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## Support DHL Belgium workers demands to stop job losses

UNI Post & Logistics has sent a protest message to DHL management demanding that they reconsider their plans to move work affecting more than 750 DHL workers from Belgium to other European locations.



### Solidarity with the Belgium DHL workers

With great concern we have learned about the intention of a so-called "re-location" of the DHL European headquarters in Belgium to Bonn, Leipzig, Prague, and also to places as far away as Kuala Lumpur in Malaysia and San Jose in Costa Rica. Hundreds of colleagues will be affected by this company plan and will be moved like chess pieces from one location to another. It is of serious concern that we learn that workers who have been loyal to DHL for many years were merely told that their jobs in Belgium will be deleted and that their lives will change forever!

During negotiations with the

management on the relocation of DHL Express' European headquarters DHL's trade unions had demanded a business plan, with an analysis of the costs and the benefits of this operation. The demands included that workers who refuse to follow the move of the headquarters and have a Belgian contract will be part of a redundancy arrangement. Also during the third week of January, a meeting with the European works council and consultations with the German trade union ver.di took place.

## UPU says Post must be part of Haiti recovery plans

**Postal service will be an important motor of economic recovery, says the head of the United Nations agency for postal services**

The UPU the United Nations specialized agency for postal services says the postal sector will be vital in the rebuilding of network infrastructures.

"The postal infrastructure is an important motor of all national economies," says Edouard Dayan, director general of the Universal Postal Union. "Haitians need effective postal services to be able to receive and send mail and goods as well as make financial transactions, including money transfers. The UPU is talking with its member countries about the aid to be given to Haiti to rebuild and modernize its postal services, which were severely affected, like other sectors, by the earthquake of January 12."

### **Infrastructure destroyed**

Except for three post offices in outlying areas of Port-au-Prince, most of the nine postal buildings in the Haitian capital were completely destroyed by the earthquake, including the Post's head office and its main sorting centre, according to local postal authorities. These installations provided work for 350 people. Postal buildings also collapsed in Miragoâne, Grand-Goâve and Petit-Goâve, according to Margarete Emile, director general of the Haitian Post. Nationally, there are 60 post offices in Haiti employing 600 people. A task force set up at the UPU's International Bureau – the Union's secretariat – is coordinating international assistance being offered by member countries and their designated postal operators. More information:

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/D5DECD421B7DF99BC12576B6005C039E>

### **Germany : Court rejects minimum wage ruling**

The Federal Administrative Court in Leipzig announced yesterday 28 January that the minimum wage that was introduced on 1st January 2008 was in fact non binding due to formal mistakes in the elaboration of the law. According to the Court, the Government did not consult with all the relevant companies before implementing the law.

This ruling doesn't discuss the issue of a minimum wage per se. Indeed, Andrea Kocsis, Deputy Chair and Director for Postal Services, Forwarding Companies and Logistics sector at ver.di said : "...Through this decision, the minimum wage is not cancelled. The Federal Adminis-

trative Court has identified formal ground mistakes. Thus the postal minimum wage has been confirmed as the appropriate means to prevent wage dumping in the mail industry."

### **Dutch court rules "piece" rates can continue**

A Dutch Court ruling indicated that postal delivery companies, Sandd and Selekt Mail (DHL) can continue to avoid collective contracts and can keep paying "piece" rates. The companies won their case where they argued that they should not be forced to employ permanent staff.

Judges in the Hague ruled that the Economics Ministry cannot force them to employ delivery workers instead of paying them for every item of post they deliver. The deal to make Sandd and Selekt compete on more equal terms with TNT (the main Netherlands postal company) was one of the main conditions that the Dutch Government attached to the complete liberalisation of the postal market. Under the deal, Sandd and Selekt Mail are supposed to employ under a collective contract, at least 10% of their delivery workers by April 2010 and 80% by 2012.

