

n°10 - October - 2009

UNI P&L

Bulletin

C O N T E N T S

UNI Americas launch action plan and a new stamp
More than 90% against La Poste privatization
European transport workers demand decent rules on work time
Union action key as Norway postpones postal liberalization
CWU UK goes on strike
ITF backs British postal workers
Unions are part of Logistics
EPMU gains wage rise for Express Mail workers
DHL management agrees to Dutch union demands
Spanish Vice President says unions are part of the solution
CCOO union delegates demonstrate for Decent Work
UPU and ICANN conclude negotiations for .post (dot-post)
Social Observatory Project – Final Conference
Letter mail monopoly stays with China Post
TNT says dismissals & part time work are not to be avoided

Next meetings

UNI
global
union

post & logistics

UNI Americas launch action plan and a new stamp

The main theme and concern of the UNI Americas Post & Logistics Conference held in Mexico City, was the increasing pressure to liberalise and privatise the mail market in the region. The conference concluded with a comprehensive action plan to tackle liberalisation and privatisation of mail services, to organise the multinational post & logistics companies and a plan to face the changes taking place in the industry with new technology, the downturn in mail from the financial crisis and to work in an era of sustainable development.



At the closing event of the Conference a new postage stamp was issued by the Mexican Post Office in honour of the event. The stamp depicting letter carriers through Mexico's history, was cancelled by Lynn Bue, from the Canadian Postal Workers Union. Earlier in the day Lynn had been re-elected as President of UNI Americas Post & Logistics. Manuel Acevedo, General Secretary of the Mexican Postal Workers Union was elected Vice President and member of the UNI World Postal Committee, and Rogerio Ubine from the Brazilian Postal Workers Unions (FENTECT) was the other Vice President who was elected.

The conference agreed that urgent action needed to be taken to organise workers into unions in the "Big 4" express mail and logistics companies operating in the region

and the unions committed to be involved in the joint campaign by UNI and the transport workers (ITF), who also attended and addressed the conference, to organise these workers and assist them to gain collective bargaining and workers rights. Other issues dealt with were the increasing need to deal with the affects of new technology and new postal products on workers jobs, training, and health & safety and the need to promote new services in post offices such as postal financial services and remittances of migrant workers money using the post office network.

During the meeting, participants joined Mexican Postal workers from UNI Post & Logistic's Mexican affiliate, El Sindicato De Correos De Mexico, in protesting the proposals by the Mexican Post Office to lay off 2000 workers in a restructuring proposal.

More information here:

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UNI-NI-N-ews.nsf/0/5271DD7F56D36FFAC125764900391142>

More than 90% against La Poste privatization

The majority of the 2 million people that voted in the unofficial citizens' poll were against the plans, according to the group of unions, left-wing parties and community groups that organised the vote. The government has said it will not scrap the plan but the opposition Socialists want an official referendum. "Over 90% voted no," said Jean Souleil of the CGT and spokesperson of the National Committee against the Privatisation of the Post (CNPP). The

French government, plans to turn the French postal service into a shareholding company at the start of 2010, and open it up to competition in the European market by 2011.

While this was an unofficial poll, French law does allow a citizen referendum to be called by one-fifth of MPs, supported by one-tenth of registered voters, some 4.5m people.

The Socialist Party announced on 3 October that it would propose a popular referendum in parliament by mid-October.

European transport workers demand decent rules on work time

The European Transport Workers' Federation held an action in Brussels on 7th of October 2009 to protest against EU plans to eliminate working time limits for self-employed professional drivers.

An ETF group of trade union activists from 12 European countries circled the Rond-Point Schumann from 08:30 to 10:30, to raise awareness of the European Commission and the Council on the implications this decision will have on fair competition in the sector, on occupation health and safety and on road safety in Europe.

If enacted, this controversial legislation could increase the potential workload of self-employed professional drivers to a maximum of 86 hours working time a week, every week of every month in every year! This would result in the increased presence of overworked, fatigue filled drivers on European roads. Studies have established the strong link between fatigue and delayed reaction time, which can result in serious accidents. Tired drivers pose real threats to themselves and to innocent bystanders!

Union action key as Norway postpones postal liberalization

UNI Post & Logistics Norwegian affiliate, Postkom, says it is partly satisfied with the Norwegian government's postal policy after the Norwegian Government announced an indefinite postponement of the 3rd postal directive. "This is an important stage for us who have fought against the directive", said Odd Christian Øverland, President of Postkom. "But we would like to see that the government clearly uses the reservation clause in its current politics." The government confirms that it will postpone the introduction of the postal directive. They also stress the importance of maintaining a fair and affordable postal services throughout the country at an equal unit price and with the current level for the postage which will be maintained. "This is positive, but we can not see that it is possible to achieve this within the framework of the EU's third postal directive. We are astonished that the government still keeps the possibility open that the directive will be implemented. We will therefore continue the fight against the directive", said Overland.

