goes ahead as proposed in the recently agreed 3<sup>rd</sup> Postal Directive, then people will have to go back to sending messages in bottles if they wanted their mail to get through. The postal workers are demanding an immediate moratorium on the implementation of the Directive and discussions with the Commission on how to stop the social dumping and lowering of quality and standards for postal services that is happening with liberalising the letter mail market.

The message to Mr McCreevy may found here:

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

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## UNI Europa Post & Logistics Conference

Delegates to the UNI Europa Post & Logistics Conference were unanimous in demanding an end to the liberalisation and an immediate investigation into ways of ensuring that a quality universal postal service remains for all European citizens. The conference heard from Christoph Hermann from the PIQUE Research Study, carried out for the European Commission, that in all cases where mail had been liberalised, quality of service had declined, and the wages and conditions for postal workers, an already low paid group of workers, had been attacked.

Other presenters pointed out the failure of letter mail liberalisation in most other laces where it had been introduced and the extremely negative affects it had on the quality of service.

As a result the conference sent a strongly worded message in their "bottle" launched in the sea at the conference venue at Malahide, near Dublin.

Other issues the conference confronted were, the changes taking place in the industry with new mail products and digitalisation of mail, the serious affects of the financial crisis and how postal

financial services were now a vital link for safe a secure money transfer for migrant workers and a safe and secure trusted banking service of ordinary consumers.

At the Conference, Jacques Le-mercier from France and Ingeborg Saetre from Norway, were elected President and Vice President (respectively) of UNI Europa Post & Logistics, representing nearly a million postal workers in Europe.

## 'Respect4workers' is rallying cry of joint campaign

Global unions the ITF and UNI announced on 8 September the launch of a new website to support their joint campaign for union rights at DHL and the big global delivery (logistics) companies. The new site, [www.respect4workers.org](http://www.respect4workers.org), was officially unveiled at the UNI Europa Conference, which was held in Dublin from 7th to 8th September.

The Head of the ITF's Regional and Industrial Office, Ingo Marowsky, attended the Convention, organised by UNI's Post and Logistics Section and its Head, Neil Anderson.

During this meeting, the ITF and UNI committed themselves to maintaining the pressure on DHL and the other global delivery companies with the aim of increasing union recognition and union membership, as well as protecting workers' rights in this area. They said, "We've taken a big step forward on this today with this

meeting, and with the launch of [www.respect4workers.org](http://www.respect4workers.org), where workers can communicate, plan and coordinate activities, and tell management that respect for the workforce is the only true foundation for earning the revenues which companies seek.

## Jobs to go at Post Danmark

The Danish national postal service's financial results for the first half of the year show profits of 253m kroner, down from 616m kroner for the same period last year.

Managing director K.B. Pedersen has announced 600 employees would be made redundant in the next six months. Post Danmark cut about 1,000 jobs last year.

The company's financial statement shows that fewer letters and packages were posted this year, especially by small businesses.

In June, the state-owned mail service merged with its Swedish counterpart Posten AB to form Posten Norden, with Pedersen at the administrative helm. The merger was made in an effort to fight off the increased competition from private carriers expected to result from the European Union's liberalisation of the postal market in 2011.

UNI affiliate in Denmark 3F says that the job losses are because of the financial crisis and the downturn of mail in general - 10% from 2008 to 2009. What troubles the union the most is the down turn in mail combined with the liberalization in 2011. 3F have asked Socialdemokratiet (The Danish Labour party) to wake up and make

up their mind: will the liberalization end up as anything else than government supported cherrypicking for private companies?

## CEPU wins fight to ballot for postal strike

Fair Work Australia (FWA) approved the application of UNI Post & Logistic's Australian affiliate, the CEPU, to hold the biggest workplace ballot in the country involving CEPU members at Australia Post at the end of August. The ballot opened on 9 September for CEPU members to decide whether they should take action to help get an EBA (Enterprise Bargaining Agreement - an EBA is an Australian term for a Collective Agreement) in Post and Post Logistics - one that improves the security of employment and conditions, along with safety and take home pay.

