



Union Strong Union Active Bulletin March 2025 Vic CWU P&T QGM March 29

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PDO Stand Downs

As many as 16 Postal Delivery Officers have been stood down in total at two delivery centres since February in 2025. Members at a number of other delivery centres are very concerned at this development. Their concerns revolve around

1. What is the union doing to support members who have been stood down? and
2. Could members at other Delivery Centres be next?

For any decent union the saying Touch One Touch All goes to the heart of its very purpose and existence. The fate of the 16 Postal Delivery Officers who have been stood down is unknown at this point in time. Hopefully the March QGM will shed some light on the outcome of these stand downs & how further instances of stand downs can be prevented.

Restructure Blues NDM & NDM 2.0

One Australia Post official at a recent site briefing said that the New Delivery Model (NDM) created 'winners & losers'. The CWU at both the state and federal level have offered no resistance to the NDM implementation. Despite the length of the working day being 7 hours and 21 minutes the NDM is modelled on an 8 Hour Day, making the average working day longer than it should be. Australia Post workers have been subjected to the speed up and intensification of work and the current NDM appears to be more of the same.

Some of the safeguards to the work life balance of PDO's involve Divides being voluntary and mail being cleared from the floor every day to prevent the tying up of rounds. The union as a whole needs to build a workplace culture where it is OK for workers to assert their rights without fear of reprisals or what the Fairwork Act calls 'adverse actions' from management. The statement in the union newsletter that 'the only way to prove the system is broken is by doing your job by the book' is a cop out.

The next delivery restructure NDM 2.0 or the 3 Day Delivery Model involves a delivery point getting only 2 or 1 mail delivery a week. The union must come clean about what they know about the NDM 2.0

Key NDM Questions

There are key questions about the NDM that need to be answered that include

- * How many DC's have a/ concluded the NDM process b/ have commenced the NDM process and c/ have not yet commenced the NDM process in Victoria?
- * How many PDO positions/Rounds have been lost in Victoria & nationally so far due to the implementation of the NDM?
- * Has Australia Post stated what number and % of PDO positions or rounds they are targeting in Victoria & Australia?
- * Why have there been no delegate hookups about the NDM so far?
- * Is there any written agreement between the union & Australia Post concerning the transfer of PDOs to other DCs due to the NDM?
- * Have members who feel unfairly treated by the NDM process have any rights to challenge decisions made by the LWG and or management? If so what are they
- * How is the voluntary nature of divides past roster going to be enforced?
- * How is the NDM model going to enforce the daily clearing of mail?
- * How is Delivery Centre Management going to record the clearing of mail each day?
- * Does the NDM really allow PDOs to only work their rostered shift?
- * Is the union going to conduct a member survey about the NDM?
- * What does the union know about NDM 2.0 aka 3 Day Delivery Model

Australia Post Restructuring elsewhere

Restructuring at Australia Post whether it is occurring in retail, delivery or anywhere else is all about cost cutting, with little regard for the quality of services that Australia Post provides to the public. Despite Australia Post being owned by the Australian government with an allegedly 'pro worker' ALP government in power, the restructuring of Australia Post operations continues apace with little or no resistance from the CWU which is affiliated to the ALP. When the LNP was in power the CWU opposed the ADM. Now their ALP mates are in power in Canberra the CWU has no qualms about drinking the Restructure Kool-Aid.

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Leroy Lazaro ‘departure’ from the CWU

Leroy Lazaro has resigned as secretary with ex Delivery Organiser Troy McGuinness being his replacement. Liz Williams has replaced Troy McGuinness as Delivery Officer. Leroy was appointed to work at the CWU as a 'casual' by the BCom in late 2024. The BCom motion appointing Leroy amounts to yet another stunning governance failure as the motion did not state

a/ Leroy’s hourly rate as a ‘casual’

b/ the average number of hours a week Leroy would work or would likely work

c/ Leroy's likely daily & weekly wage

d/ the likely length of Leroy's casual employment or

e/ whether or not Leroy is provided with fringe benefits such as a motor vehicle.

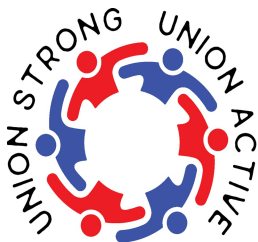
Given the union's declining financial position over the last 4 years and the spectre of the dreaded Central Branch hanging over the Victorian Branch, these are questions CWU members are entitled to know the answer to.

We need A Democratic Union!

