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UNI P&L

Bulletin

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Unions in Pakistan unite to fight postal privatization

The five postal unions in Pakistan that have collective bargaining rights (CBA) have combined in an action committee to fight the proposals to privatise Pakistan post. The unions say that Pakistan Post is a public service providing a postal service to "every nook and corner" of the country. It has a devoted and efficient staff who see privatisation as an attack on a service that is needed by the public to help Pakistan operate as an effective community.



When in 2009 it was announced by the Government that they planned to privatise the department all the five CBA Unions gathered in the Capital Islamabad and decided to agitate against the plan. They formed an action committee called the Anti Privatisation Postal Action Committee, which has carried on the struggle against the privatisation.

Further in February, the Pakistan postal unions Action Committee on the Anti-Privatisation of Pakistan Post took a delegation to meet with Minister of Postal Services Sardar Umar (Gorgage) in

their fight against the privatisation.

During the meeting the union action committee spokesperson, Asad Ullah Khan, outlined to the Minister the unions concerns on the issue of the Privatisation of Pakistan Post. He further described the postal services importance to the Pakistan economy and advised that Pakistan Post was an income generating department and its privatisation would cause huge loss to the national exchequer. Further he told the Minister that in all cases privatisation lead to losses of jobs and income for the workers as well. He also said that over 47000 employees would be affected by the decision, adding that the authorities should desist from creating problems for the employees.

In a later stage, Postal workers in Karachi protested against proposed privatisation of Pakistan Post at the post facility in I.I Chunrigar Road Karachi. Many media were present and they reported that the workers had vowed not to allow the government to play with the fate of 47 thousand employees of Pakistan postal services.



The I.I Chundrigar Road remained blocked for 2 hours by

the protesting workers which created a serious traffic jam.

The committee is thankful for support from UNI and unions from other countries.

Further messages of support can be sent to the committee through the All Pakistan Postal DMO Employees and Workers Union (APPEDWU) with messages to: Asad Khan, General Secretary, email: asadkhansfc@yahoo.com

Nottingham: demonstration to keep the Post Public

On 19th February postal workers and inhabitants of Nottingham marched across the town to protest against the postal privatization plans.

The CWU UK reports that, Billy Hayes, CWU general secretary, said: "Privatising the Royal Mail will be disastrous for people who rely on post offices and the mail service.."

ASECOTEL Panama holds meeting with Government's vice minister

During January, the Company Panama Post and Telegraph, COTEL, dismissed 148 workers. ASECOTEL, acting in the capacity of the workers' representative, requested an urgent meeting with the Vice minister of Government and Justice, Lic. Luis Miguel Hincapié, jointly with COTEL's Director, Lic Jisslena Vidales del Corro, to inquire about the massive unjustified dismissals in the Post Company. These dismissals have resulted in the closure of several post offices, and many others have visibly decreased

their operational capacity.

The meeting took place on February 1st, and in this opportunity ASECOTEL's representatives Ismael Ruiz and the Labour Advisor Irving Mawell, requested the Vice minister and the Post Director an urgent reconsideration of these dismissals, specially in the cases of colleagues with problems of physical disability or with relatives with physical disabilities who depend on them. They also requested to reconsider the dismissal of union leaders who work for the organisation at the provincial as well as at the national level.

Before closing the meeting it was agreed to designate a High Level Commission which will have the duty of revising the actions and proceedings, and which will meet on February 11th, 2011.

ASECOTEL expects the government to fulfill the commitments assumed in this first meeting, in order to put an end to the dramatic situation of so many unemployed Panamanian workers.



Postal Workers killed and missing in New Zealand Earthquake

At least one postal worker has been killed and several are missing in the devastating earthquake that struck Christchurch, New Zealand on 22 February. Most

postal services in the city ceased with some limited services starting again on 1 March.

