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UNI P&L

# Bulletin

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### Finnish postal workers strike: PAU gets a deal

The Finnish postal workers union PAU which took strike action over the collective contract negotiations with the Finnish postal company Itella has resolved their negotiations and have also convinced the Government to modify their proposed new postal laws. After an overtime ban, spontaneous walkouts because of employers' attempts to break the overtime ban, postal workers also took strike action. The Finnish parliament had also just started to handle the postal services bill in which it was proposed that the USO product would no longer be first class mail but second class mail (which takes two nights to be delivered). Because of that the bill was making it possible to combine newspaper delivery (which happens at night-time) and postal delivery which would mean that about 7000 workers would transfer to night work against their will. The bill also did not have any solution how the universal postal service was going to be financed in future. PAU

reports that because of all the attention, including support from UNI Post & Logistics and affiliates, they have managed to change the postal service bill so that the USO product is going to be handled as first class mail. PAU also managed to get clauses in the collective agreement on restrictions on night work and subcontracting.



### Irish union launches "Protect your Post" campaign

Steve Fitzpatrick, General Secretary of the CWU, Ireland, has launched a national campaign "Protect Your Post" to highlight the serious issues that are facing the Irish postal market with the impending liberalisation of the market. The campaign is designed to work across a number of fronts by providing members with an information

booklet, a media pack to use when talking to political representatives and a dedicated campaign website. Protectyourpost.ie contains a raft of information on the challenges that liberalisation brings to the postal market but most importantly it features a useful tool that allows members of the public as well as members of the union to send a message that is pre-written to their local elected representatives. This has been designed to involve as many people as possible in the campaign – particularly those who will not be familiar with the issues we are facing but who still want to take action to protect their post. A delegation of the CWU met with the Joint Oireachtas Committee for Communications to discuss the key areas, including: the social and economic value of the postal market; postage costs; liberalisation – key concerns with viability of USO in a liberalised market, job losses and social dumping, downstream access and cherry-picking. The delegation reminded the Committee that An Post receives no State support or taxpayer handouts and that it funds its entire operation based on the price of the stamp.

## **Kenyan postal work-**

### **ers to strike, Kenya Post refuses to negotiate**

Kenyan postal workers, members of the UNI Post & Logistics affiliate, the COWU, went on strike about the refusal by the corporation to start Collective Contract negotiations after several attempts by the union to get negotiations underway. Other issues include refusal to pay overtime, changes in the staff pension scheme and the removal of the current head of Human Resources department. The Minister for Labour convened a conciliation meeting between parties but it failed to resolve the situation and further successful strike action was taken. Operations were disrupted countrywide until the strike was called off after the union received a court order and agreed to meet on 2 December 2010, whereby both parties agreed that negotiations would continue in early January 2011.

### **Panama President: “We are privatising Postal Services” but the is union totally opposed**

The privatisation of Postal and Telegraph Services of Panama (COTEL) is on the

Government’s agenda. Ricardo Martinelli, President of the Republic, justified this by saying: “We have an inefficient Post-Office System. One of the things we must devote ourselves to do is to fix the Postal System. In fact, we must think of privatising the Postal Services.



We have the worst officers working there, we have underpaid and unmotivated employees”, he added. Although the decision is not official, the organisation’s 800 officers, joined together in the Employees Association, ASECOTEL, who are concerned about their labour future. According to Ismael Ruiz, President of the Association, “All these months we have been told that they would not be privatising the institution. They lied to us”. But the Panama postal workers’ union, ASE-COTEL, has been denouncing the government’s manoeuvres aimed at making the Panamanian postal delivery services ineffective with the intention of smoothing their way to privatisation. An Extraordinary General Assembly of the union

unanimously agreed on nine action points, among which are: ASECOTEL does not oppose the modernisation of postal services in Panama, but completely disagrees about the privatisation of postal services and demands complete transparency and union involvement on the issue of modernisation.

