

n°04. April. 2010

UNI P&L

bulletin

## C O N T E N T S

Hundreds of postal workers demonstrate against postal liberalization

Canadian Government trying to ram through partial post deregulation

Is DHL practicing social dumping in Costa Rica?

Canada Post to privatize 300 contact centre jobs

Norway Post's reorganization

Netherlands court says give postal workers permanent jobs

Collective Bargaining in DHL Panama underway

Norway: No Saturday mail to 300 million?

Portuguese postal delivery workers strike over wage cuts & wage freeze

Public postal services threatened by Canada-EU trade negotiations

Turkish UPS workers fired for joining the union

Malaysian Government selling their shares in the Post

A job pact for the postal sector, says Jennings at the UPU

DHL publicly acknowledges social dialogue with ITF & UNI at DeutschePost DHL AGM

UNI's demands for a moratorium ripple through EU Hi Level Conference

Spanish postal workers demonstrate against postal market liberalisation

## Hundreds of postal workers demonstrate against postal liberalization

Around 1000 Trade Unionists and postal workers from all over Europe demonstrated in Brussels against postal liberalisation. The demonstration was the highlight of the UNI europa Post & Logistics lobby week against the full opening of the postal market which is planned to take place at the end of this year. During the week members of European postal trade unions and postal workers met Members of the European Parliament, the European Commission, consumer groups and other interested groups to report about their experiences with postal liberalisation and the consequences for workers and citizens. These experiences do not give the workers any confidence that liberalisation of the postal market will be other than a disaster, so UNI europa Post & Logistics is seeking support for a moratorium on the liberalisation until acceptable conditions can be met for the proposed changes. Several members of the European Parliament and other European groups and institutions joined with them on the demonstration. On their banners the demonstrators slogans made demands to save the public post and asked for more time to ensure the European Commission met demands for proper regulation and to meet the demands of the European Parliament for a guar-

antee of a universal service and no social dumping. In their speeches at the end of the manifestation Evelyn Regner and Jutta Steinruck, MEPs of the S&D group and Belgium MEP, Marc Tarabella, emphasised their support for the demands of the postal workers and promised to help in the European Parliament to influence the European Commission and push them to draft a new law for the moratorium of the postal liberalisation. Matei Radu Bratianu, president of the Romanian Postal Trade Union representing the biggest group in the demonstration (100 postal workers had made the journey from Romania to protest) stressed the importance of international solidarity.



During that same lobby week, UNI europa Post & Logistics had organized a political brunch which had been organised together with the S&D group in the European Parliament and the Austrian Trade Union Federation (ÖGB); as well as meetings with the European Commission DG Markt and DG Employment and with Belgian union CGSP, had organised public roundtable on postal liberalisation.

More information:

[http://www.uniglobalunion.org/Apps/portal.nsf/pages/homepageEn?OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UNI\\_N\\_I\\_N\\_ews.nsf/0/169E4036926153CAC125770600588021](http://www.uniglobalunion.org/Apps/portal.nsf/pages/homepageEn?OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UNI_N_I_N_ews.nsf/0/169E4036926153CAC125770600588021)

## Canadian Government trying to ram through partial post deregulation

The Canadian federal government is trying to push partial deregulation of Canada Post through Parliament as part of its omnibus budget bill according to Denis Lemelin, National President of the Canadian Union of Postal Workers (CUPW). Bill C-9, An act to implement certain provisions of the budget tabled in Parliament on March 4, 2010 and other measures includes a provision to remove international letters from Canada Post's exclusive privilege to handle letters. It is the Conservative's third attempt to pass legislation deregulating international letters. One bill (C-14) died when the 2008 election was called. Another (C-44) died when Parliament was prorogued in 2009. "The notion of partially deregulating our public post office wasn't even in the budget," said Lemelin. "But it is a bad budgetary move. It means that Canada Post will have less money to pay taxes and dividends to the government and less money to provide universal public postal service."

