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Bulletin

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## Trade Union action in Austria with UPS drivers

The Austrian Trade Union vida has started actions to inform UPS drivers about union activities and the new Collective Agreement for small deliveries. Vida contacted UPS drivers who brought return parcels to the sites of UPS in Austria. More than 20 colleagues stopped and gave their contact details for further information of the Austrian delivery network. Several drivers expressed their delight about the success of the Trade Unions in UPS Turkey. "Very obvious was that the drivers describe their situation in a very negative way", says Harald Voitl from vida, "they suffer from long working days and high working pressure and would like to leave the branch." Therefore the information about the new collective agreement for small drivers and the new minimum wages were important. UPS reacted negatively to the presence of the Austrian Trade Union. They tried to avoid the presence of unionists at their sites, and the management also instructed subcontractor companies to tell their drivers not to stop at the gate and talk with the Trade Union representatives. In the next steps all drivers who left their contact details for further information will be contacted and the action will be expanded on other sites in other provinces of Austria.

## Best practices for a greener postal sector

With assistance from the Government of Japan, the UPU has published a guide on "Best practices for a greener postal sector". The UPU Director General, Edouard Dayan, in a Foreword for the publication said; "With more than 600 000 post offices worldwide, the postal sector operates the largest physical distribution network on the planet. Over 1.5 million vehicles as well as countless motorcycles and airplanes are used daily to deliver those services, covering billions of kilometres every year. The postal operators and their 5.5 million employees consume electricity, water, paper and other sources of energy in their daily operations, all of which have an impact on the environment. The Best Practices guide aims at showing postal sector leading by example with pro-environment policies, actions, behaviour and products. The guide can be downloaded from the UPU website at: <http://file.upu.int/xchange/public/ef5-9f365cea870b3d8a3d676bb6f39b67ff50231>

## US postal workers right to bargain attacked by Congress Committee

At an unprecedented hearing of the United States Congress Over-

sight and Government Reform Committee, Republicans and Democrats engaged in a sometimes fiery discussion over the tentative agreement recently negotiated between the American Postal Workers Union and the Postal Service. Witnesses at the hearing included two members of the Postal Board of Governors, APWU President Cliff Guffey, and Postmaster General Pat Donahoe. With governors and state legislatures across the country chipping away at the rights of teachers, nurses, and fire-fighters to engage in collective bargaining, the committee's decision to examine the APWU's proposed contract took on an ominous tone. The Republicans criticized the pay raises and the no layoff clause, and added that the Postal Service has far too many employees. In response, Ranking Democrat Elijah Cummings (MD) said that the Committee should "allow workers (to vote) without undo interference. Clearly, the Republican majority on the panel had an agenda: To change the law that governs postal bargaining in order to strengthen management's position and weaken postal unions. APWU President Cliff Guffey gave a vigorous defence of collective bargaining and postal employees. President of the National Association of Letter Carriers (NALC) Fred Rolando said "What we saw in the hearing was nothing short of a kangaroo court. We thought that Congress had gotten out of the business of interfering with the collective-bargaining agreements of government workers, but it turns out that some clearly want back in. "I am stunned that the Congress would interfere in a postal union's collective bargaining," said National Postal Mail Handlers (NPMHU) National President Hegarty.

For APWU reaction to the hearing see:

<http://apwu.org/news/nsb/2011/nsb05-110405-house-hearing.htm>

For NPMHU reaction to the hearing see: <http://www.npmhu.org/Pubs/UPDATE/2011/up110402.asp>

For NALC Reaction to the hearing see: [http://www.nalc.org/news/latest/2011-04-07\\_oversight.html](http://www.nalc.org/news/latest/2011-04-07_oversight.html)



## México: Postal workers celebrate the First of May

In Mexico and throughout the world, the first of May marks Labour Day, in honor of the martyrs of Chicago; workers who died in defense of an eight-hour workday. In Mexico it was not until 1913 that the Casa del Obrero Mundial (Organization of Mexican Workers) made the first labour parade in the capital. It was a very important event, attended by about 25'000 workers (craftsmen, railroad workers, weavers, carpenters, shoemakers, etc.) who demanded better working conditions. It was during the tenure of General Alvaro Obregon in 1923, that the celebration of May Day was established as a working class party. In 1925, CROM (Regional Confederation of Mexican Workers) organized a parade through Mexico City on Labour Day and from that moment, parades and activities are under-

taken by the main unions and confederations of workers in virtually all cities in our country. In 2011 the National Union of Workers of the Mexican Postal Service "Correos de Mexico," were out in force at the events organized at the Plaza of the Constitution of Mexico City. The Postal Workers met with other union brothers and sisters to carry out this act of remembrance and demand better working conditions.