## UNI demands Mexico stop postal worker lay offs



UNI Post & Logistic's Mexican affiliate, El Sindicato De Correos De Mexico, protested that the Mexican government and Mexican Post is proposing drastic and unacceptable action in respect of the Mexi-

*(Continued on page 3)*

- can Postal Service plans;  
The Mexican Postal Service plans;
- ◆ Mass dismissal of 2,000 workers.
  - ◆ Non-payment of the productivity bonus that is due.
  - ◆ It is intended to cancel future Productivity Bonuses.
  - ◆ Closure of offices around the country.
  - ◆ Increase in postal rates for Mexpost courier and other services.

The union has for some time been in negotiations and discussions with the postal service about a Transformation Plan, which was intended to achieve self-sufficiency of the Post and to achieve decent competition with other postal companies that already exist in Mexico. In a protest letter to the Mexican Government, UNI Post & logistics has demanded that the Government intervenes to stop these unjustified proposals. UNI finds it unacceptable that when the world is in the grip of a financial crisis and unemployment is rising at an alarming rate, that Mexico Posts would consider such moves.

## **FedEx Expands International Economy services**

FedEx Express now offers the FedEx International Economy service from more than 90 countries and territories. In addition, FedEx International Economy Freight service is available from more than 50 countries and territories. Prior to this global expansion, FedEx International Economy was offered from 16 countries and territories and FedEx International Economy Freight was available from 13

countries.

Read more here:

<http://>

[www.postaltechnologyinternational.com/news.php?NewsID=15194](http://www.postaltechnologyinternational.com/news.php?NewsID=15194)

## **APWU, NPMHU and USPS agree on incentives for retirement and separations**

According to the agreement, there will be a \$10,000 payment to eligible full-time employees who terminate their service through regular retirement, Voluntary Early Retirement, or voluntary separation, to be paid as soon as administratively possible, but no later than two pay periods after separation; Each full-time employee who terminates employment also will receive a \$5,000 payment on Oct. 29, 2010; Part-Time Regular and Part-Time Flexible employees who terminate their service will receive a proportional percentage of the \$10,000 and \$5,000 incentive.

"This agreement achieves a long-standing objective of the APWU," said union President William Burrus. "Our goal was an incentive of 50 percent of a year's salary. Because of the difficult economic times, however, the agreement had to be structured to avoid adding to the deficit. According to the NPMHU, "The NPMHU is pleased to have reached this agreement with USPS, as it may provide a financial cushion, and added peace of mind for Mail Handlers who might be prepared to move on to the next chapter of their lives – particularly during these extremely difficult economic times."

More information:

[http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?](http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/E60C27792DAAC007C125761E004C00CE)

[Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/](http://www.uniglobalunion.org/Apps/UNINews.nsf/0/E60C27792DAAC007C125761E004C00CE)

[E60C27792DAAC007C125761E004C00CE](http://www.uniglobalunion.org/Apps/UNINews.nsf/0/E60C27792DAAC007C125761E004C00CE)

In his annual state of the business address to the mailing industry, USPS Postmaster General John E. Potter outlined a roadmap for recovery and reaffirmed the Postal Service's focus on adapting to changing customer needs and a changing marketplace.

More info here:

[http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?](http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/6A9030E1846504D7C12576370048CE03)

[Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/6A9030E1846504D7C1257](http://www.uniglobalunion.org/Apps/UNINews.nsf/0/6A9030E1846504D7C12576370048CE03)

[6370048CE03](http://www.uniglobalunion.org/Apps/UNINews.nsf/0/6A9030E1846504D7C12576370048CE03)

## **Norwegians welcome election result & a stop on liberalisation**



UNI Post & Logistics Norwegian affiliate, Postkom, says it is delighted with the recent election result in Norway that saw the Labour Party and coalition partners re-elected. In a message to the new Government, Odd-Christian Overland, President of Postkom said:

"We've now got the government we

*(Continued on page 4)*

wanted to have, but we also expect that it meets the policies that the labour movement stood for before the election. How the government would deal with the 3rd Postal Directive and post liberalisation was most important for postal workers in Norway. The government must immediately signal that they will ask the EU for a postponement of the directive and start a process that considers the consequences of using the Norwegian reservation right against the directive".

