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UNI P&L

Bulletin

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US labour relations board upholds judgment against DHL on labour violations

A US federal agency dealing with labour rights has upheld a judgement against global delivery firm DHL. The National Labor Relations Board (NLRB) has ruled in favour of the American Postal Workers' Union (APWU). The judge concluded that DHL managers "interfered with employees' protected union handbilling activity on three occasions and threatened employees on two occasions" violating the National Labor Relations Act. Neil Anderson, head of UNI P&L Global Union, said: "This judgement has been a long time coming and justifies the actions of the APWU. But unfortunately now DHL has pulled out of the US domestic market it brings no comfort to the workers who lost their jobs. We just hope DHL takes note that anti-union behaviour is not acceptable. UNI and ITF will keep fighting to gain respect for workers' rights."

More information at:

www.respect4workers.org

European Parliament tells EU Commission postal liberalisation is not working

Hundreds of postal workers demonstrated in Strasbourg outside the European Parliament to demand that there be a stop put on

the destructive postal market liberalisation. The demonstrators heard from several workers who had lost their jobs or who had their working conditions seriously affected by the liberalisation and who also said "liberalisation has not delivered a better quality of service, in fact the service is much, much worse!" UNI Europa Post & Logistics Global Union is demanding a moratorium on the liberalisation until all the problems identified by the workers and the MEP's have been resolved. A number of MEP's lead by Netherlands MEP Denis de Jong from the GUE group, and the leader of the Socialist Group, Said El Khadraoui from Belgium, spoke at the rally.



At an earlier meeting in Brussels 9 MEPs from 3 political groups accepted the invitation of UNI Europa Post & Logistics to coordinate the work against postal liberalisation. Workers at the rally told how their jobs had been destroyed, how they had been replaced by precarious work, with part time work and "piece rate" work becoming the norm. This was leading to a rapid decrease in the quality of mail service, with problems with mail security and no guarantee of delivery times. The MEP's said this was unac-

ceptable that the EU Commission had promised the Parliament that an open European postal market would lead to innovation and better quality of service, where in fact the reverse had happened. The next day in the Parliament, several political groups supported a question that had been raised with the EU Commission on these issues. Commissioner Barnier in response told the parliament that next year he was going to set up a users group to look at the impact of liberalisation which would include customers, users groups and trade unions. He said the Commission wanted to safeguard social conditions and the universal service but he also told the parliament that the Commission did not support a moratorium but would carry out an impact study. In UNI's view an impact study next year is too little too late.

The complete request to the Parliament is available at:

<http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+OQ+O-2010-0039+0+DOC+XML+V0//EN>

US Letter Carriers convention demands 6 day delivery



The main discussions at the Biennial Congress of the National Association of Letter Carriers centred around the need to fight the proposal by the US Postal Service to cut postal deliveries down to 5 days a week and also the

need to develop a collective bargaining strategy to deal with the shrinking letter mail volumes. In his opening address to the more than 7,000 delegates present in Anaheim, President Fredric V. Rolando called on each individual carrier to save the USPS, even if it means saving it from postal management. The Convention also held workshops designed to help union members to develop their skills and to understand a range of issues facing postal workers, such as the need for innovation and the new postal technology. Head of UNI Post & Logistics Neil Anderson, speaking in a workshop with other international guests, John Baldwin from the CWU, UK and Odd Christian Overland from PostKom Norway, said; "You know all too well that you have to watch what's happening in the rest of the world. In the Netherlands, its postal service, TNT, proudly points to the 11,000 jobs it will shift to part-time positions and that it will deliver mail only three days a week, to save costs." Billy Hayes, General Secretary of the CWU, UK also addressed the convention and told delegates the fight to maintain the post office as a public service owned by the UK citizens was a struggle the CWU would not give up. He said all postal unions needed to stand together across the globe and take their fight for good jobs and decent wages to every postal administration and postal company. Odd Christian Overland, told the delegates that like the US, union members in Norway had stood up to demand that the postal market not be liberalized and that a proper viable universal postal service needed to be maintained. Thousands of delegates joined demonstrators in front of the Los Angeles City Hall on the last day of the convention to demand that the US Government make getting people back to work

as a priority. They also demanded that plans to cut public services such as proposals to deliver mail only 5 days a week, be shelved. The rally was attended by many unions from California.