For further information contact: [cenise.monteiro@unigllobalunion.org](mailto:cenise.monteiro@unigllobalunion.org)

## UNI welcomes Dutch mail price dumping investigation



UNI Post & Logistics Global Union welcomed the announcement that the Netherlands' Government is going to investigate whether the mail companies Selekt Mail and Sandd have been dumping on prices to try and drive out TNT, but they say the Government should also be investigating their social dumping activities. UNI has been for some time demanding that the European Commission look into the social dumping by mail

companies in the Netherlands and has said liberalisation of the mail market is costing workers' jobs, has been putting their income below social minimums which means that for the customers, a quality postal service has been plummeting. "The Dutch Government should also investigate the activities of these companies in supporting loss-making operations and their failure to pay proper wages and to adhere to the social agreements that were agreed when the Dutch mail market was completely opened." said Neil Anderson, Head of UNI Post & Logistics, "These companies have been not only cross subsidising loss-making operations from their activities in other countries such as Germany, but they have also been failing to meet their obligations as decent employers and have been exploiting their workers."

## Canadian unions warn against free trade act

Canada's labour movement has said that the Canada-European Union trade pact under negotiation is a "grave error" that risks hurting Canadian democracy. The Canadian Labour Congress said it would support

an agreement between Canada and the EU that embodies "the most positive features of the European social model," such as higher standards and protective regulation. But this is not on offer, it said. Canada and Europe were instead seeking to "export neo-liberalism" -- the market-driven policy that stresses liberalized trade and open markets -- and push it onto the World Trade Organization's current Doha negotiations. "This is a grave error", said CLC researcher, Teresa Healy. "This is not as much a trade agreement as it is an investor rights agreement," Healy said, explaining that company rights would trump democratic governments' decision-making.

## Australian transport workers ready for a strike

Australia's Transport Workers Union (TWU) is pursuing a 16% pay increase over three years for up to 35,000 freight workers and has won the right for industrial action. Workers employed by Australian Air Express (AAE), a joint-venture between airline Qantas and Australia Post, have voted in favour of bans on overtime, rolling 24-hour stoppages and striking indefi-

nately. The TWU says that cost-cutting and outsourcing at AAE are hampering safety in the industry. A reported 400 AAE workers are to strike. The union has been negotiating with AAE since May this year and say the private sector overall had seen an average increase of 27.5% in profits over the past 12 months, but wages had increased by only one-tenth of that amount.

### Postal managers "sit in" brings results in Morocco



The National Union of Postal Agencies Managers, an affiliate of UNI Post & Logistics in Morocco, have been conducting a sit-in outside the headquarters of Barid Al-Maghrib (Morocco Post) in Rabat. This scheme called "Sit-in Eid Al Adha (Feast of Sacrifice)" aims to recognize their legitimate rights to decent working conditions, especially at a job that meets a minimum of decency and dignity. These managers

have compensation that is not even a quarter of the minimum wage and they have neither family allowances, nor retirement provision. This sit-in action is the latest in a long series of actions to support claims from the managers who represent 655 post offices that they be integrated into Morocco Post taking into account the seniority and experience of each manager. Since the beginning of the sit-in Morocco Post has tried to break the movement through pressure and intimidation but the managers held firm and, with the solidarity support of UNI's affiliates, have negotiated a Memorandum of Understanding between the union and Morocco Post.

### UNI congratulates World Post Day letter writing winner

UNI Post & Logistics Global Union proudly attended the presentation to the winner of the UPU World Post Day letter writing competition by the UPU Director General, Edouard Dayan. The competition this year required entrants to write about the fight against HIV/AIDS which is the subject of a joint UNI ILO UPU UNAIDS project. This year's winner was Ho Thi Hieu Hien, aged 12, from Vietnam, who was

at UPU headquarters in Bern to receive her prize. She read her moving letter on the importance of raising awareness of HIV/AIDS to some 250 delegates attending the plenary session of the UPU Council of Administration. Her winning composition was a letter addressed to Zhang Yimou, China's famous film director, which captured the hearts and minds of the jury. The UNI joint project on HIV/AIDS is now in its second phase which is designed to raise awareness amongst workers as to their rights and obligations with respect to AIDS. Jointly with the UPU, the ILO and UNAIDS, UNI has produced guidelines for workers and employers on how to deal with HIV/AIDS in the workplace.