## First All India convention for women postal workers

The UNI Post & Logistics Indian affiliate, FNPO, has held its first ever women's conference on behalf of the Indian Post's national unions. NAPEC's General Secretary, D. Kishan Rao in opening the conference, said that Indian postal unions have a responsibility to reach out and organise women members. Now India Post has over 40% women workers and it is heading for 50%. He told the conference that these workers need a proper voice and to have their issues dealt with. He said in his address that no union work plan is convincing without having the organisation of women workers and dealing with the issues that concern women. The conference heard that many women in developing countries simply cannot afford not to work and they take whatever opportunity comes to them usually in the informal sector. So it is important that postal unions in India fight to have women members recognised in full time employment and being paid equal pay with their male co-workers. The conference identified many of the issues for women postal workers and put in place an action program to ensure better union representation

for women in India Post.

## DHL intimidates workers in South Africa for joining a union

Workers and managers at DHL in South Africa are being subjected to intimidation for attempting to join a union. It was reported that the harassment began when a manager was suspended for belonging to the ITF-affiliated South African Transport and Allied Workers' Union (Satawu). The union has also raised concerns that DHL management in South Africa and sub-Saharan Africa have implemented a local policy of dismissing junior human resources staff and other managers once they express a wish to join the union.

To read more about this story please visit:

<http://www.itfglobal.org/dhlblog/?p=709>

## CWU UK says 9,360 post offices are under threat

Billy Hayes, General Secretary of the CWU, UK says that for the first time they have been able to put a number on how many post offices face closure - and it's far, far worse than anyone thought. The CWU says: "We now know that 9,360 post offices are under threat." To put this in perspective, it is the equivalent of 75% of the whole post office network closing its doors. This frightening figure was revealed in a survey of sub-postmasters, who were asked what would happen to their business if the government's privatisation of Royal Mail goes ahead.

An astonishing 90% told us they would be forced to shut down their post office through lack of custom. Thus after the CWU asked 800 sub-postmasters: "Could you stay open if the Royal Mail did not provide all the services they do now through your post office?"

## Another rainy day in Dublin, join the CWU Ireland !

Just another rainy day in Dublin? Not if you join the union!! The CWU, Ireland has just made a video for Organising month, which can be seen here:

<http://www.youtube.com/watch?v=Or7pbvYuAeY&feature=youtu.be>

## An "Arab Spring" for Middle East postal unions

Postal workers from trade unions in the Middle East/North Africa are building a network to help develop decent jobs and to work with the new governments in the region to improve postal services. Postal Workers' unions from several Middle East and North African countries, met at UNI Global Union in Nyon, Switzerland to share their experiences with the "Arab Spring" and to discuss how they could work to build better postal services and decent jobs in the region. They shared their experiences with the role of trade unions in fighting to support the revolutions in their countries and agreed to work together to help others in the region to develop decent governments and to rebuild their public services such as postal services. The unions also pledged to work to support de-

mocracy and the rights of workers to join unions and to bargain collective contracts that are properly recognised by postal companies operating in the region. They also discussed the influence of the WTO, the World Bank and the IMF to try and use the new dawn in the region to promote their versions of liberalisation and privatisation and how unions must work to maintain decent publically owned postal services delivering a universal, affordable and quality postal service. The unions also agreed to develop networks of young postal workers and women postal workers to build on the momentum established in the region during the "Arab Spring" and to harness the energy of young people and women to fight for decent jobs a proper sharing of wealth. The meeting agreed that a key to this would be recognition of workers rights and trade union rights and they agreed to build campaigns in their countries to fight for respect of these rights. A strategy and action plan was developed as part of the meeting and will be shared with other postal workers in the region to develop proper dialogue and networks amongst them to support the development of a modern postal service providing decent jobs, and to fight for workers rights in the postal industry including the multinationals currently operating in the region such as DHL, DPD/Geopost, FedEx, TNT, and UPS.



## Postal Euromed important for the Future of Posts in the Mediterranean

A newly established regional body of the Universal Postal Union (UPU), which now represents all countries in the region, is called Postal Euromed. This organisation of postal administrations and governments in the Mediterranean region has been approached and close ties were being developed with the objective of building training programmes together and activities to develop modern, viable postal services in the region. UNI Post & Logistics has developed an action plan and strategy to work towards a Global Agreement with Postal Euromed.

