

# COMMUNICATIONS WORKERS' UNION



## Report of the Decisions of the 5<sup>th</sup> Biennial Conference 2010

# REPORT ON THE DECISIONS OF OUR 5<sup>th</sup> BIENNIAL CONFERENCE 2010

## WHITE'S HOTEL, WEXFORD

5<sup>TH</sup> – 7<sup>TH</sup> MAY 2010

The Fifth Biennial Conference of the Communications Workers' Union was held in White's Hotel Wexford on Wednesday 5<sup>th</sup>, Thursday 6<sup>th</sup> and Friday 7<sup>th</sup> May 2010 when the President of the Union took the Chair and recited the Conference Prayer.

Conference was formally opened by Ms Philomena Keegan, Lord Mayor of Wexford and Mr Pat Loftus Wexford Council of Trade Unions. Mr Charlie Kelly, President, presided over the Conference.

Conference elected the following Tellers:

*eircom*: Shay Devine, Dublin No 2  
Donal McCarthy, Cork District Branch  
Postal Services: Kevin Keating, Dublin Postal Delivery Branch  
Mark Malone, Dublin Postal Drivers Branch

### Standing Orders

The Standing Orders Reports No's 1 – 5 were agreed.

### Presidential address

Mr Charlie Kelly delivered his address to Conference.

The decisions of the 2008 Biennial Conference were agreed.

National Executive Council Ballot.

Regina Abernethy – withdrawn from NEC Ballot.

## NATIONAL EXECUTIVE REPORT – General Conference

### INTRODUCTION OF NATIONAL EXECUTIVE REPORT

The General Secretary introduced the National Executive Council Report

### ITEM 1 - CHAPTER 1 – INTRODUCTION AND OVERVIEW

Chapter 1 was agreed.

### ITEM 2 – CHAPTER 2 - PAY & REWARD SYSTEMS

1. Conference instructs the incoming National Executive Council to provide information on a regular basis in regard to entitlements of a Welfare nature to Branch Officers where members are continually exiting the Company each year.

**SLIGO C&A**

### Associated Motion

Motion 1 Sligo C&A Branch

**Passed**

Chapter 2 was agreed.



economic development, thus jeopardising the livelihoods and prospects of tens of thousands of working people and their families, resolves to take all possible steps to ensure that it never happens again and to this end urges all affiliates in the jurisdiction to emphasise the importance of political awareness among their respective memberships through information, education and campaigning and to address the critically important issue of affiliating to the Labour Party so as to assist in shifting the fulcrum of influence in the corridors of power in the direction of our fundamental values of social solidarity and the primacy of the common good.

*Proposing Union: SIPTU*

As a result of the above Motion the National Executive Council investigated how the CWU could abide by the terms of the Motion.

It is the view of the National Executive Council that it would be in the best interests of the Union and its members to put aside a proportion of the present subscriptions into a Political Fund. It is also the view of the National Executive Council that this fund would be used to further the aims of CWU members as outlined in the Union Rules & Constitution. Indeed it could be argued that Rule 9.3 gives the National Executive Council the authority to create funds subject to the approval of the next Biennial Conference. However, given the possible controversial nature of a Political Fund, it is the view of the National Executive Council that Conference should agree to a ballot of all members in relation to setting up such a fund. That ballot should clearly spell out how those funds could be used and how much of the central funds would be put into a Political Fund.

There is now a broad acceptance that trade union's and their employers really only negotiate one part of worker's remuneration and that the negotiation of the social wage, covering areas such as health, education, social welfare and pensions, is also of critical importance. In addition, political decisions in relation to the future of our industries have in the main been taken without any reference to the impact on worker's pay and conditions, and they are areas that we as a trade union have to influence or we will continue to fight the battle with one hand tied behind our back. Therefore, I think it is absolutely key that we explain in detail to our members why we would see the need for a Political Fund, how it would be operated and how much it would cost.

Therefore, if the above is acceptable to Conference, the National Executive Council will arrange before the end of this year, a ballot of all members seeking their approval for the setting up of such a fund.

**Report AGREED**

### **Supplementary Report No.3**

#### **Subject: Retired Members Branch**

The purpose of this report is to provide the space and time for the NEC to set up an effective Retired Members Branch.

When Rule 2.7 was first enacted, the rule being:-

1. *A National Branch for Retired Members of the Union shall be established.*
2. *The Branch shall be named the Retired Members Branch of the Communications Workers' Union. The Branch shall be governed by and shall operate under the Rules and Constitution of the Union in particular those rules governing Branches, i.e. Rule 3.*

3. *Notwithstanding the generality of Rule 3, the business of the Branch shall be:*
  - (a) *To protect and promote the interests of retired members.*
  - (b) *To recruit new members.*
    - (c) *To organise retired members on a social basis and assist with funding of various events.*
  
4. *Membership of the Branch shall be open to all those who were Benefit Members of the Union for at least two years on the date of retirement on pension.*
  - (b) *The membership subscription shall be €2 per week deducted from pension payment / debited from member's Bank / Building Society Account etc. or such other amount as may be determined from time to time by the National Executive Council.*
  - (c) *Each member shall be supplied with a membership card.*
  - (d) *Exclusive of benefits as provided for in Rule 10, an in benefit member of the Branch may be paid €635.00 on the death of his/her spouse. The estate of a Member may be paid €635.00 on the death of a Member. The Member can during his/her lifetime nominate the person(s) to whom the said benefit shall be payable.*
  
5. *As determined by and at the request of the National Executive Council, the Branch shall nominate members to represent the Union on, e.g. the Retired Workers Committee of Congress, the Senior Citizens Parliament, etc., and liaise with / affiliate to other retired members organisations.*
  
6. *The Branch may send two representatives as Observers to Biennial or Special Delegate Conferences.*  
*The Branch shall be allowed to have one Observer in attendance at meetings of the National Executive Council where issues are being discussed that may directly impact on its members.*

The sentiment behind the Rule was clearly stated within the Rule itself. Unfortunately, since then there has been no focus or drive to build up a Retired Members Branch. As a result we now have approximately 27 members paying €2.00 per week from their pension and receiving absolutely no additional service other than the Death Benefit.

Having considered this matter in detail the National Executive Council decided that the best manner in which to approach the formation of a Retired Members Branch would be to meet with the Officers of the various Retired Members Associations and to provide the space for any other Pensioners who wanted to have an input. We could therefore build the Branch with the input of Retired Members, while at the same time, taking into account the financial constraints on the Union.

To that end, the Executive Council has set up a Sub Committee from the NEC Finance Committee to carry out the work on their behalf with a view to introducing a new Rule at the next CWU Biennial Conference.

In the meantime, it is proposed that the existing Rule be abolished and that all Retired Members be dealt with as Associate Members as per Rule 2.6, which is:

1. *A Member who is a benefit Member of the Union for at least two years on the date of retirement on pension shall become an Associate Member of the Union and shall be supplied with an Associate Membership Card.*
2. *An Associate Member shall be bound by the Rules and shall be entitled to all the benefits of a Member of the Union with the exception of those excluded by Rule.*

It is also proposed that the Financial Officer in conjunction with the General Secretary should examine the possibility of returning the monies taken from the small number of members who have

been in the Retired Members Branch from its inception and who have received no real benefits as a result.

### **Report AGREED**

4. Conference instructs the incoming National Executive Council "to issue a document to all CWU members in eircom, outlining the roles and responsibilities of: General Officers, Industrial Officers, N.E.C.plenary groups and Partnership Groups, so that the decision making is more accountable and transparent to the members."

**LIMERICK DISTRICT BRANCH**

5. Conference instructs the incoming National Executive Council to pursue with An Post to have a time off facility put in place for Branch Secretary's in Branches of less than fifty members.

**TUAM POSTAL BRANCH**

### **Associated Motions**

Motion 4                      Limerick District Branch                      **Passed**

Motion 5                      Tuam Postal Branch                      **Passed**

Chapter 6 was agreed.