Hien's letter and those of the other place getters can be viewed at:

<http://www.upu.int/en/the-upu/international-letter-writing-competition-for-young-people/2010-competition/winning->

[letters.html](#)

## Spanish postal union day of action

The Spanish postal union CC.OO mobilised a day of action to protest changes to the postal law and failure by Correos Spain to finalise the collective agreement. For full information on the day of action (in Spanish), please go to: <http://www.fsc.ccoo.es/webfsc/menu.do>

## Dutch unions strike and plan more actions against TNT

Ten thousand Dutch postal workers gathered at the gates of the TNT headquarters and showed their dissatisfaction with the reckless reorganisation plans for the Dutch postal service. Some 190 buses from around the Netherlands, headed into the capital. The thousands of postal workers who came took part in a procession through the Ministry of Economic Affairs which led to the headquarters of TNT. Further actions included a 48-hour strike 25-26 November. TNT wants to implement a major reorganisation. Originally it was proposed that 11000 workers would lose their jobs, 3100 of which, accord-

ing to TNT, will be compulsory redundancies. However, postal workers say their work is not disappearing; the company seeks to replace decent and fulltime 'mailman' jobs by lower paid mail deliverers working on part-time contracts. Abvakabo FNV says these numbers are too high. Also, the pace of reorganisation that TNT wants to take, is unrealistic, says the union. On 25 November, the Dutch Parliament debated the situation in the postal market from 10h00 until 12h00. FNV Abvakabo needed the politicians to make it clear that we had enough of these abuses that stem from postal market liberalisation. TNT workers are planning another demonstration at the parliament to make the views of postal workers plain to the politicians. The union has also started a petition in the Netherlands to get public support for their fight against the proposed more than 4,500 job losses.

More information is available on the ABVAKABO FNV web page at:

<http://www.abvakabofnv.nl>

## DHL European Works Council gives CEO yellow card

Members of the Deutsche-

Post DHL European Works Council, meeting in Bonn, gave a "yellow card" to the DHL CEO, Frank Appel. Mr Appel, in response to the demands of the EWC for negotiations to commence, said that he would not consider negotiating a Global Agreement on workers' and union rights with the two Global Union Federations, UNI Global Union and The International Transport Workers Federation (ITF).



Mr Appel claims that the company has a self proclaimed "DeutschePost DHL Social Charter" and has signed the UN Global Compact and that these actions are sufficient. UNI and ITF have already published a dossier of alleged workers rights abuses by the company that refute that claim and show the company is not respecting workers' or human rights. At the meeting with Mr Appel, the European workers' representatives were asking that he recognise the company was failing to meet these standards and should immediately develop a proper

agreement that can be monitored and audited for compliance. UNI Head of Post & Logistics, Neil Anderson, who had addressed the European Workers Forum the previous day, said, "Our evidence is plain, despite the hollow promises by DeutschePost DHL that they respect ILO standards, their managers in many parts of the world clearly don't and a proper mechanism needs to be put in place to ensure these supposed commitments by the company are not just hollow words." When Mr Appel refused to agree to this, the members of the EWC brandished yellow cards at him, with the message "respect workers rights". Mr Appel has received thousands of these cards in the mail already from DHL workers who sent them to him as part of the UNI ITF week of action to highlight workers' concerns with a lack of respect for their rights by DHL.

### **Post liberalisation statement adopted an UNI World Congress**

UNI Post and Logistics union members are suffering under the effects of Post liberalisation and privatisation. Post liberalisation has

had devastating effects on the postal industry, resulting in job loss, poorer quality services, social dumping and anti-union practices. The UNI Congress demanded that Governments recognise the need to maintain quality, secure and affordable public postal services which are universally available to all the world's citizens; that Governments work with UNI Post & Logistics to help in the fight for postal workers currently facing the liberalisation of mail services in their countries including the demands to reduce the universal postal services such as the downgrading of delivery services from 6 days a week to 5 days a week and less; the Governments supply sufficient capital to be able to modernise and develop services to ensure that there is development of jobs and growth in new and innovative postal services, such as full postal banking services.

### **DHL solidarity statement adopted at UNI World Congress**

This UNI World Congress calls upon Deutsche Post DHL to: immediately end the anti-union and anti-workers' rights actions that DHL practices in many countries for example the refusal to recognise the

Communications Workers Union of Malawi whose members wish to negotiate a collective agreement with DHL; conclude a Global Agreement with UNI Post & Logistics Global Union which would guarantee workers' rights. The Congress asks: all unions to pledge to join the fight for labour rights in DHL and work to expose these violations and support the campaign for a Global Agreement; that other global delivery companies, TNT, UPS, FedEx and GeoPost also cease their anti-union actions such as the firing of workers for their union membership in the TUMTIS union in Turkey, and negotiate global agreements with UNI.