## FedEx hit by strike in Paris

French media report that operations at FedEx's European air hub at Paris Charles de Gaulle airport was hit by strike action over a pay dispute, resulting in flight cancellations and a backlog of parcels and freight shipments. Several hundred of the company's 2,200 employees stopped work after annual pay talks broke down, French media reported. The unions involved have been asking for a 5% pay rise and various additional allowances. Six flights had to be cancelled the first night of the strike and numerous other flights were delayed. Some 40,000 parcels remained unsorted at the airport the first day say the unions and after the second day that increased to a backlog of 80,000 parcels. FedEx Express opened its Paris hub in 1999, it is the second-largest after the Memphis super-hub.

## APWU, USA, members ratify their contract

APWU members approved a new contract 11 May, with more than 75 % of those casting ballots voting in favour of ratification. The final tally was 69,451 to 22,351 in balloting that ended 10 May. "The new contract is an important achievement for the APWU," said President Cliff Guffey. "We were able to retain protection against layoffs, bring back thousands of jobs in each craft, and limit excessing. "The agreement includes many big changes, and I realize that some union activists are apprehensive," Guffey added. "With help from the national union, I am confident that locals can implement the new provisions and protect the rights of APWU members.

For more information see the APWU web page at:

[http://apwu.org/news/nsb/2011/nsb09-110511-contract-ratification\\_vote.htm](http://apwu.org/news/nsb/2011/nsb09-110511-contract-ratification_vote.htm)

## Letter Carriers food drive to help stamp out hunger for needy families

The 19th annual NALC Stamp Out Hunger food drive—the USA's largest one-day drive—provides letter carriers, other postal employees and thousands of volunteers across the nation the opportunity to meld their forces together to conduct the drive in communities throughout America. The goals: to help restock community food banks, pantries and shelters for needy families throughout the summer, and to build upon the 1 billion pounds of non-perishable food

collected since 1992 from millions of generous postal customers. The drive is held each year on the second Saturday in May. The National Association of Letter Carriers President Fredric V. Rolando made a special appeal to active and retired members, asking all to make an extra effort to ensure that this year's drive will be a success. To hammer the point home, Rolando noted government reports that show that more than 50 million American families—including 17.2 million children—are living in homes lacking sufficient food.

For more information visit the NALC food drive web page at: <http://www.nalc.org/commun/fooddrive/index.html>



## Global unions meet in Frankfurt to hold logistics giants to account

Two world trade union federations met in Frankfurt from 23—24 May as part of their mission to hold the big five worldwide logistics companies to account and made their presence felt at DHL's annual general meeting in the city. The ITF (International Transport Workers' Federation) and UNI global union's joint global delivery network met as part of their oversight of how DHL, UPS, TNT, FedEx and DPD Geopost treat their workers. In a special event the day after the

conference, 25 May, delegates held a rally outside DHL's AGM and also put forward questions concerning the treatment of workers and their rights, directly to the meeting. UNI Global Union Head of Post and Logistics, Neil Anderson, commented: "The joint ITF/UNI global delivery network is growing in size and influence, and is ready to hold these companies to account until all their workers are guaranteed the same fundamental rights. As we keep reminding DHL, the best way to achieve that is by a global framework agreement – a global player needs a global agreement.



## UNI Global Union questions DHL CEO's credibility

UNI Global Union says that the credibility of the CEO of Deutsche Post DHL, Frank Appel, is in doubt after the Annual General Shareholders meeting held in Frankfurt, 25 May, and his responses to searching questions from UNI and ITF and interventions from shareholders who were concerned with the company's employment policies. The protest at the AGM highlighted one of the violations of human rights carried out by DHL where they subject their workers to lie detector tests. Workers have been sacked for their responses to this notoriously unreliable test and at the protest; shareholders were shown how