"The introduction of post directive in its current form will be drastic for people and businesses, particularly in rural Norway. It will mean a worse and more expensive service. We risk a slower mail service, losing a 6 days delivery and that the services will be more expensive for most people. This government can stop this by not accepting the directive".

Furthermore, Norwegian mayors have used the summer to sign a petition opposing the postal directive. 151 municipalities have signed to say they believe that government should use their reservation right and not to implement the 3rd EU Postal Directive. Mayors from all parties have indicated their support for the claim.

(Post Script; The Norwegian Government has now said it will postpone indefinitely the implementation of the 3<sup>rd</sup> postal directive)

## **DHL Costa Rica – repercussions to organising?**

Currently, there is no union at DHL in Costa Rica. There might be different reasons for it; one could be

possible repercussions from the company in response to any organising attempt. However, SITET is determined to go for it and they are experienced in fighting non-respective employers.

A former employee of the Costa Rican post office and member of SITET is in contact with DHL workers. Lately, a young woman quit working with DHL because of intolerable workloads. It was agreed to get more details on working conditions at DHL.

## **The end of the posties bike?**



The expression "on yer bike!" will no longer apply in Royal Mail as they have announced the phasing out of bicycles for postal delivery.

Royal Mail is to phase out nearly all its British-made bicycles used by postmen and women across the country after more than 120 years. UNI Post & Logistics UK affiliate, the CWU UK, believe the move could signal the end of neighbourhoods having their own dedicated postman and will lead to the closure of local delivery centres and further cuts of staff hours. Instead of travelling by bicycle postal delivery workers will be expected to travel to their patches in vans, and deliver their letters and parcels from trolleys made in

China.

More info here:

<http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/ED45E80248F8219BC125761F005D525F>

## **Unions part of a commission to solve problems of the Lithuanian Post**

The Minister of Transport and Communications of the Republic of Lithuania Mr. Eligijus Masiulis has convened a commission consisting of specialists and trade union representatives to insure the social dialogue in the postal sector. "We are aiming to improve the work of the Lithuanian post and we want solve the problems of the sector listening to the opinion and suggestions of the employees in the company. I believe such co-operation could help to improve activities and to achieve better results", the Minister said.

## **Deutsche Post DHL mail division : using the crisis to cut costs ?**

According to DP DHL, « in the first half of the year, the MAIL Corporate Division reduced direct costs by 180 million Euros among others by taking measures to raise productivity. Additional savings are to be achieved in the second half of

*(Continued on page 5)*

the year.”(see link belows for more information)

In order to achieve this, “Deutsche Post plans to increase the work-week to 40 hours from 38.5 hours currently without providing additional compensation and to delay a pay raise that was agreed on in a collective-bargaining agreement. In addition, starting pay for new workers is to be tied to the minimum wage. While striving to avoid layoffs, Deutsche Post aims to reduce its workforce over the mid term.”

Interviewed on the Deutsche Post DHL website, Jürgen Gerdes, Board Member at DP DHL responsible for Mail, said “Regardless of the current economic crisis, the drop in delivery volumes in the mail business ultimately can't be stopped. It would be irresponsible to ignore this and simply wait. We have to act now and take the right steps to ensure that our employees continue to have secure jobs. To do this, we need the support and understanding of employees and unions. This is particularly the case with painful but, in our view, necessary sacrifices such as longer workweeks or a delay of planned pay raises” he added.

Andrea Koscsis, deputy head of Ver.di reacted to Deutsche Post DHL's plans in the Frankfurter Allgemeine Zeitung on 02.09.09. “The Post is not in a situation that it needs to be restructured”, she said, “We are not talking about Opel or Arcandor here, but about a company that has made a profit of 557 million Euros in the first half year of 2009. The post is trying to surf on the wave of the crisis and

quickly cash in a contribution from employees”.