Read more:

[http://www.cupw.ca/index.cfm?ci\\_id=12186&la\\_id=1](http://www.cupw.ca/index.cfm?ci_id=12186&la_id=1)

## Is DHL practicing social dumping in Costa Rica?



This is the question that representatives of UNI global union and the German trade union ver.di, are asking local postal workers union SITET in a visit to Costa Rica. And unfortunately they cannot be sure what the DHL Company is doing as Deutsche Post DHL high level management in Germany refused to allow the trade union visitors to meet with local DHL management or to visit the DHL Financial Services Centre based in Costa Rica. The Financial Services centre not only does work for all of the Americas but has recently been advertising for more workers to take over work from a Service Centre that has been closed down in Europe with the loss of hundreds of jobs. What the visiting union delegation wants to know is; what does the company have to hide? Why will they not allow either the international delegation or the local trade union to visit the Service Centre or talk to the workers? Why won't DHL start dialogue with a union in Costa Rica? The unions are concerned that work is being transferred from a country where the workers are able to organize a union and have a collective employment contract, to a new location where the unions cannot be certain that human rights and workers rights

are being respected. "Workers and their unions need to be an integral part of the planning, dialogue and consultation on how the Service Centre will deal with the customers if this company is to be successful and workers jobs are to be improved. This is what we practice in Germany," said Stephan Teuscher, from ver.di.

## Canada Post to privatize 300 contact centre jobs

The Public Service Alliance of Canada, the largest federal public service union in the country, will be taking swift action to prevent Canada Post from privatising an important part of its operations. The crown corporation announced that it would outsource its contact centres and the National Philatelic Centre, resulting in the elimination of more than 300 jobs across the country. "This obsession with privatisation will badly damage the quality of the Canadian postal service as well as the communities it serves," said Robyn Benson, the PSAC Regional Executive Vice-President. Richard Deslauriers, the National President of PSAC component, the Union of Postal and Communications Employees (UPCE) said this type of economic reasoning will bring Canada Post closer to a complete privatisation. UNI Global Union Head of Post & Logistics, Neil Anderson, said, "UNI Post & Logistics totally agrees with UPCE that this is a foolish decision based on ideology. We must stop this creeping privatisation of our work in postal services. UNI demands of all governments that they promote quality public services and this can only be achieved with quality jobs in union hands!"

## Norway Post's reorganization

Norway Post has announced planned structural changes in the group. UNI affiliate Postkom is involved and will participate in the process until completion. "Our main job is to protect members' interests and make the transition most predictable for everyone" said union leader Odd Christian Øverland

The Group management justifies the change as follows:

- The current organization is inadequate to realize the Group's strategic priorities.
- There is a need for an organization that provides inter alia focus on the Nordic growth in parcels and goods, consistent focus on profitability in the mail segment, and that can provide coordination gains in transport.
- The new organization must provide overall responsibility for performance and the opportunity for rapid marketization.
- The new organization must facilitate further collaboration between the Supply Chain and the Logistics units.

More information:

<http://www.uniglobalunion.org/Apps/portal.nsf/pages/homepageEn?OpenDocument&exURL=http://www.uniglobalunion.org/Apps/UNI-NEWS.nsf/0/732161E79EE14E41C1257703002B8AC4>

## Netherlands court says give postal workers permanent jobs

Sandd and Selektmail now have to employ their postal workers under a permanent contract after all. The minimum requirements, which the Ministry of Economic

Affairs imposed on them, will remain in force, the court in The Hague ruled yesterday. The Ministry considered it unacceptable that Sandd and Selekt Mail stuck to paying piece wages so that in case of illness they did not have to continue to pay social contributions and that TNT started to replace their postal workers by part-time workers. Therefore, it demanded at the last step of the liberalisation last year that Sandd and Selektmail also have to offer an employment contract to their delivery staff. By September 30, 2012, 80 per cent of the postal workers will have to have a permanent job.

## Collective Bargaining in DHL Panama underway



Monday, 19 April 2010, the Panamanian union SIELAS presented to the Ministry of Labour a draft collective agreement for the workers of DHL AERO EXPRESO S.A. As of that moment and for the period of the negotiations the entire workforce of DHL AERO EXPRESO is protected from dismissal. However, knowing the anti-union attitude of the company in the region, SIELAS will constantly monitor and denounce nationally and internationally any move from the company to undermine workers'

rights to join a union or bargain collectively. "With the support of the global trade union federations UNI and ITF and the global network of DHL workers, we will fight to improve the working conditions of colleagues at DHL in Panama", said SIELAS General Secretary Edgar Díaz.. "Organising DHL workers is difficult but not impossible", added Fernando Parfait, SIELAS Education Secretary and Organiser.