Rule 5.3 was **Withdrawn**

Rule 2.7 and Rule 12 were **Passed**

### **Supplementary Reports 2 & 3 were AGREED**

**The history of The Irish Post Office Workers Union 1890 – 1930**

**presented by Mr Francis Devine**

### **ITEM 7 – CHAPTER 8 – FINANCIAL REPORT    (Private Session)**

6. Conference instructs the incoming CWU National Executive to review the Contributions its members pay with a view to revising downwards, in line with other Trade Union organizations

**SOUTHERN REGION MANAGERS BRANCH**

### **Associated Motion**

Motion 6                      Southern Region Managers Branch                      **Withdrawn**

Chapter 8 was agreed.

### **ITEM 9 – CHAPTER 9 – HEALTH & SAFETY**

7. That this Biennial Conference recognises the ever increasing danger faced by An Post Security Officers, especially in public offices, in their daily tasks. Therefore this Biennial Conference instructs the incoming National Executive Council to seek agreement from An Post that vaccines are provided, against potential attack with syringes etc, to An Post Security Officers.

**DUBLIN POSTAL AMALGAMATED BRANCH**

8. Conference instructs the incoming National Executive Council to insist that An Post provides a mobile defibrillator for all our offices. One tragedy would be one too many....

**WATERFORD POSTAL BRANCH**

### **Associated Motions**

Motion 7	Dublin Postal Amalgamated Branch	<b>Passed</b>
Motion 8	Waterford Postal Branch	<b>Passed</b>
Chapter 9 was agreed.		
5.25 pm	<i>Conference adjourned</i>	

## **POSTAL SERVICES OCCUPATIONAL CONFERENCE**

### **Decisions taken on Thursday 6<sup>th</sup> May 2010**

09.00 – 09.10 Conference elected the following Tellers: Kevin Keating and Martin Malone.

Adoption of Standing Orders

#### **STANDING ORDERS REPORTS**

The Standing Orders Reports No's 1 and 2 were agreed.

### **ITEM 1 – CHAPTER 1 – POSTAL AND COURIER INTRODUCTION**

Chapter 1 was agreed. There were no Motions associated with this Chapter.

#### **ITEM 2 - CHAPTER 2 – PAY & ALLOWANCES**

13. This Conference instructs the incoming National Executive Council, that if bonus payments are made to An Post management, to demand, as a matter of urgency, the payment of the 3.5% due since May 2009 plus back money on same.

##### **DUBLIN POSTAL DELIVERY BRANCH**

14. This Conference, mindful of the fact that all members working in the C&D area in An Post do not receive the C&D allowance but are expected to work to the same standards, instructs the incoming National Executive Council to pursue an immediate claim for the consolidation of the C&D allowance into the basic pay.

##### **DUBLIN POSTAL DELIVERY BRANCH**

15. Conference instructs the incoming National Executive Council to seek a substantial increase in Service Pay for members in An Post.

##### **DUBLIN POSTAL DRIVERS BRANCH**

16. Due to added responsibilities introduced by the Road Safety Authority (RSA) as a result of European Union Law and current driving conditions experienced by members, Conference instructs the incoming National Executive Council to seek an increase in the Driving Allowance for drivers of Articulated trucks, a separate Driving Allowance for C Class Driving Licence holders and a general increase in the Motor Driving Allowance for members in An Post.

##### **DUBLIN POSTAL DRIVERS BRANCH**

17. Conference instructs the incoming National Executive Council to pursue payment of the Collection and Delivery Pay allowance to all members and new entrants working in the Collection and Delivery area. Currently some of our colleagues are not entitled to this allowance even though they carry out the very same work practices as those in receipt of the allowance. As a Union we should ensure all members are treated equally and the current

divide between members in the C&D area should no longer exist. Parity of pay must be secured in the interest of fairness and equality.

**NORTH KERRY POSTAL BRANCH**

18. Conference instructs the incoming National Executive Council to lodge a pay claim with An Post in respect of Post Office Clerks whose duties now include managerial functions previously performed by the overseer grade.

**CORK CLERKS BRANCH**

19. That conference instructs the incoming National Executive Council to submit a claim for a long service increment for all CWU members in An Post that have remained on the maximum of their current payscale for 10 years or more.

**DUBLIN POSTAL MANAGERS BRANCH**

20. Conference instructs the incoming National Executive Council to ensure that our members in An Post doing the same work are paid the same wages at the higher rate.

**WATERFORD POSTAL BRANCH**

**Associated Motions:**

Motion 13	Dublin Postal Delivery Branch	<b>Passed</b>
Motion 14	Dublin Postal Delivery Branch	<b>Passed</b>
Motion 15	Dublin Postal Drivers Branch	<b>Passed</b>
Motion 16	Dublin Postal Drivers Branch	<b>Passed</b>
Motion 17	North Kerry Postal Branch	<b>Passed</b>
Motion 18	Cork Clerks Branch	<b>Passed</b>
Motion 19	Dublin Postal Managers Branch	<b>Passed</b>
Motion 20	Waterford Postal Branch	<b>Passed</b>

Chapter 2 was agreed.

**ITEM 3 - POSTAL BRANCHES STRUCTURAL REVIEW (PRIVATE SESSION)**

**Supplementary Report No.1**

**Postal / Courier Conference**

***Postal Branch Structures***

At last year's Spring Seminar in Letterkenny the postal branch structures were discussed, with particular reference to the appointment of a number of Branch Coordinators. The idea was that we would appoint a member of the National Executive Council to the position of Regional Branch Area Coordinator. The function of those Coordinators was to ensure that all Branches and members received equal levels of representation through the procedures. At the debate a number of issues emerged:

- (a) The impact on Branch Secretaries time off;
- (b) The removal of Branch Officers from negotiations; and
- (c) The removal of Branch Officers from direct contact with Union Headquarters and the GPO.

The issues above have been debated by the National Executive Council and it is the view of the Executive that the original idea was devised with a view to assisting and not replacing the Branch Officers. Originally the matter was discussed by the National Executive Council due to the fact that a number of Branches had not held Annual General Meetings and indeed had not been active in

representing their members. This was a cause of particular concern to the Executive, particularly in circumstances where the Company was approaching Branches throughout the country with proposals on Collection & Delivery. In the early stages of the Collection & Delivery Agreement there was ample proof that some Branches had reached bad agreements for their members in respect of C&D and indeed, in a couple of cases, we have had to go back and revisit those agreements and change them for the benefit of the membership.

The National Executive Council was also conscious of the new regional structure developed by An Post and it was felt that we needed to have some focused way of dealing directly with the regional structure in the first instance. Unfortunately the debate in Letterkenny seemed to become a debate about the issues of Branch Secretary's time off rather than the more important debate of how we service the general membership. Therefore, in order to clarify the situation, the National Executive Council wish to make the following points:

1. This proposal is not about abolishing Branch Secretary's time off, but about making the best use of that time. If a Branch Area Coordinator can be agreed it could well be necessary that some of that time off would have to be used within the area in order to ensure a common approach.
2. It is not the intention of the National Executive Council to diminish the role of Branch Officers but rather to give them assistance in dealing with matters directly with the new regional structure. If matters cannot be resolved at regional level, the matter will still be referred to Union Headquarters and the GPO, and a full involvement of the Branch Officers will be catered for at that stage.
3. The Branch Area Coordinator would also have the responsibility for ensuring that all Branches within their area of control were properly constituted, held Annual General Meetings, returned financial reports, distributed all CWU literature and kept proper minutes including disciplinary meetings with managements. We would also see a role for the Branch Area Coordinator in ensuring that all postal workers within their area were members of the Union.

It seems to us that this process would allow us to develop stronger Branches, to ensure all the Branches operated on a consistent professional basis and to ensure that all issues were dealt with through the procedures, up to and including the involvement of Union Headquarters. There is no attempt by the National Executive Council to attempt to diminish the role of anybody within the Union but rather to increase the level of support for all Branches and to ensure that, where we have not got strong branch organisation, we work to develop that level of organisation, while in the meantime support those members who suffer a lack of representation.

**(Supplementary Report No 1) – CARD VOTE (4868 = FOR, 2886 = AGAINST, 355 = SPOILT)**

21. That Conference instructs the incoming executive to ensure that working leaders in An Post be either transferred into local managers branches or represented by a working leaders branch in the interest of fair representation.