All the Convention news can be seen at:

<http://www.nalc.org/news/conv/index.html>

Jesse Jackson joins APWU to demand keep 6 day delivery



Jesse Jackson joined APWU President Bill Burrus, Exec Vice President Cliff Guffy and UNI Global Union on a march in Detroit to protest the US Postal Service plans to cut from 6 to 5 day delivery. The APWU were holding their Biennial Convention in Detroit and the more than 2000 delegates left the convention hall to march through the streets of Detroit. Jesse Jackson said that he was proudly joining the march and supporting postal workers as he had a personal connection to them with his father having been a postal worker. Reverend Jackson told the rally that America needs jobs and with postal workers providing a vital service to the community, the decision by the US Postal Service to propose cuts from 6 days to 5 days were not only wrong but were immoral in a depression. APWU President

Bill Burrus told the rally that postal workers were the backbone of all communities and their place delivering a necessary service to Americans should be recognised and enhanced and not cut back. Speaking at the opening of the APWU Convention, Neil Anderson, Head of UNI Post & Logistics, told delegates that the nearly 20 international trade union leaders, guests at the convention, would be showing their solidarity and disgust at the proposal by the US Postal Service and would be proudly marching in the rally with APWU members. At the convention several of the international trade union leaders, including UNI europa Post & Logistics Vice President Ingeborg Saetre from Norway, CWU UK General Secretary Billy Hayes, President of the Canadian Union of Postal Workers, Denis Lemelin, Pepe Sayagues from UGT Spain and Ramon Baldassini from Argentina, gave delegates an insight into the issues facing postal workers globally and the fights their unions were having to stop postal market liberalisation, privatisation and cuts in service.



Swiss Parliament given a 100,000 signature petition to stop post liberalisation

Syndicom, the Swiss postal workers union handed to the Swiss parliament a petition with more

than 100,000 signatures opposed to postal market liberalisation. The petition of Swiss citizens, was handed over by the Syndicom General Secretary, Alain Carrupt, who said at the event that the Swiss parliament must listen to the voice of the people who want to retain a public universal postal service and that the only way to do this is with a regulated letter mail market that guarantees a universal service from local post office. He said the plans to liberalise the market would lead to more post office closures and a decrease in service for customers of the post office.

UPS drivers in Belgium show solidarity with Turkish flags

The Belgian Unions equipped all UPS drivers in the European headquarters with Turkish flags to show their solidarity with workers of UPS Turkey fired for being members of the Tümtis union. The Belgian Unions had followed the call from the international Trade Union organisation ITF (International Transport Workers Federation) and supported by UNI Global Union, to support the Turkish Union. On the day a joint leaflet was distributed to the UPS drivers to inform them about the incidents in Turkey and to show their solidarity by putting the Turkish flag in their front window.

UNI Apro and APPU conclude a MOU

Bro. Takeuchi, UNI-Apro Post and Logistics President, visited Bangkok and signed a Memorandum of Understanding (MOU) with the Asia Pacific Postal Union (APPU). Mr. Somchai, APPU Director, signed the MOU for

APPU, Bro. Takeuchi said, "APPU plays a leading role in the process of exiting from the crisis in the postal industry." Mr. Somchai added, "the MOU sets the frame work. The APPU and UNI-Apro have made joint seminars for a long time. We all know UNI-Apro is a reliable organization." It is a breaking through in terms of relations between UNI and regional restricted unions, such as APPU.

New Zealand DHL Workers join protests against changes to Labour Laws

More than 100 workers from DHL warehouses in Auckland, New Zealand, have joined the protests of their union (the National Distribution Union) and the NZ Council of Trade Unions against the Government's proposed changes to labour laws. The Auckland DHL workers attended a 1,000 strong NDU protest meeting, were very visible in their uniforms and captured the attention of the television report of the event.

For the protest involving the DHL see:

<http://www.youtube.com/nduunion#p/a/u/0/qgsmnrpqTlc>

Successful Collective Bargaining Negotiations in Chilean Postal Sector

In August postal workers in Chile initiated an indefinite strike after the failure of collective bargaining with the company. 92% of the 5 thousand workers throughout the country supported this mobiliza-

tion. Four days after the strike was initiated, the organisations: National Union, SINTECH; Union of Postal Operators, SOP; Union of Postal Workers, SINACAR, and Union N0 1, agreed with the company to a new collective agreement for 3 years and a real salary increase of 11, 62%, with a system of periodic readjustment, an increase of the transport bonus and a bonus of US\$1.800 for all 4600 workers.