On Wednesday 21 April, UNI received an email from the Human Resources Director of Deutsche PostDHL to say;

*"We confirm that we fully respect the UN Global Compact and the ILO Conventions in respect of Freedom of Association and Collective Bargaining. We respect the decision from our employees of DHL Aero Expreso S.A. to become members of SIELAS. Our employees do not have to fear that this will have a negative impact on them. The management of DHL Aero Expreso S.A. will seek contact with the secretary of SIELAS to agree on a meeting to discuss negotiations on a collective agreement, respecting the Panamanian Labor Law."*

## Norway: No Saturday mail to 300 million?

This is the headline in Norway's newspaper, Today's Business, where Norway Post chief executive Day Mejdell has been requesting political support for, inter alia, changing the licensing conditions and eliminate Saturday mail deliveries. Norway Post laid out the case in the news media which has created awareness that the CEO sends out such a trial balloon, without

political support. This emerges also in a separate article in Dagens Næringsliv. "I am pleased that Prime Minister Jens Stoltenberg and transport politicians from all parties, supports our view that Saturday delivery of mail throughout the country is important," said union leader Odd Christian Overland. The union, Post Kom suggests this is a very bad way to modernize the company, says Overland.

### **Portuguese postal delivery workers strike over wage cuts & wage freeze**

TT - Correios de Portugal, SA, (Portuguese Postes), alleging the need to streamline the sorting/treatment and home-delivery of mail, outsourced to a company of the CTT Group - the DTE - the processing of mail from large customers and, in different areas throughout the country, and areas of home-delivery mail. By doing this the CTT's want to change the Postmen's working hours and cut out bonuses that were already part of the monthly salary. The union said that if we allow that to occur, it will be a cut of 270.00 Euros on net wages of, an average postman's salary of 950.00 Euros a cut equivalent to 25% of their monthly income. Responding to such a move by CTT, the Portuguese Postmen's from the largest CTT Delivery Centres were on strike for 1 or 2 days, depending on the location, between April 26th and May 7th. Postal workers are also denounced a wage freeze that the Portuguese Government presented in Parliament that came from a package of measures to combat the effects of the economic crisis. SNTCT

and the CTT's workers decided to take a 24 hour General Strike.

### **Public postal services threatened by Canada-EU trade negotiations**

Canada and the European Union are currently negotiating a trade agreement. The draft Canada-EU agreement was a well-guarded secret until its release earlier this month by the Trade Justice Network, a coalition of groups which includes UNI Canada's affiliate, CUPW. This draft reveals that the federal government may be putting public postal service and other public services at risk. The postal and courier section of the draft agreement sets up a system to facilitate competition for all postal and courier services liberalized under the agreement. It is not yet clear what the agreement liberalises. Much will depend on what the federal government agrees to exempt or commit. To date, the federal government has not responded to questions and concerns about postal and courier service and the Canada-EU agreement.

Details at:

<http://www.cupw.ca/1/2/1/5/2/index1.shtml>

### **Turkish UPS workers fired for joining the union**

24 dismissed UPS workers members of the TÜMTIS union have been reinstated in Istanbul. However, it still means that nine workers remain dismissed. The union, nevertheless, appreciates the swift mobilisation of

international solidarity. UNI affiliates are asked to support this global delivery union a member of the ITF, and to continue supporting the dispute by expressing your solidarity. The email address of the UPS Turkey management is ; ([hundeger@ups.com](mailto:hundeger@ups.com))

### **Malaysian Government selling their shares in the Post?**



The Government of Malaysia has decided to divest its stake in the Government Linked Companies like Post Malaysia (currently it holds 32.2% of the shares) and other GLCs. Post Malaysia Berhad will be the first such company that Khazanah Nasional Berhad, the Governments Investment Company will divest its stakes in. UNI Global Union-Malaysian Liaison Council had an urgent meeting with all postal affiliates to address this issue and the Congress of Unions in the Government Linked Companies (GLCs) held an emergency meeting to address the implication of this major shift in the economic policy of the Government on the Postal Employees. UNI MLC President, Mohamed Shafie BP Mammal is attempting to arrange a meeting with the Prime Minister to seek full details of the Governments decision and to put the union's

views on this major change in policy.

## A job pact for the postal sector, says Jennings at the UPU

This year's UPU POC plenary session addressed the year gone by since last meeting, tackling the issue of the financial crisis, how it has affected postal services through important drops in revenue, as well as the issue of liberalisation, privatisation and mergers of major postal operators. Climate change and opportunities for the postal sector were also discussed such as the popularity of postal financial services, diversification of products and an increased use of the internet. Philip Jennings was part of a panel discussing CSR within the postal sector. He touched upon what UNI Global Union has been doing in terms of addressing the crisis, including meeting G20 labour ministers and proposing a job pact. He mentioned that such a pact could be implemented in the postal sector. Mr Szebeny, general Secretary of Posteurop addressed the environmental issues faced by postal services as well as climate change. In his concluding remarks, Mr Dayan, UPU General Director mentioned the importance for the postal sector to innovate and adapt, without however forgetting the importance of the mail segment.