UNI has been in contact with our unions there and the following is an excerpt from a report by the General Secretary of the EPMU, UNI Post & Logistics New Zealand affiliate, who was actually in Christchurch when the earthquake struck. *"This quake was a very violent shake. I was in the downstairs meeting room in the Christchurch office when it struck and it took all my effort to stay on my feet and make my way to the door frame. You needed to assume a surfing stance to stay upright. Material stored on shelves was shaken onto the floor. Liquefaction struck the car-park - water and sand oozed up into the parking area and large mounds appeared and just as quickly subsided. Plate glass windows in the building across the road and two doors down the road were shaken out and smashed into the street. The cafe on the corner of Cashel and Barbados Sts was destroyed - the brick walls collapsed and the verandah fell onto the footpath. A hundred metres down the road the six storey CTV building collapsed. The aftershocks were frequent and one was almost as violent as the 12.50pm quake."*

This building and also another union building, The Trade Union Centre, where other UNI affiliates have their Christchurch offices, are likely to not be able to be repaired and will have to be demolished. At least one third of the Central Business district will have to be demolished along with hundreds of suburban homes. Most businesses still have not been able to restart operations and the Central City is still cordoned off. We will ensure there is more news when it comes to hand in these bulletins and on the UNI Post & Logistics web page

CWU South Africa urged to grow membership or merge

THE Communications Workers' Union of South Africa has been urged to grow membership by recruiting in the ICT sector failure to which the union should merge with other strategic unions.



In his official address to the 4th CWU Congress that was held in Durban from 31 January to 2 February, COSATU President Sidumo Dlamini said to reverse membership decline, CWU should move from its “comfort zone” in Telkom and SA Post Office and diversify its membership by recruiting in SABC, M-Net, Vodacom and MTN.

Dlamini observed that the ICT sector in which CWU was operating was highly dominated by atypical forms of employment, particularly labour brokers. He said workers in call centres, telecommunications, postal and courier services experienced high levels of exploitation and abuse by labour brokers.

“Members of CWU understand better than anyone else the brutality of labour brokers because these parasites attack in the main sectors in which CWU is organising,” said the COSATU President.

He urged CWU not to limit the campaign for decent work to labour brokers, but extend it to all non-standard forms of employ-

ment like casualisation, part-time work and outsourcing.

He praised CWU for its relentless efforts of defending the South African Broadcasting Corporation (SABC) as a public broadcaster from “extreme political interference and corrupt tendering practices.”

More information here:

<http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homepageEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/F9B6AE513B4E60B5C1257831003A8D50>

Canadian postal workers face first conciliation meeting

The Canadian Union of Postal Workers has faced its first conciliation meeting in its current collective bargaining process to renew their collective contract. The union reports that CUPW met with the employer and Conciliator on February 2, and it appears that Canada Post may be willing to move on certain issues because of union membership pressure. The union is currently attempting to clarify the employer's proposals.

This meeting occurred after the union representing 54,000 postal workers filed for conciliation under the provisions of the Canada Labour Code. A government-appointed conciliator will now attempt to bring the Canadian Union of Postal Workers and Canada Post Corporation to a negotiated settlement. The appointment of a conciliator starts the clock ticking towards a possible strike or lockout by the end of April.

“We've taken this action because Canada Post has to move from its hard-line position on demand-

ing significant concessions from our members, even while it continues to post profits and spend money on technological changes,” said Denis Lemelin, CUPW National President and Chief Negotiator.

More information here:

<http://www.uniglobalunion.org/Apps/iportal.nsf/pages/homepageEn?Opendocument&exURL=http://www.uniglobalunion.org/Apps/UNINews.nsf/0/ADA863D1983039C0C1257831003B759D>

Egyptian Telecom and Post Workers in Action

Egyptian telecom workers have begun strikes and sit-ins across the country to win better pay and conditions. Newspapers report that over 10,000 workers are participating and expressing solidarity with protesters in Tahir Square.

Having resumed work after the curfews were lifted and workplaces reopened, workers in the telecom and post sector started to mobilize for a wage increase in particular over the large gap in pay between lower positions and senior managers. The alleged Mubarak family fortune of \$40 billion is said to have triggered workers to mobilize.

The Egyptian minimum wage has remained unchanged since 1984.

5000 postal workers have also protested outside the Egypt Post Authority demanding an end to corruption and appointment to permanent work from temporary contracts.

UNI stands in solidarity with the workers of workers in Egypt as they demand decent pay and conditions, and social and trade union rights

Turkish Unions & UNI europa work to deal with postal liberalization

UNI europa Post & Logistics, together with the Turkish Trade Union Haber-Is, organised a seminar on liberalisation of the postal sector in Ankara/Turkey from 10 to 11 February 2011. Two hundred members of the Turkish Trade Unions, together with representatives from NGOs and the government participated in the 2-day seminar.