The Dutch unions along with TNT have argued that by paying workers piece rates, and not paying pensions, sick pay or holiday pay, that Sandd and Selekt are able to undercut TNT's charges and that they are social dumping. But Dutch ministers set to appeal ruling on DHL contract workers are to challenge a decision taken in the Dutch courts allowing two postal firms to pay workers a "piece work" rate.

Social affairs minister Piet Hein Donner and junior economic affairs minister Frank Heemskerk are to appeal a decision by

judges in December, allowing Sandd and Selekt Mail (DHL) to continue to pay postal workers for every item of post they deliver. The judges ruled that the postal companies could not be forced to employ delivery workers instead. It has been reported that Donner and Heemskerk will force the issue through by way of a royal decree if they lose their appeal. Neil Anderson, head of UNI post and logistics said: "The ministers are correct, the courts cannot be allowed to stop the desire of the workers, their unions and the government to ensure there are proper collective contracts for postal workers."

### **Canada Post will help deliver FedEx parcels**

The Canadian Union of Postal Workers (CUPW) welcomes an expansion of a deal between FedEx and Canada Post that will see Canadian postal workers delivering FedEx parcels to small towns and rural locations. CUPW advises that Canada Post and FedEx Express Canada have expanded their existing interliner agreement for parcel deliveries in Canada. Under this agreement Canada Post will deliver FedEx Express parcels to Canadian small towns and rural communities beginning in January 2010.

The union says that they are currently in a long legal battle to represent contractors of Canada Post that will likely be delivering FedEx items. CUPW rural carriers will also be delivering these items. In a market with shrinking volumes this is good news for the members and the union although we will have a fight with Canada Post for proper compensation.

The Teamsters are currently in the middle of a national FedEx organizing campaign where they are trying to organise workers directly employed by FedEx.

## JPGU/UNI-Apro Nepal Postal Unions Seminar held in Kathmandu

A postal union seminar was held in Kathmandu on 25-26 November 2009 in which around 30 colleagues from all over the country sponsored by the UNI-Apro in cooperation with JPGU participated.

At the opening, Mr. Ghimire, Secretary of Information and



Communications said that Nepal Post provide its service with old systems, but the government is trying to improve providing universal service through creating new service products using 4,000 postal network.

Participants agreed to initiate organizing postal employees, dialogue with government for more workers welfare, development of technical skill and employment, motivation, seminars, and training for union members as the future action plan.

Following this meeting, a Workshop was held on Organising DHL and CEPL Workers in Nepal For more information, please see:

[http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIIN-](http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIIN-ews.nsf/0/7137EAA76EDE1EF8C12576850003989A)

[ews.nsf/0/7137EAA76EDE1EF8C12576850003989A](http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIIN-ews.nsf/0/7137EAA76EDE1EF8C12576850003989A)

[http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIIN-](http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIIN-ews.nsf/0/7137EAA76EDE1EF8C12576850003989A)

[ews.nsf/0/7137EAA76EDE1EF8C12576850003989A](http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIIN-ews.nsf/0/7137EAA76EDE1EF8C12576850003989A)

[UNIIN-ews.nsf/0/0BD71192230F5CF3C12576850004B794](http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIIN-ews.nsf/0/0BD71192230F5CF3C12576850004B794)

## Justice, Australia Post style: wear a badge, lose a day's pay

Disruptions to Christmas mail deliveries nearly became a reality following controversial moves by Australia Post to dock large slabs of pay – for observing bans for as little as 15 minutes.

“Our members understand they will lose pay if they stop work but Australia Post is now telling them they will lose their day's pay if for following bans - such as wearing a badge at work - for as little as 15 minutes,” said CEPU National President Ed Husic in a media release.