**CORK DRIVERS BRANCH / CORK POSTAL OUTDOOR BRANCH**

Associated Motion

Motion 21 Cork Drivers Branch/Cork Postal Outdoor Branch **Passed**

Item 3 was agreed.

**ITEM 9 - CHAPTER 6 – SECURITY (PRIVATE SESSION)**

Chapter 6 was agreed. There were no Motions associated with this Chapter.

#### **ITEM 4 - CHAPTER 11 - PARCELS**

Chapter 11 was agreed. There were no Motions associated with this Chapter.

#### **ITEM 5 - CHAPTER 8 – COLLECTION & DELIVERY**

22. That Conference instructs the incoming National Executive Council to ensure that 15.2.3 of the Collection & Delivery Work Practice Change Agreement is implemented in full.

15.2.3 States:

*DSM's will be liable for extra attendances in excess of or outside their normal hours of attendance. On implementation of the outcome of the salary review referred to in paragraph 15.2.7, overtime will not be payable in respect of any such attendance, but where such an attendance is required, the individual will be compensated by time off in lieu for actual hours worked, on an hour for hour basis.*

If after discussions with Management it is found that Management have a different interpretation of the paragraph than the Union, the Union should send the paragraph to a third party for determination.

#### **DUBLIN MAILS MANAGERS BRANCH**

23. This Conference instructs the incoming National Executive Council to seek an agreement with An Post to provide a self carbonated version of the '1010 Attendance Sheet' for postal operatives working in sub offices.

#### **GALWAY POSTAL BRANCH**

24. This conference instructs the incoming National Executive Council to ensure that all Postal Operatives/Postpersons who work in the provinces receive proper induction training on all aspects of Postal Operative Work prior to them commencing duty. This is vital to our members understanding the proper procedures and work practices, the details and terms of their contracts, while obtaining knowledge of what their entitlements and benefits are of being an employee of the company.

#### **WEXFORD POSTAL**

25. This Conference recognises that the pay of Postal Operatives performing the Registered Locker / enclosure duties has fallen well below the pay of the Postal Operatives performing cycle or driving posts as they are not in receipt of either cycle, dmv or eating on route allowances nor can they supplement their pay with publicity post payments. Given all of the above this conference instructs the incoming National Executive Council to renegotiate with An Post the pay scale of such Postal Operatives.

#### **MULLINGAR POSTAL BRANCH**

26. This Conference instructs the incoming National Executive to re-negotiate with An Post the Leave Reserve ratio back to 7:1 as the reduced leave reserve does not work in practice.

#### **MULLINGAR POSTAL BRANCH**

27. Conference instructs the incoming National Executive Council to recognise Junior Postman's service as full service to An Post for our members. Most members affected by this have given well over 25 years loyal service to An Post.

#### **WATERFORD POSTAL BRANCH**

28. Conference instructs the incoming National Executive Council to ensure that bicycles of a modern standard be provided by the company.

#### **LETTERKENNY POSTAL BRANCH**

29. Conference instructs the incoming National Executive to have An Post review the contract with Lease Plan with a view to inserting a clause to ensure that no delivery postperson will be left waiting more than one hour for roadside assistance.

**NENAGH POSTAL BRANCH / KILKENNY POSTAL BRANCH**

**Associated Motions:**

Motion 22	Dublin Mails Managers Branch	<b>Passed</b>
Motion 23	Galway Postal Branch	<b>Passed</b>
Motion 24	Wexford Postal Branch	<b>Passed</b>
Motion 25	Mullingar Postal Branch	<b>Remitted to Incoming NEC</b>
Motion 26	Mullingar Postal Branch	<b>Passed</b>
Motion 27	Waterford Postal Branch	<b>Passed</b>
Motion 28	Letterkenny Postal Branch	<b>Passed</b>
Motion 29	Nenagh Postal Branch/Kilkenny Postal Br	<b>Passed</b>

Chapter 11 was agreed.

**ITEM 6 - CHAPTER 16 – POSTBANK**

30. Conference instructs the incoming National Executive Council, in light of the decision to wind down Postbank to seek to examine all appropriate options to replace Postbank with another postal financial services operation given its strategic importance to the Postal Retail network. The Union should apply the necessary political pressure through campaigning and other methods to achieve this.

**POSTBANK BRANCH / CARRICK ON SHANNON BRANCH**

Associated Motion

Motion 30	Postbank Branch/Carrick on Shannon Branch	<b>Passed</b>
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Chapter 16 was agreed.

**ITEM 7- CHAPTER 14 – BILLPOST**

Chapter 14 was agreed. There were no Motions associated with this Chapter.

**ITEM 8 - CHAPTER 9 – CLERICAL& ADMIN AN POST**

31. This Conference instructs the incoming National Executive Council to seek an agreement with An Post to ensure that any rewards received by counter staff in a retail section, under the Customer Plus Incentive Scheme, are divided equally among all counter staff in that section.

**GALWAY POSTAL BRANCH**

32. Conference instructs the incoming National Executive Council to seek that future entrants into the Clerical grade are not required to pay for the Qualified Financial Advisor qualification which is deemed necessary by An Post for their continued employment by the Company.

**DUBLIN POSTAL CLERKS BRANCH**

33. Conference instructs the incoming National Executive Council to seek implementation of the following with An Post: Where the need arises to recruit clerical staff to the Regional Offices either on a full-time or temporary basis that recruitment first be sought from the Post Office Clerk grade performing counter duties.

**CORK CLERKS BRANCH**

34. Conference instructs the incoming National Executive Council to ensure that the TV Call centre in Letterkenny processes all direct debits.

**LETTERKENNY POSTAL BRANCH**

**Associated Motions**

Motion 31	Galway Postal Branch	<b>Passed</b>
Motion 32	Dublin Postal Clerks Branch	<b>Passed</b>
Motion 33	Cork Clerks Branch	<b>Passed</b>
Motion 34	Letterkenny Postal Branch	<b>Remitted to Incoming NEC</b>

Chapter 9 was agreed.

**ITEM 10 - CHAPTER 12 – UPS**

Chapter 12 was agreed. There were no Motions associated with this Chapter.

**ITEM 11 – CHAPTER 13 – DPD**

Chapter 13 was agreed. There were no Motions associated with this Chapter.

**ITEM 12 – CHAPTER 15 – IO SYSTEMS**

35. This Conference calls on the incoming National Executive Council to seek clarification on the potential effect of Transfer of Undertakings legislation for employees in a contracting Company such as IO Systems. CWU member’s employment depends on the successful renewal of this contract by IO Systems. IO systems are contracted for service by An Post and are subject to tendering for the business every four years.

**POSTAL MAINTENANCE BRANCH**

**Associated Motion**

Motion 35	Postal Maintenance Branch	<b>Passed</b>
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Chapter 15 was agreed.

**ITEM 13 - CHAPTER 3 – ESOP**

36. Given that the Minister/Government is still refusing to pass the legislation required to set up the An Post ESOP, Conference instructs the incoming NEC to insist that all monies which should have accrued to the An Post ESOP to date be transferred by An Post to the Pension Fund so as to ensure that there’s no dilution of benefits to Pensioners and to ensure that serving members do not need to increase any contributions to our Defined Benefit Scheme.

**DUBLIN POSTAL CLERKS BRANCH**

**Associated Motion**

Motion 36	Dublin Postal Clerks Branch	<b>Remitted to Incoming NEC</b>
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Chapter 3 was agreed.

13.45 – 14.30            *Luncheon Interval*

**ITEM 14 - CHAPTER 7 – SECTION 6 – PENSIONS**

Presentation by Mr Charlie O’Neill on Pensions.

37. To instruct the incoming National Executive Council to do all in its power to protect and preserve the pension entitlements of all our members.

**NAAS POSTAL BRANCH**

**Associated Motion**

Motion 37 Naas Postal Branch  
Chapter 7 was agreed.