More information on Deutsche Post DHL :

[http://www.dp-dhl.de/dp-dhl?skin=lo&check=no&lang=de\\_EN&xmIFile=2010914](http://www.dp-dhl.de/dp-dhl?skin=lo&check=no&lang=de_EN&xmIFile=2010914)  
[http://www.dp-dhl.de/dp-dhl?tab=1&skin=lo&check=no&lang=de\\_EN&xmIFile=2010911](http://www.dp-dhl.de/dp-dhl?tab=1&skin=lo&check=no&lang=de_EN&xmIFile=2010911)

## Post offices are key to communities say small business

'Hubs' are key to post offices  
 From the Financial Times: <http://www.ft.com>

Post offices should be transformed into small business hubs to secure the network's future, the Federation of Small Businesses said yesterday. It said small businesses were loyal customers - one in five visited the post office every day - but were not getting the service they needed.

The FSB said business hubs, with business banking on offer, were the best chance the network had of becoming financially viable. It said the hubs should have: a business desk with trained staff to advise on banking, government services, insurance and sending and receiving parcels; a regular Business Link service to give one-to-one advice to businesses; advertising facilities; a full range of financial services; and meeting room facilities where possible.

John Wright, national chairman, said: "Post offices are at the heart

of many communities and act not only as a place to send invoices or to collect parcels, but as somewhere for small firms to network and meet like-minded business men and women as well as potential customers. However, small firms are not being given a fully operational service and are severely let down by the lack of business services available."

## The new Austria postal legislation

The Austrian government agreed unanimously on the new postal legislation in July 2009. Now it's the turn of the Austrian parliamentarians to introduce the new law. This decision is expected in autumn 2009.



The new law stipulates an exclusive monopoly for the provision of universal services by Post AG. Only from the beginning of 2016, other competitors are allowed to enter this area of the postal market. A licence system will regulate the market for mail up to 50 Grams. The license system also includes social conditions and the settlement of Austrian salaries, as well as the implementation of an Austrian collective agreement. Post AG receives compensation to provide universal services and for

*(Continued on page 6)*

the adaptation of the postal network following the European Directive, like the change of the private letterboxes.

Further, at least 1650 postal access points all over Austria are now fixed in the new legislation to ensure the accessibility of postal services for all citizens. Post offices in the property of Post AG can only be closed if a cost-effective administration can't be guaranteed anymore and if an alternative postal partner can provide a comparable service. The Austrian postal Trade Union, Gewerkschaft der Post und Fernmeldebediensteten (GPF), welcomes the agreement of the government but criticises the lack of a clear rule on how many of these 1650 access points have to be owned by Post AG. Even if some points have to be clarified, the union hopes that the stakeholders will have a good tool to prepare themselves for the full liberalisation of the market.

## **UGT ask for the government's vision about the future the post**

The Third postal Directive will have a huge influence on the existent national norms in the postal sector in Spain. UGT wants to avoid the same mistakes made by the government in 1998 when Unions have been excluded from the political debate about the new postal legislation and no transparent information in advance has been provided by the government. Therefore UGT proposed to the

minister and the national regulation authority that there be a meeting with all Spanish Unions active in the postal sector. In this meeting the Unions should receive the important information about the actual situation and the government's vision about the future of the postal sector in Spain.

This approach should ensure the inclusion of all views to guarantee a process as transparent and participate as possible. The main points of the UNI campaign 'regulate deregulation' about the liberalisation of the European postal market should be taken into account.

## **Social Dialogue project on social observatory of the postal sector**



The Social Dialogue Committee started in 2009 a project of a social observatory of the postal sector. In 3 workshops, the national social partners presented 9 country case studies. The topics dealt with in the workshops were the changes and the strategies followed for the postal operators, ways to include social partners in these changes with social dialogues. Social regulation as well as training and the new skills needed in the sector were other featured topics.

The case studies covered examples in Belgium, France, the Netherlands, Hungary, Italy, Portugal, Latvia, Sweden and Germany, and included issues such as ongoing diversification, restructuring measures; globalisation and the impact of new technologies and electronic communication. The consequences of which seen to be a significant change in employment, with a need for new skills. It was also seen that to meet the challenges of changing patterns of communication that the postal industry needs an investigation in new products and how they affect employment.

