



TNT Enterprise Bargaining 2010

Bulletin No. 3

14 December 2010

TNT management meeting on Thursday – What should you ask?

TNT Management will be hosting meetings of all staff on Thursday this week to outline the changes to the Agreement.

Many staff asked the ASU and Bargaining Representatives what questions they should ask to have a better understanding of this Agreement. Below is a list of such questions:

- 1. Is 3% a “Fair and reasonable wage increase as stated by TNT Management?”**
If TNT are in a position to offer the Drivers and Dock Handlers 4% (although they have not agreed to this as they are still pushing for an additional 2%) is this not a “fair and reasonable wage increase” – TNT are a world wide Company with a huge profit. Why cant they offer staff a wage increase that helps meet the rising cost of living!!
- 2. Why has so much of the wording been removed from the Agreement?**
TNT have removed a great deal of the wording in relation to working conditions and will rely on Human Resource Policy and Standard Operating Procedures, and the Award, all of which can be changed without any input from YOU. The changes will simply be forced on staff!
- 3. Why has TNT changed the way Sick Leave is accrued?**
The current Agreement meant you got your Sick Leave on your anniversary date. Now you will accrue it on a weekly basis. There is no requirement on TNT to change this provision to match what the Fair Work Act says as the current Agreement provided for better (being on you anniversary date). Therefore it CAN remain this way. If you have no Sick Leave in your bank you WILL need to wait till you accrue enough hours before you are paid or it will be unpaid leave.
- 4. Can I be made to work a Public Holiday if not enough staff volunteer to work them?**
TNT management have advised that if they do not get enough volunteers they will start to select staff to work on Public Holidays – this will mean you may be forced to work on any nominated Public Holiday.
- 5. Do I have to work 40 hours per week given 2 hours are Overtime? Or Can I have an RDO?**
TNT Management have again advised that due to the needs of the business staff cannot opt out of the 40 hours per week. The ASU sought a calculation from TNT to show the paid Overtime

and Annual Leave loading as additional pay. We are still awaiting! To date this has NOT been received. The ASU will provide details are soon as they are provided by TNT.

So what does this mean?

TNT Management have outlined in their latest communication to staff that the 2 core principles of this Agreement are:

- “1. Minimum changes to the Agreement
2. A Fair and reasonable wage increase”

Agreements should be about making improvements to the working lives of staff at TNT – not keeping them the same!!!!!!

Remember none of your requests to make your working conditions better have been addressed or taken into consideration. Being: Annual leave approval notification and blackouts

- Annual Leave approval within 7 days of application being submitted.
- RDO and 40 hour week.
- Black out periods locked in.

TNT Management have also stated that they want to pay you the wage increase as soon as possible – that’s why you need to vote this substandard Agreement up.

This is not the case – TNT Management have the ability to commit to further negotiations with your Bargaining Representatives and give us all an undertaking that they will provide all staff with back pay to the date of the expiry of the current Agreement once agreement is reached.

What can I do now?

If you believe this Agreement falls short in delivering a wage increase and conditions that you are not happy with then you should vote NO in the ballot this Friday.

Send a message to TNT that you deserve the same respect they give to other members of their workforce.

If you have nay questions or concerns you can speak with Rachel Takats from the ASU who will be on site this Wednesday and Thursday between 11am and 2pm.

Your Bargaining Representatives : Jo Craddock (ASU Delegate), Lynette Castellano, Christine Fletcher, Narelle Bowden, Michelle Muratore.