**Passed**

**ITEM 15 - CHAPTER 5 – JOINT WORKING GROUPS**

38. This Conference instructs the incoming National Executive Council to agree a code with An Post that ensures best practice when the Chief Medical Officer conducts a medical investigation with any of our Members.  
**GALWAY POSTAL BRANCH**
39. This Conference instructs the incoming National Executive Council to seek an agreement with An Post that all visible properties of the Company are properly maintained so as to ensure a good public image.  
**GALWAY POSTAL BRANCH**
40. Conference instructs the incoming National Executive Council to insist that An Post Management adhere to the agreed LAMP Process and not initiate disciplinary action against our members before all LAMP phases in the process have been exhausted.  
**DUBLIN POSTAL CLERKS BRANCH**
41. We ask conference to instruct the incoming national executive to look for a jumper or pullover to be included in the choice of uniform for counter clerks, as some clerks find the jackets cumbersome and awkward to work in.  
**WESTPORT POSTAL BRANCH**
42. That this Conference mindful of the increased workload of existing Branch Secretary's and the requirement to meet on a confidential basis with Branch Officers or Branch committee instructs the incoming National Executive Council to seek from An Post the provision of office accommodation for the Branch Secretary in all newly built and existing DSU's.  
**KILKENNY POSTAL BRANCH**
43. To instruct the incoming National Executive Council to pursue with An Post that all medical expenses incurred as a result of an accident on duty be paid by the Company.  
**NAAS POSTAL BRANCH / DUBLIN POSTAL DELIVERY BRANCH**
44. Conference instructs the incoming National Executive Council to ensure An Post delivers on it's commitment to provide a new modern DSU in Boyle and alleviate the severe overcrowding and cramped working conditions that currently exist in the sorting office.  
**CARRICK ON SHANNON BRANCH**
45. That this Conference instructs the incoming National Executive Council to conduct a survey of the Accommodation Facilities at all An Post Delivery Sub Offices, with a view to ensuring that the best facilities possible are provided by the Company for Delivery Staff.  
**BALLINA POSTAL BRANCH**
46. Conference welcomes the promised introduction of the new uniform in An Post in early 2010 and instructs the incoming National Executive Council to ensure that provision is made for Maternity Wear to be made available to our Female Members when needed.  
**CORK POSTAL OUTDOOR BRANCH**

47. Conference instructs the incoming National Executive Council to prioritise the 20 year long accommodation problems at Castlerea Post Office and to ensure An Post Management, without any further delay, now proceed to develop the site they bought 10 years ago which has full planning permission for a modern fit for purpose Delivery Services Unit.

**CASTLEREA & DISTRICT BRANCH**

**Associated Motions**

Motion 38	Galway Postal Branch	<b>Passed</b>
Motion 39	Galway Postal Branch	<b>Passed</b>
Motion 40	Dublin Postal Clerks Branch	<b>Passed</b>
Motion 41	Westport Postal Branch	<b>Passed</b>
Motion 42	Kilkenny Postal Branch	<b>Passed</b>
Motion 43	Naas Postal Branch/Dublin Postal Delivery Br	<b>Passed</b>
Motion 44	Carrick on Shannon Branch	<b>Passed</b>
Motion 45	Ballina Postal Branch	<b>Passed</b>
Motion 46	Cork Postal Outdoor Branch	<b>Passed</b>
Motion 47	Castlerea & District Branch	<b>Passed</b>

Chapter 5 was agreed.

**ITEM 16 - CHAPTER 10 – MAILS AUTOMATION**

Chapter 10 was agreed. There were no Motions associated with this Chapter.

**ITEM 17 - CHAPTER 4 – PARTNERSHIP**

Chapter 4 was agreed. There were no Motions associated with this Chapter.

**ITEM 18 - CHAPTER 7 – AN POST GENERAL**

48. This Conference mindful of the fact the An Post Senior Management has over the past few months attempted to implement work practice changes without any consultation with the Union instructs the incoming National Executive Council to ensure that any future directives of this nature should not be complied with by our members until such time as full consultation has taken place between the Company and Union Headquarters.

**DUBLIN POSTAL DELIVERY BRANCH**

49. Conference instructs the incoming National Executive Council to seek extra Service Days for members in An Post with service greater than 10 years.

**DUBLIN POSTAL DRIVERS BRANCH**

50. Conference instructs the incoming national executive council to seek arrangements with An Post to have casual workers who are employed during the Christmas pressure period to have their first weeks work paid before Christmas Eve.

**DUNDALK POSTAL BRANCH**

51. Conference instructs the incoming National Executive Council to seek the meeting with An Post regarding the Christmas arrangements earlier in the year, to allow local Branches more time to implement local arrangements.

**DUNDALK POSTAL BRANCH**

52. Conference instructs the incoming National Executive Council to seek agreement with An Post that all future duty vacancies are filled on a seniority basis only.

**DUBLIN POSTAL CLERKS BRANCH**

53. That this Biennial Conference instructs the incoming National Executive Council to seek agreement from An Post that there will be no deductions in a Member's pay allowances when a situation arises that the Member avails of Compassionate Leave.

**DUBLIN POSTAL AMALGAMATED BRANCH**

54. That this Biennial Conference instructs the incoming National Executive Council to oppose, by all means at its disposal, any attempt by An Post to introduce forced redundancies in An Post.

**DUBLIN POSTAL AMALGAMATED BRANCH**

55. Conference instructs the incoming National Executive Council to seek from An Post, that in circumstances where a member of staff loses their life, the office would close on the day of the funeral as a mark of respect and to allow all staff to attend the funeral and pay their final farewell.

**LIFFORD/INISHOWEN BRANCH**

56. Conference instructs the incoming National Executive Council to seek from An Post to bring the Annual Leave Allocation for all new entrants in line with existing staff members.

**LIFFORD/INISHOWEN BRANCH**

57. That this Conference instructs the incoming National Executive Council, that all Annual Leave be compacted into one calendar year. That is from the 1st January to 31st December. That this be negotiated with the company so it would cause less confusion for staff and management.

**ENNISCORTHY BRANCH**

58. That this Conference instructs the incoming National Executive Council to pursue, by any means at its disposal, the increase in the An Post Drugs Refund Scheme threshold to €100.

**BALLINA POSTAL BRANCH**

59. That conference instructs the incoming NEC to pursue with An Post a sabbatical leave scheme for all employees of the Company.

**ATHLONE POSTAL BRANCH**

**Associated Motions**

Motion 48	Dublin Postal Delivery Branch	<b>Passed</b>
Motion 49	Dublin Postal Drivers Branch	<b>Passed</b>
Motion 50	Dundalk Postal Branch	<b>Passed</b>
Motion 51	Dundalk Postal Branch	<b>Passed</b>
Motion 52	Dublin Postal Clerks Branch	<b>Passed</b>
Motion 53	Dublin Postal Amalgamated Branch	<b>Passed</b>
Motion 54	Dublin Postal Amalgamated Branch	<b>Passed</b>
Motion 55	Lifford/Inishowen Branch	<b>Remitted to Incoming NEC</b>
Motion 56	Lifford/Inishowen Branch	<b>Passed</b>
Motion 57	Enniscorthy Branch	<b>Defeated</b>
Motion 58	Ballina Postal Branch	<b>Passed</b>
Motion 59	Athlone Postal Branch	<b>Passed</b>

Chapter 7 was agreed.

16.45 Conference concludes

## **eCOMMUNICATIONS OCCUPATIONAL CONFERENCE**

**Decisions taken on Thursday 6<sup>th</sup> May 2010**

### **9.40 ELECTION OF TELLERS**

Conference elected the following Tellers: Shay Devine, Dublin No 2 and Donal McCarthy, Cork District Branch.

### **ADOPTION OF STANDING ORDERS REPORTS**

The Standing Orders Reports Nos. 1 and 2 were agreed.

### **ITEM 1 – CHAPTER 1 – INTRODUCTION & OVERVIEW**

Chapter 1 was agreed. There were no Motions associated with this Chapter.

### **ITEM 2 – CHAPTER 3 – MOBILES**

- 60.** Conference notes the recent joint announcement by Vodafone and O2 in Ireland that they have decided to explore further the possibility of enhancing co-operation between their respective networks. Conference instructs the incoming NEC that in the event of recommendations emanating from either company in respect of further co-operation that CWU members in both companies would be fully consulted to ensure that any staff impact issues are dealt with amicably.

