

AP 20/18  
2.3-306

24 July, 2020.

Sue Davies,  
Executive General Manager,  
People & Culture,  
Australia Post,  
Level 3,  
219-241 Cleveland Street,  
STRAWBERRY HILLS. NSW. 2012.

**By email: [susan.davies2@auspost.com.au](mailto:susan.davies2@auspost.com.au)**

Dear Sue,

I refer to your email of 22 July 2020 regarding the Authorised Day. Let me say from the outset that the content and sentiment outlined in this correspondence has descended to an all-time low for Australia Post.

I won't waste my time going over the history of the Authorised Holiday other than to say that before the current management team got their hands on it, it was viewed by employees as a reward for their hard work over the year. Last year Australia Post chose to remove the holiday from being observed during the traditional Christmas period in order to steer employees away from having an actual Authorised Day and towards a flex day under the guise of employee choice. Now, in this most recent decision to declare Wednesday 19 August 2020 as the Authorised Holiday, Australia Post effectively punishes those employees who do not conform with Australia Post's preferred position. It is only an illusion of choice that is being provided to employees and Australia Post is ensuring the outcome it seeks.

It is truly shameful that the current management group have little regard for the history of Australia Post and have no loyalty to the Australia Post brand. The current management group take decisions purely to keep the political masters happy, are loose with the truth and are unphased by the adverse impacts on job security, take home pay and established lifestyle and family responsibilities of employees.

These inconsistent and incompetent management decisions are cloaked with the Covid-19 crises. Australia Post seems to be secretly rejoicing at the opportunities that Covid-19 brings despite the havoc it continues to cause.

The same employees that you have deliberately treated as second rate by your decision on the Authorised Holiday are the same employees that stood on the front lines keeping the Corporation operating and profitable, whilst proudly serving the community from the outset of the COVID-19 pandemic – and continue to do so.

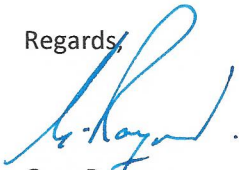
I sincerely doubt that you have given any thought to the views of the CEPU, you have deliberately taken a decision to apply the Authorised Holiday on the most unattractive day to force employees to add the day to their Rec Leave which is your ultimate goal.

Please stop insulting me by suggesting that decisions such as this are taken to maximise job security. Your closing comment says you are happy to discuss? Can you clarify what you are happy to discuss? The decision has been made as stated in your correspondence; do you want to discuss other ways you can disadvantage your employees? Do you want to discuss how you have unilaterally cut take-home pay and other long-standing lifestyle customs? Do you want to discuss how you are deliberately withholding customers mail, parcels and express products that you refuse to deliver on time?

"I am happy to discuss" These empty words are just another example of the disdain with which you treat your employees and their representatives.

The CEPU/CWU is available to discuss any issue and will not walk away from serious, meaningful and genuine consultation.

Regards,



Greg Rayner,  
DIVISIONAL SECRETARY.

GR:kr

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