## DHL publicly acknowledges social dialogue with ITF & UNI at DeutschePost DHL AGM



Social dialogue between the ITF and UNI and Deutsche Post DHL management has for the first time been publicly acknowledged in a report produced by the company. During the Deutsche Post DHL annual general meeting in Frankfurt, Germany, – attended by ITF and UNI representatives who raised questions on union issues - Deutsche Post DHL chief executive Frank Appel outlined the importance of social dialogue. He quoted from the company's 2009 corporate responsibility report, which said: "Since 2009, we have also been conducting meetings in a small group with representatives from the union association UNI Global Union and the International Transport Workers' Federation (ITF) to discuss issues of general interest to Deutsche Post DHL. Speaking at the AGM, ITF organising globally coordinator Ingo Marowsky said: "We appreciate this move because a global company needs global social partners. We see this statement as an important step towards a global framework agreement to ensure that the rights of DHL workers around the world are better protected than they currently are."

Representatives from UNI Post & Logistics and ITF with Unionists from the local Verdi branch distributed to the shareholders 500 DVDs with the UNI ITF "Respect" video ([http://www.youtube.com/watch?v=tnOyqI\\_iXlg](http://www.youtube.com/watch?v=tnOyqI_iXlg)). Ivonne Jackelen, UNI Post & Logistics project coordinator in Costa Rica, asked Mr. Appel if he is aware of the company's behaviour in Latin

America giving the example of DHL Panama using of lie detectors to interrogate employees. He had to admit in his answer to have no information about these activities of Deutsche Post DHL in Latin America. But he made clear that Deutsche Post DHL doesn't tolerate the use of lie-detectors. Cornelia Berger, UNI Post & Logistics representative in Europe asked questions about the relocation of the EUHQ to Bonn, Leipzig and Prague and DHL's part in a court case undertaken in the Netherlands where the company tried to ensure that it could avoid collective contracts for its mail deliverers. Dr. Appel tried to claim that paying drivers per piece was the wish of the employees and therefore the company was forced to go to court and fight for this payment system.

## UNI's demands for a moratorium ripple through EU Hi Level Conference

It was a hard fight for UNI Post & Logistics before the European Commission finally accepted that there should be a speaker from the workers. The majority of speakers for the high level conference on postal services was dominated by CEOs, national governments and high level politicians. It needed the intervention from the GUE/NGL group in the European Parliament and the Spanish government to convince DG Market to allow a union presentation. Michel Barnier, Commissioner for Internal Market and Services stressed that some member states haven't yet taken the necessary steps to alter their national legislation even though the market opening will take place by the end of the year. But

Mr. Barnier was very clear in saying that it wouldn't help the postal sector if we put a stop on this process. He claimed that this would end up with confusion. "What we could see very clearly", said Cornelia Berger, policy officer in UNI europa Post & Logistics, "was that the European Commission and especially Mr. Barnier have heard our demand for a moratorium of the postal liberalisation. Our actions have created concerns in DG Market that the process will need to be stalled. We also see in the presentations and in personal discussions that for various reasons several stakeholders, politicians and employers agree with our demand to postpone the deadline. Only the European Commission ignores this fact and refuses to provide studies, support and advice to national governments how to cope with the social consequences. But we will continue fighting for this and we will succeed." Neil Anderson, head of department of UNI Post & Logistics, in his intervention,

reminded the audience of the social consequences of this proposed liberalisation. The market in already liberalised countries like in the Netherlands and Germany is dominated by social dumping and a loss of employment.

## **Spanish postal workers demonstrate against postal market liberalisation**

As reported in the last UNI P&L Global Bulletin, postal workers, members of the UNI affiliate CC.OO, have continued to undertake a series of demonstrations against postal market liberalisation during the last month, including a

demonstration in Valencia the same day as the EU High Level meeting highlighting their concerns about the implementation of the 3<sup>rd</sup> postal Directive. Many thousands of postal workers from CC.OO and some other unions have joined the demonstrations; full information on these protests can be found on the CC.OO web page at; CC.OO:

<http://www.fsc.ccoo.es/webfscpostal/>

## **Next Events:**

**Rutgers Conference**  
2-4 June, Finland

**World Mail & Expo**  
14-14 June Copenhagen

**UNI Mission to Latin America**  
7-13 July

**UPU Strategy Conference**  
22 – 24 September Nairobi, Kenya

**PSD Plenary**  
28 September, Brussels

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](mailto:postal@uniglobalunion.org)

[www.uniglobalunion.org](http://www.uniglobalunion.org)