CWU UK goes on strike

After postal workers voted by 76 per cent in favour of strike action, Dave Ward, CWU deputy general secretary, said: "This is a huge vote of no confidence in Royal Mail management. The company has tried to make out that problems only exist in some local offices, but postal workers across the UK have now spoken and they say no to Royal Mail's arrogance. "Royal Mail has never really been engaged in modernisation. They've been running down the business,

running down services and cutting costs and it's that business plan that postal workers have overwhelmingly rejected".

On 22 October, the CWU launched a two-day national strike. "We're very disappointed that despite extensive talks with the Royal Mail, the company has dismissed our offers to resolve the dispute," Dave Ward, said. "It appears, that Royal Mail has no intention of resolving this dispute. The company seems intent on sidelining the concerns of postal workers."

During the strikes, there has been huge support right across the country from the public, politicians and trade unions in the UK and beyond for postal workers striking in the Royal Mail.

Monday 26 October, talks resumed between the CWU leaders and Royal Mail with the mediation of Brendan Barber of the TUC, without any successful outcome and further strikes took place as of 30 October.

An issue that has arisen during the strike is Royal Mail's plans to hire 30000 temporary staff.

CWU general secretary Billy Hayes told the BBC the recruitment drive was a "stupid" move which would only inflame the situation.

Talks are still taking place and more strike actions are planned. UNI Global Union stands in solidarity with the Communication Workers Union and its members.

You can find more information from the CWU here:

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

ITF backs British postal workers

The ITF has outlined its support for British postal workers who this week began a nationwide strike to defend jobs and wages, which are being undermined in the name of

(Continued on page 3)

modernisation.

For the full story please visit: <http://www.itfglobal.org/campaigns/dhlqnews.cfm/newsdetail/3870/region/1/order/1>

Unions are part of Logistics

Global Unions ITF and UNI participated in the Expo Logística on 14 and 15 October 200 in Panama. "We unions are part of the industry", said Edgar Díaz, General Secretary of the Panamanian union SIELAS.

"We have the experience and the capacity because we are doing the job. That is why we are asking to be recognized as partner in a social dialogue", explained Arturo Ruiz, General Secretary of the Guatemalan union USTAC.

Also during the Expo Logística, Mr. Daniel Quiroga, who spoke in the expo sessions for DHL, came to the UNI/ITF stand. In the exchange Daniel Quiroga said that he did not know what the term "union" would mean, and that he wasn't aware of the work the union organizations are developing in the sub-region. The unions asked Mr. Quiroga to forward the request of UNI, ITF and its affiliates to meet with national and regional HR managers in Central



America to open a social dialogue; the same request that UNI - ITF made to DHL HR Manager Walter Scheuerle the same day Oct. 15 at the Posttower DHL in Bonn, Germany.

At a press conference held at the

end of the Expo, UNI and ITF said if the industry is going to be a de-



cent place to work, then workers must be allowed to form unions and to have dialogue with management about how to make this a great industry in which to work and to ensure a quality service for the customers.

See UNI and ITF at Logistica: <http://www.youtube.com/watch?v=O8P2CeH-YAM>
<http://www.youtube.com/watch?v=kthtntzt9HoM>

EPMU gains wage rise for Express Mail workers

UNI Post & Logistics New Zealand affiliate, the EPMU has completed negotiations for a new collective contract with joint venture DHL New Zealand Post company, ECL which includes a pay rise 1.5% for 6 months and then a further 2.5% for the next 12 months through to Jan 31 2011. There were also some increases on a couple of allowances, a new drug and alcohol process/protocol etc. Full details will follow soon.

"This shows that in the financial crisis when express mail companies are claiming that they have to lay off thousands of staff that a union contract means there can be gains for workers", said Neil Anderson, Head of UNI Post & Logistics.

DHL management

agrees to Dutch union demands

It was a hard fight for the Trade Unions in the Netherlands with the management of DHL Express. The strategy of no extra money or benefits for the employees, forced the Dutch Union to threaten strikes and to hold a big demonstration in front of the Deutsche Post DHL headquarter in Bonn/Germany.

FNV Bondgenoten organised several meetings with the DHL workers and received the full support for their demands all over the country. The management decided to send spies into the Union meetings. This is a clear violation of Trade Union rights and an intimidation of workers. After discovering this incident, the central management in Bonn apologized officially and assured the unions it would investigate the incident and stop this practice.

Finally an agreement was signed from both sides. Now the employees have a wage increase of 1,5% in 2010, two extra payments and rules about flexible and temporary work.

Spanish Vice President says unions are part of the solution

The Spanish Vice President, Teresa Fernandez De La Vega, speaking at the opening of the UGT-FSP conference in Madrid, said unions must be part of the solution to the financial crisis. She said that unions must be involved in the discussions on how to restructure the economy and also that quality public services had a key role to play in the future of the Spanish



economy. The theme for the UGT-FSP congress is More Public Services , More Union. The General Secretary of UGT-FSP, also speaking at the opening said that public services should be seen not just as a cost to the tax payer, but a real gain for citizens in the services they provided and as providing quality employment. This was essential during the economic recession that public services continued to be available and their role expanded bringing much needed quality jobs.