East Asia Postal Unions Pledge to fight against privatisation and liberalisation

East Asia Postal Unions gathered in Seoul Korea and pledged to cooperate on the challenges they are facing with privatisation and deregulation of postal services in this region. They have been concerned about the follow on affects in the region after the full open up postal market in EU scheduled to start in January next year. The 8th UNI-Apro East Asia Postal Unions Forum had around 70 union participants from JPGU Japan, CPWU Taiwan, KPWU Korea and UPOE Hong Kong as well as UNI-Apro and was hosted by the Korean Postal Workers' Union.

UNI addresses the ITF World Conference on global organising

UNI Global Union participated in the ITF World Conference Report on Activities in Mexico City. Head of UNI Post & Logistics Global Union, Neil Anderson, made an appearance along with ITF General Secretary, David Cockcroft and the ITF Organising Globally

Director, Ingo Marowsky. The ITF and UNI Global Union have been cooperating closely in organising the world's largest global delivery companies and Neil, David and Ingo, presented the work that UNI and ITF have been doing. The two Global Unions. told the Congress that the cooperation was making the unions dealing with global delivery companies stronger and more able to organ-



ise the workers and demand respect and rights.

For more information:

<http://www.itfcongress2010.org/>

European Seniors Organisation supports UNI demand for a moratorium

The Executive Committee of ESO which has 22 member countries in Europe meeting in Vienna passed a resolution against the liberalisation of the postal sector and for a moratorium on the 3rd postal Directive. The European seniors demand "stop the liberalisation of post" and a moratorium on the 3rd postal Directive until the social consequences are researched, the social conditions are secure to avoid social dumping, the financing of universal services are guaranteed and a way is found to compete on quality and innovation in the market. 16 representatives of senior or-

ganisations in the European Union as well as the president of the European Senior Organisation (ESO) Karl Blecha signed the resolution.

TNT: split of Mail and Express delivery operations

In August TNT said that it would completely split its Mail and Express delivery divisions into two different companies in January 2011. This decision was announced as the 2010 second quarter financial results were presented. They showed a fall in net profits of 96% from €81 million a year earlier to €3 million this July. This was in part explained by a charge of €168 million that TNT is paying to restructure its mail operations in the Netherlands. Indeed, the company had decided earlier on to end full-time positions and replace them by more flexible temporary staff. Amongst the reasons that can explain the decision to split the operations are: the decline in mail volumes, whereas Express operations are expanding; pressure from shareholders, and the way the postal liberalisation in the EU is heading.

Sit-in workers of the Post of Côte d'Ivoire to demand payment of wages

Ordinary workers and Professional and managers Staff, came from throughout the country to take part in the protest event in the front of the Postal building in response to the mobilization call from SYNAPOSTEL / Côte d'Ivoire to show their discontent facing to the failure of social

dialogue with employer. The main claim of workers during the sit-in is the demand for payment of three months salary arrears. The Secretary General of SYNAPOSTEL Comrade Arsene Tiepo Ahoke, said that the union is willing to re-launch the Social Dialogue, if the employer respects its commitments by paying workers' wages

Japanese postal union works for more permanent jobs

UNI's Japanese affiliate, the JPGU demanded that postal management transfer part-time staff to regular full time staff and now the changes are taking place. During the period of the Koizumi led government in Japan, the government decided that the postbank and post insurance would be separated from post office. As a result Japan Postal management tried to cut personnel costs, which is more than 80% of the budget. The major policy that Japan Post implemented was that they didn't hire any replacements when full-time regular employees left. However, there is the universal service obligation, therefore Japan Post had to hire part-time employees to maintain the service. After the election of the DPJ led coalition government there was a major policy change. At the same time a new personnel policy was announced that will transform 100,000 part-time staff into regular full time staff. JPGU demanded that postal management transfer part-time staff to regular full time staff, but most part-time staff are concentrated in the loss making mail and retail companies. If 100,000 workers transfer to full time employment then there will be the need to change

the whole structure. Japan Post and JPGU decided that atypical workers, who have worked at the Post Office for more than three years, will be able to become full time employees but will have to pass the entry examination. 34,000 atypical workers will take the examination this August. and the first batch will become full time employees in November. The Postal college will be re-established and, if they fail in the examination, they will get an opportunity to study at the postal college. This shows that with the union's intervention, that atypical workers can have a hope.