For more the full story on this go to: <http://www.cepuconnects.org/postal/australia-post-eba7/15-minutes-for-a-days-pay/index.cfm>

## Don't use post modernisation to make unacceptable changes

The Canadian Union of Postal Workers is demanding Canada Post not use its modernisation project as a way to force unacceptable workplace changes on to postal workers

CUPW says that after nearly two years of discussion around the Modern Post or postal transformation project, one thing is now clear: Modern Post is about much more than technological changes. First and foremost, it is a concept or ideology that Canada Post is trying to force on us. And we are experiencing this everywhere... What are we talking about right now in the workplace? About positions not being filled, sisters and brothers being hassled by Manulife, letter carriers being forced back to work, workers

being discharged for ridiculous reasons, rural and suburban mail carriers being overburdened and collective agreements being violated. The atmosphere has become unbearable.

The employer is forcing people to retire early to make room for machines!

For more information see CUPW web page at:

[http://www.cupw.ca/index.cfm?ci\\_id=12012&la\\_id=1](http://www.cupw.ca/index.cfm?ci_id=12012&la_id=1)

## Canadian postal workers seek more information on new technology

CUPW, the Canadian Union of Postal Workers reports that they have obtained more information about the type of equipment Canada Post intends to purchase to carry out its “postal transformation.” A CUPW delegation also visited the Toshiba plant in the Tokyo area to review the new mail sorting equipment. Here is a link to a preliminary overview of this equipment:

[http://www.cupw.ca/index.cfm?ci\\_id=12009&la\\_id=1](http://www.cupw.ca/index.cfm?ci_id=12009&la_id=1)

## Postkom saves jobs from the New Concept Office's threat

The New Concept Office at the Norwegian Post was not the “golden egg” able to contribute to new revenue for post offices. Instead, the project resulted in staffing and reducing the rented floor space. The Post planned to cut 300 jobs annually between 2010 and 2012. 65 post offices would have been covered by job cuts already this year.

Postkom decided to intervene in order to secure the critical following staffing principles such as Saturdays off, saving full time position etc.

More information:

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

[portal.nsf/pages/homeEn?OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UNIN:ews.nsf/0/86CF0EA01F221F44C12576AB002C1782](http://portal.nsf/pages/homeEn?OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UNIN:ews.nsf/0/86CF0EA01F221F44C12576AB002C1782)

## Postal workers say paper dust is destroying their health

In the United States hundreds of postal employees say they're ill with what they call severe, mysterious, respiratory problems. Current and former postal workers are blaming paper dust inside the post offices. In an investigation by the US broadcaster, ABC the workers affected say they have not been able to gain recognition from the employers that this is a real workplace health & safety issue that should be resolved.

For more information on this issue go to "Sorting through a sickness" at:

[http://abclocal.go.com/wls/story?section=news/special\\_segments&id=6498616](http://abclocal.go.com/wls/story?section=news/special_segments&id=6498616)

## TNT pulls out of Austrian mail market

Redmail, a joint venture between TNT Post and Styria Media Group AG, will pull out of the Austrian mail market to focus on the regional delivery of newspapers as part of TNT's new five-year strategy "Vision 2015", TNT claims that the recently introduced Postal Act had contributed to this decision.

The Postal Act introduces a mandatory license system for postal services with regard to all mail items up to 50g.

TNT said the refocus of Redmail's activities is in line with its strategy to manage its European Mail Networks business (EMN) through partnerships and sale and withdraw from some European mail markets, as

announced during the company's Analyst Meeting on 3 December 2009.

## Unions occupy Costa Rica Labour Ministry

UNI Post & Logistics affiliate, SITET is part of a group of unions that have occupied the Costa Rica Ministry of Labour building in a protest about the Governments activities to privatise the local Port and to try and interfere in the legitimate activities of the union to oppose the privatisation.

The Labour Ministry has been occupied for several days as the unions demand an agreement



with the Labour Minister on the matter.

UNI Post & Logistics has sent a protest message to the President of Costa Rica and a solidarity message to SITET.

## Japanese Government reviews postal privatisation

Comprehensive information on the review of the privatisation of Japan Post has been provided by UNI's Post & Logistics affiliate in Japan, the JPGU.

In summary;

The review of privatisation and the corporate break up of Japan Post has been conducted by the government after the Democratic Party of Japan (DPJ) won a landslide victory last August when Voters rejected neo-liberalism actions.