Following the welcoming address of the CEO of PTT, the Turkish postal company, and a written message from the Turkish Minister of Communication, the first Panel began work by taking an overview of Europe. Jutta Steinruck, MEP from the S&D Group, Germany and Cornelia Berger, Policy Officer, UNI europa Post & Logistics, explained what was going on at the European level and the possibilities trade unions have within the European Institutions.

National examples from Germany, New Zealand, the Netherlands and the UK followed, all of which showed the same picture after a badly prepared liberalisation.

CWU, Ireland, the Communication Workers Union of Canada and Teskoop-Is, Turkey gave examples about how to campaign and lobby the topic at the national level and how to organise workers in multinational companies. Their examples gave a good overview about how Trade Unions have should prepare for liberalisation.

Dominique Bailly, HR, La Poste, France and President of the Social Dialogue Committee of the

postal services finalised the overview discussion by explaining the incumbents' problems and positions and the pressure imposed on them as a result of privatisation, the market opening and from the other competitors.

Neil Anderson, Head of UNI Post & Logistics, summarised the most important points of the 2-day seminar as follows: 1) organise the competitors; 2) adapt as unions for change; 3) do not privatise; 4) solve the problem of financing the universal services, and 5) ensure a strong social regulation. This should not only be good advice for the Turkish Trade Unions but also for all other postal Trade Unions throughout the world who are being faced with liberalisation.



Belgian unions angry at DHL "U" turn

The Belgian union, ACV-CSC Transcom has responded angrily to an announcement stating that DHL had saved 120 jobs in Belgium.

Kurt Callaerts of ACV-CSC Transcom was commenting on news that the jobs are to be saved at DHL's aviation capacity sales, global aviation IT and business process aviation departments. They had been due to relocate to other cities across Europe. However, according to DHL, the plans were shelved because of the company's "strong

business growth in 2010."

At the end of 2009, the company announced that some 800 workers should relocate to Bonn, Leipzig and Prague. Callaerts explains: "Many of the workers didn't want to move because they had built their lives in Belgium. The unions believed that it was possible and necessary to retain the company's European headquarters in Belgium. We investigated every possibility and even put together a business plan based on the headquarters staying in Belgium. But DHL didn't give it a look in and immediately wanted to start negotiations on social agreements to get rid of the workers that didn't want to move. Only a fraction of the 800 workers moved to one of the new proposed workplaces. The rest left the company.

"The three departments referred to in the announcement are where, in my view, the last die-hard workers remain – those who didn't want to leave on the company's terms. They are also in departments that are too expensive to move anywhere else. The news reaffirms what I said in 2009: that there is still a need and a future for DHL departments in the centre of Europe."

Reported violence against TNT workers in Australia is unacceptable

Alleged violence against TNT workers in Australia who were on strike in an ongoing dispute over a new contract is unacceptable. It was reported that a driver hired by a TNT subcontractor had driven a 4.5 tonne truck into protesters.

An angry Paddy Crumlin, ITF

president, said that such actions had no place in Australia or any other country. "Violence and intimidation in the negotiation of workplace agreements cannot be accepted at any level," he stated. "These workers are exercising their democratic right to negotiate a just deal for them and their families, and allowing contracting companies to run over peaceful protesters should be condemned."

The Transport Workers' Union (TWU) reported that as a result of the attack on 16 February, on the second day of a two-day strike, two men and a woman had been injured at the New South Wales site.

Some 1,500 members of the TWU went on strike on 15 February in protest over TNT's continuing intransigence over a new contract. The union's demands include: a fair wage deal, company contributions to the pension fund above the government minimum and job security through enforceable rates of pay for outside labour.

Tony Sheldon, TWU national secretary, speaking on the day of the alleged attack, said: "With a predicted 10-15 per cent increase in Australian operations through to 2015, they have the capacity to pay. An extra one per cent super-annuation for all employees and further increases over the coming years would allow members to retirement with dignity.

"But rather than using tactics like we have seen this morning, TNT should come back to the negotiating table and come to an agreement with its workforce that is fair, safe and sustainable."

CWU UK welcomes bulk mail price rise

The UK Communication Workers Union said that it welcomes postal regulator Postcomm's announcement that it is 'minded to' accept Royal Mail's request for additional allowed revenues, which would allow it to increase prices on bulk mail. However, CWU argues that more needs to be done to level the playing field in the postal market as current arrangements threaten the future of the universal service.