**VODAFONE BRANCH**

#### **Associated Motion**

Motion 60 Vodafone Branch  
Chapter 3 was agreed.

**Passed**

### **ITEM 3 – CHAPTER 7 – PARTNERSHIP**

- 61.** Conference instructs the National Executive Council “to seek to set up cross functional District/Partnership Group within eircom that would give Branches a voice in Partnership at Local Level. As the view of the general membership is the current partnership arrangement is not working to the satisfaction of the membership”.

**LIMERICK DISTRICT BRANCH**

- 62.** Conference instructs the incoming National Executive Council to involve all Eircom technical branches formally, in partnership decision process.

**DROGHEDA DISTRICT BRANCH**

- 63.** Conference instructs the incoming National Executive Council, to immediately cease the partnership model that is currently in use, in eircom, as our partnership group are making agreements without the necessary consultation with branches, prior to agreements being finalised.

**SLIGO DISTRICT BRANCH**

**Associated Motions**

Motion 61	Limerick District Branch	<b>Remitted to Incoming NEC</b>
Motion 62	Drogheda District Branch	<b>Passed</b>
Motion 63	Sligo District Branch	<b>Defeated</b>

Chapter 7 was agreed.

**ITEM 6 – CHAPTER 10 – ESOP**

67. Conference instructs the incoming National Executive Council to establish the previous forum where the ESOP chairperson/ Manager, on a quarterly basis informed all branch nominated persons, of the value and possible implication of the fund direction.

**SLIGO C&A BRANCH****Associated Motion**

Motion 67	Sligo C & A Branch	<b>Passed</b>
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Chapter 8 was agreed.

**ITEM 4 – CHAPTER 5 – RETAIL**

64. That Conference instructs the incoming National Executive to enforce the agreement made in 2005 whereby staff exiting from emergency call handling service, ie 999 would return to directory enquiry work, as this agreement precedes restructuring of the National 11811 service that took place since.

**DUBLIN NO. 3 BRANCH****Associated Motion**

Motion 64	Dublin No 3 Branch	<b>Withdrawn</b>
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Chapter 5 was agreed.

**ITEM 5 – CHAPTER 11 – PENSIONS**

65. In the event that any changes occur in the current Pension terms and conditions of our members and retired members in eircom, Conference instructs the incoming National Executive Council to seek to ensure that any such changes are temporary and that our existing terms and conditions are re-instated as soon as possible.

**SEAN CONNOLLY WATERFORD DISTRICT BRANCH**

66. Conference instructs the incoming National Executive Council to seek the restoration of the link between pension and final salary in the event of the DB Pension fund going into surplus.

**PORTLAOISE DISTRICT BRANCH****Associated Motions**

Motion 65	Sean Connolly Waterford District Branch	<b>Passed</b>
Motion 66	Portlaoise District Branch	<b>Passed</b>

Chapter 11 was agreed.

**ITEM 7 – CHAPTER 7 – eCOMMS GENERAL**

68. The implementation of Change Management programmes in eircom has always been achieved by the methods of Collective Bargaining / Partnership with the Trade unions in eircom. The establishment of a Change Champion is an attempt by Management to implement change without consultation with the Trade Unions. Following on from the fundamental principle of

Collective Bargaining, Conference instructs the incoming National Executive to issue an instruction to all CWU members not to co-operate with Change Champion programme.

**DUBLIN NO. 1 BRANCH**

**Associated Motion**

Motion 68	Dublin No 1 Branch	<b>Passed</b>
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Chapter 7 was agreed.

**ITEM 8 – CHAPTER 9 – CONTRACTORS**

Chapter 9 was agreed. There were no Motions associated with this Chapter.

**ITEM 10 – CHAPTER 8 – RBU**

76. Conference instructs the incoming National Executive Council to seek to ensure that the terms of motion number 91, passed at Biennial Conference 2008, which read: “Conference instructs the incoming National Executive Council to seek to ensure that prior to final agreement being reached in all future MO’s / restructurings, viable alternative work is identified for all discommodated staff, without these staff members having to come under the remit of the RB” are fully implemented thereby ensuring that no more of our members in Eircom have to come under the remit of the RB.

**CORK DISTRICT BRANCH**

77. Conference instructs the incoming National Executive Council to seek to negotiate with eircom “that none of our members in the company be forced into R.B.U. (or its equivalent) until it is properly funded to retrain and up skill staff, and that the proper resources be put in place to find meaningful work for these people whilst retaining their existing headquarters.”

**LIMERICK DISTRICT BRANCH**

78. Conference instructs the incoming National Executive Council to establish a discussion group with the company in the full establishment of a proper Resource Business Unit (Transition Unit) agreement, and that a full training/reskilling programme should commence to address the current situation of the members in the Unit, where no alternative work programmes are being considered by the company. And there should be no contractors doing work for eircom, while there is staff, ready, willing and available in the Resource Business Unit.

**SLIGO DISTRICT BRANCH**

**Associated Motions**

Motion 76	Cork District Branch	<b>Defeated</b>
Motion 77	Limerick District Branch	<b>Passed</b>
Motion 78	Sligo District Branch	<b>Defeated</b>

Chapter 8 was agreed.

**ITEM 11 – CHAPTER 6 – CENTRAL SERVICES**

79. Conference instructs the incoming National Executive Council to resist the introduction of GPS in the Eircom fleet, and to reject all third party recommendations for it, and if necessary to seek a vote from members for whatever action is deemed necessary.

**DROGHEDA DISTRICT BRANCH**

80. Conference instructs the incoming National Executive Council that in the event of eircom forcing the introduction of GPS that the Communications Workers Union would ballot all members in eircom, for industrial action, to oppose its introduction.

**SLIGO DISTRICT BRANCH**

81. Conference instructs the incoming NEC to use whatever means are necessary to convince eircom that the introduction of a GPS system would not be beneficial for the Company.

**SEAN CONNOLLY WATERFORD BRANCH**

82. Conference instructs the incoming NEC to pursue the re-commencement of a Technician Trainee Scheme in Eircom.

**DUBLIN NO 1**

83. Conference instructs the incoming NEC not to agree the introduction of GPS with Eircom.

**PORTLAOISE DISTRICT BRANCH**

**Associated Motions**

Motion 79	Drogheda District Branch	<b>Remitted to Incoming NEC</b>
Motion 80	Sligo District Branch	<b>Remitted to Incoming NEC</b>
Motion 81	Sean Connolly Waterford Branch	<b>Passed</b>
Motion 82	Dublin No 1 Branch	<b>Passed</b>
Motion 83	Portlaoise District Branch	<b>Remitted to Incoming NEC</b>

Chapter 6 was agreed.

13.05 – 14.30

*LUNCHEON INTERVAL*

**ITEM 9 – CHAPTER 2 – PAY & ALLOWANCES**

69. Conference instructs the incoming NEC to take all steps necessary to ensure that there are no further cuts in the pay and allowances of all CWU members employed by Eircom.

**CORK DISTRICT BRANCH**

70. Conference instructs the incoming NEC to retain existing pay levels at current rates for eircom employees.

**GALWAY DISTRICT BRANCH**

71. Conference instructs the incoming NEC that Eircom reintroduce one day service leave for each five years of service.

**DROGHEDA DISTRICT BRANCH**

72. Conference instructs the incoming National Executive Council to ensure that no alterations in member's terms & working conditions would be agreed without a ballot of members in eircom.

**SLIGO DISTRICT BRANCH**

73. Conference instructs the incoming National Executive Council to seek to increase Annual Leave entitlements for all grades in Eircom to a minimum of 24 days per annum.

**DUBLIN NO. 1 BRANCH / SEAN CONNOLLY WATERFORD BRANCH**

74. Conference instructs the incoming National Executive Council to seek one extra day annual leave for staff with more than 10 years service.

**PORTLAOISE DISTRICT BRANCH**

75. Conference instructs the Incoming National Executive to enter into negotiations with Eircom with a view to withdrawal from Co-Operation with any Performance Management System for Managers until such time as a proper form of remuneration is agreed.