this intimidating and illegal practice is carried out. Shareholders were also provided with a dossier of workers rights abuses that DHL have undertaken. During the AGM several shareholders referred to this dossier and many questioned the CEO on what they described as clearly unsatisfactory labour relations in DHL. Inside the AGM, UNI and ITF speakers raised the issue of lie detectors, especially the case of Edwin Velasquez Ayala from Colombia, who had been sacked after a lie detector test of all staff at a Bogota DHL site concerning a minor theft. The theft had never been properly investigated and Edwin had never been given the opportunity to question these totally unfounded allegations nor to find out why he had been sacked or why he had supposedly "failed" this test. During the lie detector test he had been subject to totally offensive and unacceptable questioning including about his family, their activities, their relationships and questioning whether they might be criminals! The company was also questioned about their anti union actions in India where they are refusing to implement an agreed collective agreement and in other countries where they refuse to recognise the union and where if the company finds workers are union activists they are in fear of losing their job. UNI and ITF said they were concerned about the credibility of the CEO's answers as at the AGM last year Mr Appel had made a categorical statement to shareholders that he would not condone the use of lie detectors, but there was clear evidence that this practice was continuing with the testimony in Frankfurt of Edwin Velasquez Ayala. In response Mr Appel stunned the AGM by changing his statement from 2010 by saying that it was Deutsche Post DHL's policy to use lie detectors, a policy which he went on to detail.

UNI Global Union was also dissatisfied that originally he had not told the truth. "Perhaps Mr Appel should be the one on the lie detector, especially when answering UNI Global Unions questions at AGM's? Can we believe what he tells us as shareholders?", said Neil Anderson Head of UNI Post & Logistics Global Union.



## The SPTT / Burundi calls for the regulation of post

A UNI-Africa delegation, accompanied by the Executive of SPTT, UNI Post & Logistics affiliate in Burundi, met the General Directorate of National Computer Board of Burundi to discuss current issues relating to the postal sector in this country. In a working meeting with the Chief Executive Board of the National Post of Burundi explained the views of the union on postal regulation. This situation has arisen as because of trade negotiations, the Government of Burundi says it needs to establish a legal framework to liberalize the postal sector. Following this meeting the General Directorate of Post Burundi is committed to involving postal workers and their union to file a petition with the Government concerning the law on the liberalization of the postal sector and to advocate for the establishment of an independent regulatory authority.

## The pressure of FNPT / Morocco bearing fruit

Tough negotiations that took place between FNPT, UNI Post & Logistics affiliate in Morocco and the Directorate General of Post Group Morocco achieved satisfactory results for the Moroccan postal workers. Postal workers had put the pressure on to ensure that their interests were protected so that a new memorandum of understanding was signed with the following concrete results:

- 1) increasing the salaries of postal workers 900 MAD per month or 90 Euros, with effect as of 1 May, 2011;
- 2) reducing the interest rates on housing loans from 6% to 2.5%
- 3) increasing the quota for promotion of scale from 20% to 25% annually.

## Canada Post refuses a deal, CUPW on strike

After more than seven months of difficult and frustrating negotiations, UNI Post & Logistics Canadian affiliate, CUPW, has initiated strike activity. Members of the Winnipeg local will be the first postal workers to legally strike in more than thirteen years. The purpose of the strike is to encourage Canada Post management to return to the bargaining table with a proposal that meets the needs of current and future postal workers. The Union entered into these negotiations determined to address many workplace problems, such as excessive workload, inadequate staffing, and the constant harassment of workers when they are sick or injured.

They also came with proposals to address the problems resulting from the introduction of the new equipment and sequencing of mail as part of CPC's \$2 billion Modern Post program. Examples of the union's proposals include greater rotation of duties, ergonomic studies, proper time values and the implementation of a one bundle delivery method for points of call other than centralize delivery and stop and go.

**Post Script:** The Canadian Union of Postal Workers says that with the passage of the anti union Bill C-6 which forced them back to work, the Canadian government has declared war on postal workers and all working people. The National Executive Board has unanimously decided that CUPW will return to work in accordance with the terms of the legislation. The legislation provides for enormous financial penalties for individuals and union representatives in the case of defiance. CUPW believe that the government would use any excuse to destroy the union should they defy the legislation, and CUPW will not give them any opportunity to do so.

For more information visit the CUPW web page at:  
[http://www.cupw.ca/index.cfm/ci\\_id/1165/la\\_id/1.htm](http://www.cupw.ca/index.cfm/ci_id/1165/la_id/1.htm)



## Next Events:

12 – 13 May  
**Post unions MENA region workshop,**  
Nyon

23 – 24 May  
**UNI-ITF Global Delivery Meeting,**  
Frankfurt

29 June **Special Meeting on the Dutch postal market,** Amsterdam

3 July  
**UNI APRO P&L Committee Meeting,**  
Manila

6 Sept.  
**Innovations Forum,** Washington DC

7 – 9 Sept  
**3rd UNI P&L World Conference,**  
Washington DC

26-28 Sept **UNI ILO UPU sustainable development seminar,** Cameroon

3-5 October **UNI Europa Conference,**  
Toulouse

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