

**Postal Workers Union concerned that NZ Post may try to extend
its exploitative courier contract model to posties**

**Petition and submissions made to Parliament by postal workers
about the declining mail service**

The Postal Workers Union accepts that NZ Post's mail delivery volumes are in decline however the Union believes it is necessary for the company to adjust its mail delivery service and staffing levels to meet the needs of the residents and businesses, not just the demands of the market.

Although the senior management has undertaken to establish 'real engagement' processes with the union and staff members, and does honour its obligations to its employees under Just Transition agreements with the unions, ultimately the company makes its decisions based on its corporate interests, which do not necessarily align with the mail delivery service interests of the public.

NZ Post will be considering whether three days a week delivery is sustainable into the future. However the company will also be considering what model it wishes to use for its mail delivery business – employees or contractors.

The exploitative nature of the contracts generally used by courier companies for their owner drivers has already drawn the attention of the Government, the Ministry of Business, Innovation and Employment and the Employment Court.

The courier contractor model already denies NZ Post couriers four weeks paid holidays, ten days sick pay, the guarantee of the statutory Minimum Wage, collective bargaining, and access to labour protection institutions including the Employment Court.

The Postal Workers Union has consistently advocated that NZ Post has been failing in one of its obligations under the State Owned Enterprises Act – that it must have regard for the interests of the community.

Postal Workers Union members petitioned Parliament in October last year concerned about the continuing deterioration of the quality and reliability of NZ Post's mail service.

In a subsequent submission to the Economic Development, Science and Innovation Select Committee in April this year the Union sought a process to provide for the public to have a voice in determining the parameters of an acceptable minimum reliable mail service.

The Union's concerns extended to the failures of NZ Post to maintain the confidence of the public by ignoring the Union's repeated urgings that NZ Post must step up and explain itself when its service levels are challenged by the public.

NZ Post did not go on the front foot about running out of stamps at Christmas; defending itself during the controversy around postal voting for Local Authority elections; or reassuring the people of Wainuiomata that their two years of mail delivery failures had been corrected (but only after the persistent advocacy of the Postal Workers Union). NZ Post continues to quietly remove road side posting boxes which are an integral infrastructure component for postal voting.

The Postal Workers Union will continue its advocacy for a fit for purpose mail delivery service that meets the needs of the population, without NZ Post further extending its exploitative courier contractor model to posties.