**SOUTHERN REGION MANAGERS BRANCH**

**Associated Motions**

Motion 69	Cork District Branch	<b>Passed</b>
Motion 70	Galway District Branch	<b>Remitted to Incoming NEC</b>
Motion 71	Drogheda District Branch	<b>Passed</b>
Motion 72	Sligo District Branch	<b>Passed</b>
Motion 73	Dublin No 1/Sean Connolly Waterford Br	<b>Passed</b>
Motion 74	Portlaoise District Branch	<b>Withdrawn</b>
Motion 75	Southern Region Managers Branch	<b>Remitted to Incoming NEC</b>

Chapter 2 was agreed.

**ITEM 12 – CHAPTER 4 – WHOLESALE NETWORKS**

84. Conference instructs the incoming N.E.C. to seek to negotiate a comprehensive policy with eircom on the use of contractors within the company.

This policy to include the following:

(a) “to oppose eircom’s present policy of outsourcing to contractors work that is currently being done by full time eircom employees and that none of our members be displaced from their existing duties to an RBU/TU while contractors are doing such work.”

(b) “that contractors in the company should not be allowed to work on any live cables under any circumstance”.

(c) “that all options be considered by the company in utilizing its full time employees before contractors are engaged for use.

(d) “that a joint committee including eircom and CWU personnel be established to monitor the use of contractors within the company on an ongoing basis.

**LIMERICK DISTRICT BRANCH / CORK DISTRICT BRANCH**

85. Conference instructs the incoming NEC to instruct eircom to discontinue with the use of Contractors in all areas where work can be done by internal sources.

**GALWAY DISTRICT BRANCH**

86. Conference instructs the incoming NEC to reduce to a minimum contractor presence in Eircom in order to retain the highest number possible of Eircom employee’s with work.

**DROGHEDA DISTRICT BRANCH**

87. Conference instructs the incoming NEC to make it CWU policy that no work other than civils is contracted out in any area where we have members in an RB/Transition Unit/Redeployment Unit that are capable of doing that work.

## **PORTLAOISE DISTRICT BRANCH**

**88.** Over the past number of years numerous Consultants have been employed by eircom in various areas within the Company. Over recent years there has been very little input from the CWU into the work of these Consultants. Conference directs the NEC not to co-operate with any further reports from consultants unless the following criteria have been met.

- 1. The CWU must be consulted prior to the engagement of any consultants by eircom.*
- 2. The union must be informed of the reason behind the engagement of these Consultants and the scope of their activity.*
- 3. If agreement is reached on the use of consultants the union must be fully involved in all aspects of the activity of the Consultants and kept fully up to date on all matters.*
- 4. Branches must be kept fully informed when consultants are working in their area.*

## **DUBLIN NO. 2 BRANCH**

**89.** Conference instructs the incoming NEC to seek to ensure that access network staff are not to work overtime until all available staff in the regional area who are low on work are utilised to assist in clearing the overflow of these faults.

## **CORK DISTRICT BRANCH**

**90.** Conference instructs the incoming N.E.C. to seek to negotiate with eircom “that all black spot surveying carried out by our members revert back to local Plan and Design for completion and that this work remain in-house in eircom”.

## **LIMERICK DISTRICT BRANCH**

**91.** Conference instructs the incoming National Executive Council to review the existing Access Network Operations, Training Programmes in eircom, (incorporating Service Assurance, Service Delivery and Network Engineering) with a view to ensuring that there is a focus on the personal development and upskilling of all our members.

This programme to be focused on the aspirations and potential of our members and not just the business needs of eircom.

The review must include research into the feasibility of eircom attaining National Certification for the Access Network/Customer Services Training Programmes. This report to be presented to the branches prior to the Union Seminar in 2011.

## **DUBLIN NO. 2 BRANCH**

**92.** Conference instructs the incoming NEC seek to ensure that eircom implements the Time-in-Lieu agreement in accordance with the Telecom Partnership Agreement.

## **SEAN CONNOLLY WATERFORD DISTRICT BRANCH**

**93.** Conference instructs the Incoming National Executive that due to Health & Safety legislation and coupled with an ageing work force in the Access Network area, to engage with eircom to seek to have a balance on all Operations teams, between Solo units and 2-man parties, rather than the current position of exclusively solo units.

## **DUBLIN NO. 2 BRANCH**

**94.** Conference affirms the core union values of the CWU in representing the interests of its members and protecting their pay and working conditions in eircom.

The union has a good record in ensuring that these core union values are not undermined by agreements entered into with eircom management.

However, the recent agreement to the introduction of the Process Management Operation Framework (PMOF) along with the so-called Business Intelligence Tool (BIT) in eircom is in direct challenge to the core values of the CWU.

There is now a grave cause for concern among the members that the CWU is not properly representing their interests.

Concern has also been widely expressed about the absence of any real information and prior consultation with the members regarding the content and consequences of the PMOF and BIT.

Conference hereby instructs the incoming NEC to ensure that the core union values of the CWU are upheld in all agreements reached with management in eircom and that the widest possible consultation with the members concerned is undertaken.

**DUBLIN NO. 2 BRANCH**

#### **Associated Motions**

Motion 84	Limerick District Branch/ Cork District Br	<b>Passed</b>
Motion 85	Galway District Branch	<b>Remitted to Incoming NEC</b>
Motion 86	Drogheda District Branch	<b>Passed</b>
Motion 87	Portlaoise District Branch	<b>Passed</b>
Motion 88	Dublin No 2 Branch	<b>Passed</b>
Motion 89	Cork District Branch	<b>Passed</b>
Motion 90	Limerick District Branch	<b>Defeated</b>
Motion 91	Dublin No 2 Branch	<b>Passed</b>
Motion 92	Sean Connolly Waterford District Branch	<b>Passed with Caveat</b>
Motion 93	Dublin No 2 Branch	<b>Passed</b>
Motion 94	Dublin No 2 Branch	<b>Passed</b>

Chapter 4 was agreed.

***15.50 CONFERENCE ADJOURNED***

**GENERAL CONFERENCE**

**Friday 7<sup>TH</sup> May 2010**

**ITEM 8 – STATUS OF MOTIONS PASSED AT BIENNIAL CONFERENCE 2008**

**BALLOT FOR ELECTION OF STANDING ORDERS COMMITTEE**

**ELECTION OF PRESIDENT**

Mr Gerry Cuire      Proposed by Joe Moore Cork District Branch

Seconded by Willie Mooney Dublin Postal Clerks Branch

Election unopposed.

**ITEM 10 – CHAPTER 5 – TRADE UNION ORGANISING**

9. Conference instructs the incoming National Executive Council to continue in its efforts to ensure that collective Union representation is granted to Telefonica O2 Ireland staff by ensuring that the UNI Global Agreement that has so far been ignored by the Irish Operation of Telefonica be fully implemented and respected. Global agreements entered into by UNI have little real meaning or effect if they are not properly implemented.

**O2 BRANCH**

**Associated Motion**

Motion 9      O2 Branch

**Passed**

Chapter 4 was agreed.

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**Presentation by Ms Paula Clancy – TASC**

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**Address by the General Secretary of ICTU, Mr David Begg**

**Presentation by General Secretary Steve Fitzpatrick to Mr David Begg confirming his**

**Honorary Membership of the Communications Workers' Union**

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**ITEM 11 – CHAPTER 10 – TRADE UNION RELATIONS**

10. This Conference, mindful of the economic burden already placed on our members, instructs the incoming National Executive Council to campaign vigorously against any attempt to introduce water charges.