Dave Ward, CWU deputy general secretary, said: "This is, in reality, just a small step in what is a bigger picture. There's much more still to be done to create the level playing field that our industry needs.

"There is no doubt that the way regulation was introduced into the UK meant that Royal Mail was being set up to fail and that the universal service obligation (USO) would become unsustainable.

"New market entrants have had guaranteed profit margins at the expense of Royal Mail and the USO and this cannot be allowed to continue."

CWU believes that Postcomm has failed to protect the USO and that regulation has damaged Royal Mail's ability to deliver the six days a week, one-price-goes-anywhere service.

Encourage your MEP to sign the declaration!

The 8th of March is an important date for the women in the world. It reminds us of the fights we had to achieve a bigger piece of the cake, to get closer to equality, to have the right to work, to vote and to decide by ourselves about

our issues.

The 8th of March 2011 was dedicated by the UNI Europa women's committee to postal women. The European Parliament had its plenary session on the 8th-10th March 2011 in Strasbourg and we showed to the MEPs that the consequences of liberalisation affect to a great extent women.

52% of the postal workers in Europe are female. Post women still earn - like in all other sectors - up to 30% less than their male colleagues. The change of employment in the postal sector towards part-time or marginal work is often used by women to achieve a work-life balance. As women are often employed on a part-time basis, they are excluded from career perspectives or further training in the company and therefore they are the first who get fired in case of restructuring.



During a previous plenary session from 14th to 17th of February 2011 in Strasbourg, postal employees from France, Germany and Portugal came to the European Parliament to ask the deputies to sign the written declaration WD94/2010. In personal talks, meetings and by distributing post cards in the corridors of the European Parliament, postal workers in postal uniforms tried to convince MEPs from all countries and all political groups to save postal services in Europe.

DHL Corporate Responsibility Day: Proper accountability needed

Deutsche Post DHL held their first Corporate Responsibility Day in Bonn where the company gave details of their activities to support Corporate Responsibility and Sustainable Development. UNI and ITF were represented at the day and Andrea Kocsis, the Vice President of UNI and ITF's German affiliate ver.di, was on one of the panel discussions. She told the participants that the Deutsche Post DHL values of Respect and Results needed to be fulfilled and that the Respect part needed to be brought to life. She said global corporations had an obligation to operate with international values and that they needed to be responsible in respect of workers rights and to set acceptable standards. On the same panel discussion, Klaus Milke Head of the corporate watchdog, German Watch, said Deutsche Post DHL CEO Frank Appel, who had spoken earlier in the day, had made all the right statements about the company's commitments, but that was not enough, there needed to be transparency in the way the company operates and proper monitoring and reporting on their Social Responsibility commitments.

Other speakers spoke of the company's commitments and during the workshops held in conjunction with the day, feedback came on making sure the commitments were upheld and this was not just a "green wash" exercise. Neil Anderson, Head of UNI Post & Logistics who was a participant said; "Deutsche Post DHL have taken on board many of our criticisms about the lack of trans-

parency and proper feedback about their sustainability report and their reporting on social responsibility such as workers rights, and this day is a start in getting that feedback. If future days like this are to be a success, stakeholders need to play a much greater part in the proceedings and reports presented on how the company is meeting these commitments that are verified by independent third parties and confirmed by the trade unions in Deutsche Post DHL. UNI and ITF are not satisfied that globally workers rights are being respected and our evidence points to this being a problem, in our view a proper system of monitoring and accountability needs to be developed and incorporated into a Global Agreement with UNI and the ITF."

Next Events:

UNI europa Post & Logistics Committee, 5-6 April, Brussels, Belgium

UPU POC meetings, 26 April - 13 May, Bern, Switzerland

UNI ITF Global Delivery Meeting, 23-24 May, Frankfurt, Germany

UNI apro Conference and P&L Committee Meeting, 1-6 July, Manila, Philippines

NALC, CUPW & UNI P&L Forum on Innovations in Postal Services, 6 September, Washington DC, USA

UNI Post & Logistics World Conference, 7-9 September, Washington DC, USA

UNI europa Conference, 4-6 October, Toulouse, France

UNI europa Post & Logistics Committee, 21-22 November, Brussels, Belgium

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