

CWU BULLETIN

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REDBANK UPDATE

Members would be well aware that the CWU has been actively engaging with management, and local members and reps, for quite some time with regard to the overall Redbank project.

Without doubt, members will remember recent briefings conducted by General Manager Deliveries, Rod Barnes, where he informed you that it was Australia Post's intention to operate only one full-time shift and one part-time shift at the new facility – this shift structure has been strenuously opposed by your Union since it was first floated.

Our opposition to this proposal is a culmination of concern for members being disadvantaged through major change, but also where we sincerely feel the new shifts will not adequately fulfil the labour requirements against the projected work offering.

This proposal has understandably caused terrible distress for members – all of whom will be impacted in some way by the limited options available as a result of these massive-scale shift changes.

The CWU has continued to engage with the bosses and has had success in securing a grandfathering arrangement for penalty rates for those who transition to shifts that may not provide, or may provide a reduced, penalty rate. However, the finer detail, including grandfathering duration, has not yet been agreed.

We further insisted for all members at Underwood to be interviewed jointly with management, to gain a full understanding of your preferences and how the changes may impact your personal situation and family responsibilities. These interviews are important and will allow these factors to be taken into consideration prior to implementation.

I would like to thank those who have already participated in the interview process and their openness in sharing the issues that they now confront as a result of management's inadequate shift proposals. One thing is clear, and I am not sure that management gets it – a change such as this does not only affect the members walking through the doors every day at Underwood – it will affect their families at home, along with extended families with child care and lifestyle responsibilities.

In addition to the personal issues, we also have to deal with extended travel times, toll costs, safety concerns of having to travel home at unsociable times and many other important matters.

If you have not yet engaged in the interview process, I would encourage you ALL to participate and to **take a CWU official in with you**. Your QLD Branch Officials, along with a number of National Divisional Officials are making this issue a priority to ensure that a CWU Official is available to attend all the interviews with members.

Finally, the data we continue to collect from your interviews will be forming the basis for our alternative proposals for future discussions with management prior finalising shift arrangements. Your engagement is incredibly important to ensure the proposals we take to the table accurately reflect your situations and your responsibilities outside work.

We have not, nor will we ever accept the shift arrangements as presented, proposed by Australia Post.

The CWU is doing everything we can to modify Australia Post's position on the shift arrangements and will exercise any and all options to mitigate against the negative effects these proposals will have on our members.

But I stress, again, our position moving forward will be based on the information you, our members, provide at the interviews and urge you to participate in that process.

As stated at the briefings I am furiously opposed to the current shift proposals at Redbank.

Yours faithfully,

A handwritten signature in black ink, appearing to read "C. Bird".

CAMERON BIRD
BRANCH SECRETARY

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