**DUBLIN POSTAL DELIVERY BRANCH**



*POSTAL/COURIER NEC BALLOT RESULTS 2010*

**Postal Panel**

Cassidy, E	6986
Curran, S	7371
Donohoe, F	7390
Halton, J	7353
Kelly, C	7477
Kilroy, V	5822
Mooney, W	7259
Neville, R	7370
O'Brien, G	6825
O'Connell, M	7144
O'Dalaigh, C	7399
O'Donovan, T	7426
Tansey, J	6537
Tuohy, D	6619

**Womens Panel**

Hickey, C	8448
Moore, E	8448

**Private Sector**

Day, W	8448
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*eComms NEC BALLOT RESULTS 2010*

**Eircom Panel**

Reynolds, I	5691
King, F	5691
Lawlor, R	5691
Smith, M	5691
Cuirc, G	5691
Bourke, G	5691
O'Toole, M	5691
O'Flynn, J	5691
Nolan, G	5691
Donnelly, K	5691
Connolly, P	5691

**Vodafone Panel**

O'Connor, M	5691
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**Managers Panel**

Carney, J	5691
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**Private Sector**

Harney, B	5691
Quinn, M	5691

**Womens Panel**

Casey, S	4470
Slattery, C	3845

## **Election of Standing Orders Panel**

Grogan T	9915
Hoey M	2555
Kelly C	10177
Long D	3014
Moorehouse T	2723
Moran J	9547
O'Neill D	Withdrew
Tannam D	8707
Taylor D	1573

## **BRANCH**

## **Voting Strength**

### Postal Courier Section

Athlone Postal	290
Ballina Postal	76
Ballinasloe Postal	52
Bandon Postal	55
Bantry Postal	21
BillPost	36
Birr/Roscrea Postal	45
Bray Postal	100
Carlow Postal	89
Castlebar Postal	38
Castlerea & District	51
Cavan Postal	57
Ck-on-Shannon Postal	71
Claremorris Postal	48
Clonmel Postal	62
Cork Area Postal Managers	56
Cork Clerks	66
Cork Mails Centre	276
Cork Outdoor	225
Cork Postal Drivers	213
Data Ireland	10
Donegal South West	54
Drogheda Postal	92
Dublin Couriers	1
Dublin Postal Amalgamated	833
Dublin Postal Clerks	288
Dublin Postal Delivery	1326
Dublin Postal Drivers	259
Dublin Mails Managers	79
Dublin Postal Managers	82
Dundalk Postal	115
Ennis Postal	116
Enniscorthy Postal	64
Galway Area Postal Managers	24
Galway Postal	290
Gorey Postal	61
DPD	70

IO Systems	28
Kells Postal	57
Kilkenny Postal	101
Killarney Postal	100
Killmallock & District	50
Letterkenny Postal	84
Lifford/Inishowen	77
Limerick Postal	258
Longford Postal	55
Mallow Postal	126
Monaghan Postal	73
Mullingar Postal	89
Mullingar/Dundalk Area Mg	35
Naas Postal	203
Navan Postal	79
Nenagh Postal	37
North Kerry Postal	138
Postbank	42
Portlaoise Postal	374
Portlaoise/Naas Area Mgrs	49
Roscommon Postal	36
Skibbereen Postal	21
Sligo Area Postal Mgrs	17
Sligo Postal	120
Thurles Postal	54
Tipperary Postal	52
Tuam Postal	35
Tullamore Postal	57
United Parcel Service	151
Waterford Postal	196
Waterford/Lim Area Mgrs	22
Westport Postal	33
Wexford Postal	77
Wicklow Postal	32

#### E-communications Sector

American Airlines	68
Athlone Telephones	47
Barclaycard International	26
British Telecom	132
Castlebar Telephones	26
Central Region Managers	164
Conduit Europe	16
Cork District Branch	437
Cork Clerical Admin	31
Cork Telephones      Capita	80
Drogheda District	260
Drogheda C & A	22
Dublin C & A	831
Dublin No 1	413
Dublin No 2	637
Dublin No 3	102
Dublin Professional & Managerial	27

eComms	23
Galway District Branch	370
Galway Clerical Admin	25
Global telesales	15
Hertz	4
IBM	49
Letterkenny Telephones	18
Limerick District Branch	572
Limerick Clerical Admin	17
Meteor	246
Mullingar DQ	33
O2	91
Phonewatch	66
Portlaoise District Branch	232
Portlaoise Clerical Admin	8
Sligo Branch	325
Sligo Clerical Admin	22
Southern Region Managers	58
Telecom External Contracts	96
Tralee Telephones	67
United Airlines	1
Vodafone	527
Sean Connolly Waterford District Branch	229
Waterford Clerical Admin	14
Western Region Managers	32

## **NEC NOMINATIONS 2010**

### **NATIONAL EXECUTIVE COUNCIL CANDIDATES**

#### **POSTAL / COURIER SECTION**

Charlie Kelly	- Letterkenny postal
Martin County	- Navan postal
Richard Collins	- Waterford postal
Gerry O'Regan	- Athlone postal
Vincent Kilroy	- Naas / Portlaoise Managers
Willie Day	- UPS
Martina O'Connell	- Cork Outdoor
Willie Mooney	- Dublin Postal Clerks Branch
Barry Carr	- Mullingar Postal
Ray Neville	- Limerick Postal
Cormac O'Dalaigh	- Dublin Postal Delivery Branch
Frank Donohoe	- Dublin Postal Delivery Branch
Maurice Cassidy	- Dublin Postal Drivers Branch
Colin Moore	- Dublin Postal Managers Branch
Tim O'Donovan	- Cork Mail Centre
Ger O'Brien	- North Kerry Postal Branch
Tom Prendergast	- Portlaoise Postal Branch
Emmanuel Cassidy	- Naas Postal Branch
John Morris	- Kilkenny Postal Branch
Syl Curran	- Dublin Postal Amalgamated Branch
John Halton	- Dublin Postal Amalgamated Branch

Garry Kenny - Cork Drivers Branch  
Bert Brayden - Postal Maintenance Branch  
John Tansey - Carrick On Shannon Branch  
Damien Tuohy - Galway Postal Branch

#### TELECOMS SECTOR

Ivor Reynolds - Dublin No 1 Branch  
John Egan - Dublin No 1 Branch  
Kevin Donnelly - Sean Connolly Waterford District Branch  
Mick Smith - Dublin Clerical and Admin Branch  
Gerry Bourke - Drogheda District Branch  
Fintan King - Dublin No 2 Branch  
Jim O'Flynn - Limerick District Branch  
Michael O'Toole - Galway District Branch  
Ray Lawlor - Dublin No 3 Branch  
Pascal Connolly - Sligo District Branch  
Gerry Nolan - Portlaoise District Branch  
Gerry Cuirc - Cork District Branch  
John Carney - Central Region Managers  
Mike O'Connor - Vodafone Branch  
Martin Quinn - Meteor Branch  
Brian Harney - O2 Branch

#### WOMENS PANEL

#### POSTAL COURIER SECTOR

Carmel Hickey - Postbank  
Ellen Moore - Portlaoise Postal

#### TELECOMS SECTOR

Susan Casey - Dublin Clerical and Admin Branch  
Anne Marie Fadden - Galway District Branch  
Catherine Slattery - Dublin No 3 Branch  
Breege Mulroe - Sligo District Branch  
Regina Abernethy - Cork Clerical and Admin

#### STANDING ORDERS PANEL

#### POSTAL COURIER SECTOR

John Moran - Dublin Postal Amalgamated Branch  
Michael Hoey - Dublin Postal Managers Branch  
Tony Grogan - Dublin Postal Drivers Branch

#### TELECOMS SECTOR

Dave Taylor - Portlaoise District Branch  
Danny O'Neill - Galway District Branch  
Terry Moorehouse - Central Region Managers Branch  
Danny Long - Limerick District Branch  
David Tannam - Dublin No 2 Branch