No postal deregulation sneaked in through CETA says CUPW

Canadian postal affiliate, CUPW fears further postal liberalisation through the Canada-EU Comprehensive Economic and Trade Agreement (CETA). Canada and the EU have been negotiating a free trade agreement in the past months which represents a serious risk to public services such as postal services. CETA goes even further than WTO negotiations or NAFTA.

The Canadian Trade Justice Network has just released this small comic, illustrating the issues:

<http://fileservers.cfsadmin.org/file/tradejustice/>

<http://www.tradejustice.ca/en/section/1>

For more information on CETA, please visit:

<http://www.cupw.ca/1/2/2/2/9/index1.shtml>

<http://www.cupw.ca/1/2/2/2/9/index1.shtml>

Cairo seminar develops union relations with global delivery companies

Egyptian postal workers have been forging links with most of the private postal, express, courier and logistics companies operating in Egypt in a seminar sponsored by the Friedrich Ebert Foundation and supported by UNI Global Union, Egypt Post and the Egyptian Ministry of Communications. Nine of the main global delivery companies operating in Egypt were present and contributed to a lively debate. In the interventions all agreed that the Egyptian postal industry was moving into a new era with an increase in the parcels, courier and express business and a huge new demand for digital postal services. A number of private global delivery companies also made interventions including TNT, First Service, FedEx, and Tawasol about how and why they should develop better relations with the Egyptian Postal Workers Union.

What now for registered Mail? Official documents go electronic

Major German email providers are readying themselves for the

new De-Mail system that will let users send letters and documents over the web that are just as legally binding as printed material delivered by post. The aim is to banish the need to use printed pages for sensitive material such as letters and documents to lawyers, banks and government officials. The system will be secure and carry the same legal weight as printed documents. First, the lower house of parliament, or Bundestag, has to pass a law compelling users to register and prove their identities to prevent false or malicious documents being sent – or real documents being received by users intent on committing fraud. It is estimated up to 10 billion letters currently being sent by post each year could be switched to De-Mail. The system could also replace certified mail, whereby the recipient has to sign to receive the document.

Article from German news source, "The Local" at:

<http://www.thelocal.de/scitech/20100713-28469.html>

Parcels to be delivered by DHL costs Swiss Post jobs

Swiss Post has merged its import and export parcel operations following the decision by Deutsche Post to switch the delivery of German parcels in Switzerland to DHL – a move that will cost the Swiss postal operator 60-70 jobs. Deutsche Post has decided that the customs clearance and delivery of its parcels from Germany to Switzerland should be handled by its own DHL business, resulting in Swiss Post losing almost three-quarters of its parcel business. This affects 4,600 of the 6,300 import parcels handled daily at the Exchange Office

Basel, leaving only 1,700 parcels for delivery by Swiss Post staff on a daily basis.

New Postal law enacted in Paraguay

The Union of Postal Workers of Paraguay (SINTRAPOP), has advised that Law 4016 creating the National Direction of Post in Paraguay was enacted, and is full force since July 14th, 2010. This important aspiration of postal workers has come true after a 15 year struggle. Now universal post will be regulated by an independent body according to the rules of the Universal Postal Union (UPU).

UNI ITF Global Delivery Week of Action 6-12 October 2010

UNI and the ITF are jointly running a week of action to demand that Global Delivery companies worldwide respect workers rights.



To be part of the week of action go to:

www.respect4workers.org

Next Events:

UPU Council of Administration
25 October-12 November, Bern

UNI World Congress
8-12 November, Nagasaki

UNI europa P&L Committee Meeting
29-30 November, Luxembourg

UNI Apro Post & Logistics / APPU Joint Seminar
13 –14 December, 2010 Bangkok, Thailand

UNI Apro Post & Logistics Committee and Seminar
15-16 December 2010, Bangkok, Thailand

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