### **US Rural letter carriers break of negotiations APWU still bargaining**

The US Postal Service has failed to reach agreement with two unions, the American Postal Workers Union, (APWU) and the National Rural Letter Carriers Association (NRLCA). With the APWU, however, USPS agreed to extend the contract negotiation deadline while the talks with the NRLCA have failed. Under the terms of the Postal Reorganisation Act of 1970,

the Federal Mediation and Conciliation Service (FMCS) appoints a mediator if the union and management fail to reach agreement on a successor contract and do not agree on an alternate procedure. If agreement is not reached within 60 days of the expiration of the contract, both parties submit all outstanding issues to binding arbitration. APWU and the USPS are still discussing job security, pay and workforce structure. APWU President, Cliff Guffey reported: "I remain convinced that if management is serious about wanting to negotiate an agreement, a settlement is possible. But we are prepared to go to arbitration if we are unable to reach an agreement." The APWU, a UNI affiliate, represents 209,000 postal employees who work as postal clerks, mechanics, vehicle drivers, custodians and in some administrative positions. The NRLCA represents 67,000 career employees and 48,000 non-career employees. Two other UNI Post & Logistics US affiliates, the National Association of Letter Carriers (NALC) and the National Postal Mail Handlers Union (NPMHU) are due to begin negotiations next year, approximately 90 days prior to the 20 November 2011 contract expiry date.

### Canadian postal workers walk off job over modernisation mess



After weeks of problems with deliveries, injuries and forced overtime, Winnipeg letter carriers walked off the job. Canada Post has been forcing Winnipeg letter carriers to adopt a new delivery method. Letter carriers are reporting more strains and injuries as well as being forced to stay out for hours past their scheduled end times. Anita Neville (Liberal MP for Winnipeg South Centre) recently raised the concerns of her constituents about the new system. Ms. Neville calls the transformation "an unmitigated disaster." The Canadian Union of Postal Workers believes the new delivery method is dangerous and will increase injury rates, particularly in harsh weather. The union has demanded that Canada Post fix its problems in Winnipeg before imposing postal transformation on the rest of the country. "This is a clear message to Canada

Post that the situation is serious," said Denis Lemelin, union national president. "We ask Canada Post to sit down with the union to solve these problems instead of disciplining workers."

A report on the issues can be viewed at: [http://www.cupw.ca/index.cfm?ci\\_id=12537&la\\_id=1](http://www.cupw.ca/index.cfm?ci_id=12537&la_id=1)

### DHL EWC supports Swiss workers' struggle to keep jobs

The European Works Council of DeutschePost DHL meeting in Bonn, sent a message of protest to the DHL management that they were relocating jobs away from Switzerland and making workers redundant for little propose other than the management wanting to have more control of the work flows. DeutschePost DHL does not include Switzerland in the EWC as it is not part of the European Union and therefore the company would not agree to consult with the EWC on this matter. So the EWC representatives raised their serious concerns with DHL management and passed the following solidarity motion to demand that management respect the rights of Swiss DHL workers and start negotiations with the

two Swiss unions concerned. The workers represented by the two unions have issued the company with a strike notice. Meanwhile, the Grand Council of Geneva, the canton authority, has urged the municipal authority to intervene in the case, following lobbying by the employees and their unions. It, in turn, contacted DHL management, calling on it to consider ways of maintaining operations at the Geneva site and to enter into talks with the workers' representatives.

## 16 days of activism against violence against women

From 25 November – 10 December 2010, it's the 16 days of activism against violence against women. Among women aged between 15 and 44, acts of violence cause more death and disability than cancer, malaria, traffic accidents and war combined. Help us stop all forms of violence against women.



## Next Events:

### 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

### UNI Europa Post & Logistics Committee

5-6 April 2011 , Brussels, Belgium

### UNI Post & Logistics World Conference

3-5 May 2011, Washington DC, US

### UNI ITF Global Delivery Meeting, (To Be Confirmed)

23-24 May 2011, Frankfurt, Germany

### UNI Europa Congress

4-6 October 2011, Toulouse, France

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