The final conference for the project will take place on the 22<sup>nd</sup> of October in Brussels with representatives from all European countries, from the European Commission and the social partners. Results and recommendations of all 3 workshops will be discussed.

## **UK postal workers want a say in changes to Royal Mail**

Postal workers across the UK have voted for strike action as the dispute between the Communication Workers Union and Royal Mail continues. Dave Ward, CWU Deputy General Secretary, said: "Without agreement there can be no successful change in Royal Mail. This is a simple message which Royal Mail management needs to take on board. Postal workers are striking to defend future services as well as for jobs and modern conditions.

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"Modernisation is crucial to the future success of Royal Mail, but the implementation of change must be agreed and it must bring with it modern pay and conditions. "Postal workers deserve to be rewarded for change. We want to see a new job security agreement which will help people through this time of change for the company. "CWU is focused on defending jobs and public services. Modernisation should improve services not cut them.

## **A sectoral CC is indispensable to prevent wage dumping says the Syndicat de la Communication (Switzerland)**

Since the reserved areas for mail has been reduced to 50g letters last July, four companies have received concessions to enter this new segment of the market. In order to prevent competition being undertaken at the expense of workers, the union says it is time to impose a sectoral Collective Contract.

Respect for everyday working conditions in this sector is imposed by the postal law in order to be granted a concession. However, the current implementation of this law is too weak. The notion of "everyday conditions of the sector" can be interpreted and the verification of the respect of these conditions by each company is difficult. This system is thus not accurate and needs to be improved.

More information:

<http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homeEn?>

*OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UNIN-ews.nsf/0/93A5853245E95545C12576390044079A*

## **Solidarity with the Communication Workers Trade Union of Georgia**

The Communication Workers Trade Union of Georgia informed UNI that the state controlled enterprise Georgian Post continuously violates workers and Union rights. The salaries of 1,500 workers were systematically delayed. The debt of the enterprise, owed to the employees is now 500 000 USD. The management has also neglected existing collective agreements with part-time employment the usual practice in Georgian Post. People have no long-term perspectives anymore and are employed only for a few months.

The Union membership fees of 17 000 USD in total, deducted from the salaries automatically by the accounting department of the company were not forwarded to the Union. It seems that the management use it to close the budget gap of the company. And the management deprived the Trade Union office within the Georgian Post, a violation of the legislation!

UNI Global Union asks you to support the union's efforts to maintain their rights by sending a message to the Georgian Post management. Please use our "Click and Go" function on our web page:

<http://www.uniglobalunion.org/uniindep.nsf/ProtestGeorgianPost?OpenForm>.

## **Americas unions want workers rights in "Big 4" logistics companies**

At a seminar arranged by the FES and UNI Americas in Mexico City, on organising multinational post & logistics companies, unions from the UNI and ITF in the Americas set up a plan for closer work together.



The unions have been discussing the need to help workers in the post & logistics industry, especially in the "big 4" express mail and parcels companies operating in the region, UPS, FedEx, TNT and DHL. The unions heard of efforts by the companies to stop union activities and the real need to have active and strong unions in the current economic situation where the companies are cutting costs, laying off workers without proper discussion and cutting wages and conditions to keep their profits up during the crisis.

Several presentations were made, one from the ITF Airport workers union in Guatemala, where the union has been working effectively in a very difficult environment for trade unionists with 17 murders of trade union leaders in the last few

*(Continued on page 8)*

months. Arturo Ruiz from the union gave a comprehensive presentation on the work his union was doing to get a decent union structure in place for DHL workers.

UNI Project Coordinator Ivonne Jackelen, who is coordinating UNI Post & Logistics work in UNI Americas with organising DHL and other express mail companies, also made a presentation giving delegates targets for what they can do in their countries and also helping them prepare for setting up the networks and support mechanisms for post & logistics workers throughout the Americas to work together to get workers rights in the Big 4 express mail and logistics companies.

## Next meetings:

### 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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