Many problems have surfaced

since the start of privatisation and the break up of Japan Post.

Customers were not pleased with the ongoing postal reforms. For example: the imbalance of business results among Japan Post Group companies, lowering of customer service standards caused by the corporate break up and shrinking the post office network, and others.

The new DPJ government has set up the basic guidelines for postal reform. It includes the following points: to halt the planned share listing of Japan Post Holdings, Japan Post Bank, and Japan Post Insurance; to redesign the current structure of Japan Post Group (four operational companies under the holding company); to legally define financial services provided by two postal financial units as basic financial universal service; and to utilize post offices as bases for the daily lives of locals.

## Swiss union warnings on postal liberalisation being heard

The Swiss Government Committee on Transport and Telecommunications of the National Council (CTT-N) has not accepted the draft postal legislation. The committee has said it needs to clarify the unresolved issues on the financing of universal service.

The Swiss Communication Workers Union now expects that the committee will refuse outright the full liberalisation of the postal market. The decision of the CTT-N refer to the DETEC the draft postal legislation shows once again that the full liberalisation of postal market is a dead end. Nobody has a convincing answer on how to finance the universal service if they abolish the residual mono-

poly on letters. The Union called on the committee to postpone a final total liberalisation and focus on other important aspects of the law, particularly the requirement for all companies in the postal sector to offer a collective labour agreement with their staff.

## CWU Says Public Service Ethos Key for Royal Mail

Responding to the announcement that Royal Mail's Chief Executive Adam Crozier is to quit the company, the Communication Workers Union says that his replacement must have a strong public service ethos. Billy Hayes, CWU general secretary, said: "What Royal Mail needs is a Chief Executive who is committed to a public service ethos. "It's crucial now that Adam Crozier's final days at Royal Mail secure an agreement on modernisation that provides a successful future for the company, its workforce and customers." For more info: <http://www.cwu.org/>

## CWU Youth Podcast about UNI europa and International Trade Unionism

The CWU YAC Chair Ralph Ferrett recorded with Cornelia Berger of UNI europa policy officer for Post & Logistics a Podcast.

Ralph and Cornelia talk about postal liberalisation across Europe, the importance of Global Solidarity between Trade Unions, the importance of social dimension in European regulation and the youth side of UNI.

More information here: <http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIN->

[ews.nsf/0/8E2DB511F043479BC12576A900389635](http://ews.nsf/0/8E2DB511F043479BC12576A900389635)

## France: postal unions reaffirm their opposition to the privatisation of La Poste

In a press release, the National Committee against the privatisation of La Poste reaffirmed its opposition to the privatisation and reiterated its demand for a referendum. They had also called for a strike on 15 December.

## Parcels market: CBAs against wage dumping

In a report undertaken by Postreg, the Swiss regulatory authority, it was mentioned that coverage of workers by Collective Bargaining Agreements prevents wage dumping in liberalized parcel markets.

More information: <http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/F5DB0D635C69F538C12576A800367E84>

## Congress of the Swiss Communication workers

The Syndicat de la Communication held its 10<sup>th</sup> Congress in Bern in December. During the congress, delegates agreed to merge with the Comedia union and defined the process for the merger that will be taking place at the end of 2010.

More information: <http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIN->  
[ews.nsf/0/500A3E506152C26CC125767F002E3D55](http://ews.nsf/0/500A3E506152C26CC125767F002E3D55)

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homeEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNIN->  
[ews.nsf/0/1404EF6816B0708CC12576800031E05D](http://ews.nsf/0/1404EF6816B0708CC12576800031E05D)

## **Next Events:**

**UNI europa P&L Committee:**  
25-26 March Luxembourg  
26-27 May Luxembourg

**UNI P&L Liberalisation Lobby  
Campaign and Action Day**  
13-14 April, Brussels

**UPU POC**  
12-30 April, Bern

**DP DHL AGM**  
28 April, Frankfurt

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