The conditions of Australia Post workers, like the conditions of Postal workers worldwide are under severe and sustained attack. The CWU has been described by at least one senior Australia Post official as being ‘Our Union’. The cost of the 2024 CWU National conference was funded by Australia Post. It seems CWU officials currently have more in common with Australia Post Management than with the CWU members who pay their wages. The NDM is an example of this. The CWU at all levels needs to ditch the idea that CWU members are passive ‘clients’ or ‘customers’. Instead the CWU at all levels needs to adopt an organising model that empowers members to win. The two essential elements of a democratic and organising union are

1. Member involvement in Decision making

2. Transparency & oversight of union operations by members



UNION STRONG UNION ACTIVE
 A DEMOCRATIC AND ORGANISING UNION
 A UNION THAT EDUCATES AND EMPOWERS ITS MEMBERS
 A UNION THAT BUILDS ACTIVISM IN THE WORKPLACE
 A UNION THAT LEAVES NO ONE BEHIND

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- Union members need Transparency in the form of***
1. Being allowed to Observe Monthly BCom meetings
2. Member access to BCom Minutes
3. Written membership reports provided to QGMs

	Delivery	Retail	Proce ssing	Transport	Operations	Tota l
As At Start						
+ New members						
Less Resignations						
Members As At End						

	Full Time	Part Time	Micro PT	Total
As At Start				
+ New members				
Less Resignations				
Members As At End				

6 May Day

Celebrate May Day 2025

The May Day movement was born on May 1, 1886. May 1 is recognized internationally as one of the most enduring and significant days where workers recognize their past achievements as well as the challenges ahead. Celebrate May Day with us.

Postal Workers under attack

After a sustained period of work intensification, Australia Post workers are now being subjected to a restructuring & cost cutting frenzy with CWU support. Management aims to cut 30% of jobs across all areas. Australia Post provides an essential service & is not a profit-making cost centre.



To all Victorian CWU Branch Members

May Day Rally & March

Trades Hall Sunday May 4 From 11am

Union Strong Union Active

Find out what you can do fight back.
<https://union-active.org>

Key Issues of May Day 2025

- * **Opposition to all wars of aggression, and the pursuance of peace and justice in the world.**
- * **Opposition to the imperialist policies of the United States and the crackpot AUKUS program**
- * **Opposition to the draconian anti union attacks against the CFMEU**
- * **Supporting the struggles of First Nations people & their communities in Australia**
- * **Supporting the struggle to create better workplaces**
- * **One Struggle One Fight, Workers of the World Unite!**

7 Other Questions

Building Power in the Union

In 2025 the CWU is little more than an arm of Australia Post Management. The CWU, nationally, in the Central Branch and in Victoria needs to be non aligned to any political party and needs to be rebuilt from the bottom up.

Cost cutting agenda of Australia Post

- * What is the union doing to resist the cost cutting & resultant job losses and service degradation agenda of Australia Post?

Membership Decline

- * Will the union consult with the membership about how the decline in membership can be overcome by conducting a sustained recruitment campaign?
- * Will the union adopt a more transparent approach to reporting movements in union membership to the members as mentioned on page 5 of this bulletin?

Membership involvement in decision making

- * How can the union increase member input into its decisions?
 - a/ regular delegate and activist telephone hookups
 - b/ monthly meetings of CWU delegates and activists
 - c/ greater transparency & oversight over union operations

Disaffiliation from the ALP

- * The Federal ALP Government's attack on the CFMEU reveals its
 - a/ contempt for the rule of law
 - b/ contempt for the concept of Freedom of Association
 - c/ contempt for the right of unions to organise

Given the draconian attacks on the CFMEU a conversation needs to be had with members about the CWU's continued affiliation to the ALP given its policy failures on a number of fronts



The Albanese ALP Government and the CWU leadership at all levels has given Australia Post the Green Light to ram through its “Modernization” cost cutting frenzy across its entire operation. Albo unsurprisingly has clearly left Australia Post workers behind. The ALP is no friend of Australia Post workers.

The worsening of conditions & the continuing speed up & intensification of work is the inevitable result of massive job losses. Merely putting one’s head down and ‘rolling with the changes’ is not a viable long term strategy. What can Australia Post workers do to begin the task of improving their workplace, their union & Australia Post.

- *Join the CWU if you are not already a union member***
- *Talk to others in your workplace about issues of concern***
- *Map your Workplace & Union. Find out Who’s Who in the Zoo***
- *Read the Union Strong Union Active Website & Facebook page***
- *Come along to Quarterly General Meetings of the Union***
- *Subscribe to Union Strong Union Active***