Neil Anderson, Head of UNI Post & Logistics Global Union, also speaking at the opening on behalf of the international guests, said that a strong and viable postal industry was going to be vital ingredient in the new e-commerce and Internet economy. He told the delegates that without a universal postal service, the much heralded e-economy would founder. He said that to maintain a quality universal postal service you needed quality jobs and the liberalised market was only bringing low quality jobs and low levels of service to a few.

CCOO union delegates demonstrate for Decent Work

On 7 October thousands of CC.OO union delegates went to the streets



throughout Spain to take part in the World Day for Decent Work, a protest for decent wages and the reduction of temporary employment and the resumption of the collective negotiation process.

Within the framework of these demonstrations, CCOO Post was represented in 45 actions that were organised throughout Spain to demand of the employers and the government, the creation of a postal regulatory framework that allows CORREOS to become a viable and competitive company before the liberalisation of the Postal Sector in 2011. There was also a demand for the recommencement of the negotiations for a Collective Agreement after almost a year without resolution.

UPU and ICANN conclude negotiations for .post (dot-post)

The global postal sector is one step closer to obtaining its own top-level domain name on the Internet, to be known as .post (dot-post), thanks to the successful conclusion of negotiations between the Universal Postal Union and the Internet Corporation for Assigned Names and Numbers (ICANN).

The UPU is the first United Nations agency to negotiate such a contract with ICANN. UPU Director General Edouard Dayan called the agreement “historic” for respecting the UPU’s unique character as an intergovernmental organization bound by international law.

ICANN said earlier that the agreement represents “a significant accomplishment for the UPU, ICANN and the global Internet community”. The .post top-level domain represents a platform for innovation in the area of global postal services, and will provide opportunities for linking the physical and electronic dimensions of postal services.

Social Observatory Project – Final Conference

The final conference of the social observatory project in the postal

sector took place Thursday 22 October. Using round tables and several individual presentations, 24 speakers from the Trade Unions, the Employers and the European Commission discussed the social impact of changes in the postal sector.

A common theme among the participants was how the future changes in the postal sector produced by automation, digitalisation and liberalisation would be dealt with. However there were differing views on how to cope with the changes, particularly on how to avoid social dumping and job losses while maintaining quality of services.

The participants were not in agreement on what constitutes social



dumping and how to deal with it. UNI sees a huge problem if postal companies are not paying a living wage, and workers are forced to ask for financial support by the state or are forced to have more than one job to have a basic standard of living. Some of the companies present didn’t agree and claimed that in their view social dumping was not taking place if the employer reduced wages and changed the work into mainly part-time contracts. UNI strongly disagreed with this view.

A clear output of the discussion was that only the inclusion of the social partners in the changes and the development of further agreed strategies will ensure sustainable development.

UNI europa emphasised the importance of secure jobs and a competition based on innovation and

(Continued on page 5)

quality instead of price. "The European Commission has invested a lot in studies on the market opening except on how to regulate working standards", says Neil Anderson, Head of Department of UNI Post & Logistics. He demanded of the European Commission "Stop the liberalisation until you have done this"!

Letter mail monopoly stays with China Post

China has given its national postal service a monopoly over the domestic letter and document delivery market, cutting UPS and rivals FedEx, DHL and TNT out of a huge potential market.

A law went into effect Oct. 1 that stipulates that only China Post may deliver letters and documents mailed within China to Chinese addresses. Foreign carriers may still deliver letters in or out of the country, as well as packages mailed within China

An industry consultant commenting on the move believes the worldwide recession was a motive. "As the world economy went down, it affected Chinese employment as well. China Post were complaining to the government, saying that unless they pass this law, they will have to lay people off."

After China announced its intention last spring, the European Union said it would investigate whether it violated trade laws.

TNT says dismissals & part time work are not to be avoided

TNT says that after union members rejected a proposal in May to for the reorganization at TNT in the Netherlands, it has decided to go ahead with thousands of job cuts. In May, TNT's postal workers refused to accept a collective labour agreement causing job cuts for its

full-time employees. Then the management decided to scrap 11,000 jobs in three years time. According to TNT, the liberalisation of the postal market means that in six years, the company will only be trying to employ workers so that there will be no more postal workers working full time. The company only wants to employ part-time workers from now on.

The postal market has been completely liberalised on April 1, making it possible for TNT's competitors Sandd and Selekt Mail to deliver all kinds of post. At the moment, Sand and Selekt Mail are still paying their employees "piece" rates, but they have agreed to employ eighty per cent as full-time workers within the next 3.5 years.

Next meetings:

1 December 2009

European Postal Social Dialogue Plenary,
Brussels

UNI post & logistics global union

8-10 Av. Reverdil

1260 Nyon

Switzerland

Tel: + 41 22 365 2132/47

Fax: + 41 22 365 2121

postal@uniglobalunion.org

www.uniglobalunion.org/postal