**Ecomms Delegates**

<b>Name</b>	<b>Surname</b>	<b>Branch</b>
Breeda	McGuinness	Athlone Telephones
Teresa	Caulfield	Waterford C&A
Mary	Daly	Castlebar Telephones
Pat	Ryan	Central Region Managers Br
Terry	Moorehouse	Central Region Managers Br
Paddy	McGovern	Central Region Managers Br
Regina	Abernethy	Cork C&A
Joe	Moore	Cork District
Donal	McCarthy	Cork District
Finnian	O'Sullivan	Cork District
Alec	Rose	Cork District
John	Long	Cork District
Tom	Sheehan	Cork District
Alfie	Considine	Cork District
Louis	O'Keeffe	Cork Telephones Capita
Colette	Healy	Cork Telephones Capita
John	McGeady	Drogheda C&A
Bernard	Foley	Drogheda District
Michael	Fox	Drogheda District
Jim	McCartney	Drogheda District
Gerry	Clerkin	Drogheda District
Paddy	Matthews	Drogheda District
Linda	Carroll	Dublin C&A
William	Leen	Dublin C&A
John	Flynn	Dublin C&A
Margaret	Fagan	Dublin C&A
Lucas	Cap	Dublin C&A
Margaret	Lydon	Dublin C&A
Michael	O'Carroll	Dublin C&A
Teige	O Loideoin	Dublin C&A
John	Objeisekhoba	Dublin C&A
Will	Meegan	Dublin No 1
Rory	Duggan	Dublin No 1
Liam	Caldwell	Dublin No 1
Pat	McDonnell	Dublin No 1
Tom	Murphy	Dublin No 1
Tony	Higgins	Dublin No 1
Margaret	Jenkins	Dublin No 1
John	Egan	Dublin No 1
Pat	Campbell	Dublin No 2
Steve	Crilly	Dublin No 2
Frank	Crowther	Dublin No 2
Shay	Devine	Dublin No 2
John	Dunleavy	Dublin No 2
Paul	Fogarty	Dublin No 2
Kieran	O'Reilly	Dublin No 2
Paul	Torsney	Dublin No 2
Andrew	King	Dublin No 2

Catherine	Slattery	Dublin No 3
Denis	Douglas	Dublin No 3
John	Canning	External Contractors
Aidan	Mc Weeney	External Contractors
Noreen	Lally	Galway C&A
Anne Marie	Fadden	Galway District
Anthony	O'Neill	Galway District
Danny	O'Neill	Galway District
Martin	O'Grady	Galway District
Julian	Izquierdo	Global Telesales
Eilish	O'Shea	Limerick C&A
Gerard	Falvey	Limerick District
Pat	Tobin	Limerick District
Eddie	Glenny	Limerick District
John	Hegarty	Limerick District
Pat	Delaney	Limerick District
Pat	Tehan	Limerick District
Tom	Hayes	Limerick District
Martin	Quinn	Meteor
Anna	Lovely	Mullingar D&Q
Carl	O'Rourke	Phonewatch
Bob	Monaghan	Portlaoise District
Dave	Taylor	Portlaoise District
PJ	McNicholas	Portlaoise District
Jimmy	Byrne	Portlaoise District
Michael	McKenzie	Sligo District
Gerard	Mulhern	Sligo District
Breege	Mulroe	Sligo District
Christie	Grehan	Sligo District
Tommie	Quinn	Sligo District
Marie	McGovern	Sligo C&A
Michael	Cagney	Southern Managers Br
John	O'Brien	Southern Managers Br
Robert	Weldon	Sean Connolly Waterford District
Pat	Sheridan	Sean Connolly Waterford District
John	Murray	Sean Connolly Waterford District
Michael	O'Riordan	Sean Connolly Waterford District
Eileen	Fitzgerald	Tralee Tels
Geraldine	Counihan	Tralee Tels
Mick	Farrell	Vodafone
Declan	Flanagan	Vodafone
Gerry	Murphy	Vodafone
John	Fitzgerald	Vodafone
Tommy	Begg	Vodafone
Caroline	McGuinness	Vodafone
Stephen	Foody	Vodafone
John	Ryan	Vodafone
John	O'Malley	Western Region Managers

## POSTAL COURIER Delegates

<b>Name</b>	<b>Surname</b>	<b>Branch</b>
Gerry	O'Regan	Athlone Postal
Peter	Conlon	Athlone Postal
Jack	McKervey	Athlone Postal
Gareth	Daly	Athlone Postal
Deirdre	Medlar	Ballina Postal
Malachy	McCarron	Ballina Postal
Finbarr	McCarthy	Bandon Postal
Declan	Fitzgerald	Bandon Postal
Patrick	O'Mahony	Bantry Postal
Nuala	Flanagan	Billpost
Jim	Cooney	Birr/Roscrea
Gerard	Whelan	Bray
Anthony J	Byrne	Bray
Martin	Condron	Carlow Postal
Anthony	Brennan	Carlow Postal
Seamus	Sweeney	Carrick on Shannon
Niall	Daly	Carrick on Shannon
Stephen	Lynch	Castlebar
John	Sharkey	Castlerea & District
Angela	Rowntree	Castlerea & District
Fiachra	Grourke	Claremorris Postal
Martin	Vahey	Claremorris Postal
John J	McCarthy	Clonmel Postal
Paul	Foley	Clonmel Postal
Terry	McCarthy	Cork Area Managers Br
Ralph	Gordon	Cork Area Managers Br
John Anthony	Lucey	Cork Clerks
William A	O Callaghan	Cork Clerks
Gavin	Mulcahy	Cork Drivers
Vivian	Prout	Cork Drivers
Trevor	O'Brien	Cork Drivers
Garry	Kenny	Cork Drivers
Margaret	Hegarty	Cork Mails Centre
Sandra	Kennedy	Cork Mails Centre
James	Lee	Cork Mails Centre
Patrick	Coyle	Cork Postal Outdoor
John	Murphy	Cork Postal Outdoor
Tony	Bryant	Cork Postal Outdoor
Hugh	Quinn	Donegal South West
Gerard	Bennett	Donegal South West
Paddy	Cunningham	DPD
Maura	Lennon	DPD
Brian	Keane	Drogheda Postal
Thomas	Devlin	Dublin Mails Managers Branch
Pat	Hawkins	Dublin Mails Managers Branch
John	Halton	Dublin Postal Amalgamated Br
Ernie	Hall	Dublin Postal Amalgamated Br
Leo	Mulhall	Dublin Postal Amalgamated Br
Edward	Foy	Dublin Postal Amalgamated Br
Paula	Allen	Dublin Postal Amalgamated Br

Joe	Moore	Dublin Postal Amalgamated Br
George	Ellis	Dublin Postal Amalgamated Br
Philomena	Keegan	Dublin Postal Amalgamated Br
Pat	Melia	Dublin Postal Amalgamated Br
Aisling	Perry	Dublin Postal Amalgamated Br
Declan	Cooke	Dublin Postal Amalgamated Br
David	Bell	Dublin Postal Clerks
Des	Lernihan	Dublin Postal Clerks
Peadar	Dunne	Dublin Postal Clerks
Enda	McGarry	Dublin Postal Clerks
Eamonn	McNally	Dublin Postal Delivery Branch
Paddy	Costello	Dublin Postal Delivery Branch
Noel	Whelan	Dublin Postal Delivery Branch
Ned	Pyne	Dublin Postal Delivery Branch
Paul	McGrail	Dublin Postal Delivery Branch
Christy	McBride	Dublin Postal Delivery Branch
Sean	O'Donnell	Dublin Postal Delivery Branch
Colm	Byrne	Dublin Postal Delivery Branch
Gerry	Sexton	Dublin Postal Delivery Branch
Christy	Keenan	Dublin Postal Delivery Branch
Derek	Long	Dublin Postal Delivery Branch
Mick	Lordan	Dublin Postal Delivery Branch
Diarmuid	O'Connell	Dublin Postal Delivery Branch
Kevin	Keatinge	Dublin Postal Delivery Branch
Sean	Coultrey	Dublin Postal Delivery Branch
Brian	Kane	Dublin Postal Delivery Branch
Tony	Hardiman	Dublin Postal Drivers
Derek	Kavanagh	Dublin Postal Drivers
Mark	Malone	Dublin Postal Drivers
Kevin	Mulligan	Dublin Postal Drivers
Colin	Moore	Dublin Postal Managers
Michael	Hoey	Dublin Postal Managers
Anthony	McCrave	Dundalk Postal
Caoimhin	O'Callaghan	Dundalk Postal
Gerry	Ryan	Ennis Postal
Joe	Coote	Ennis Postal
John	Wall	Enniscorthy
Matt	O'Connor	Enniscorthy
William	Bell	Galway Area Postal Managers
Brian	O'Connor	Galway Postal
Paul	Kennedy	Galway Postal
Mary	Prendergast Conroy	Galway Postal
Brendan	Kelly	Galway Postal
Kevin	Molloy	Gorey
Matt	Cullen	Gorey
Bert	Brayden	IO SYSTEMS
Cyril	Pakenham	Kells Postal
James	Quail Jnr	Kells Postal
Patrick	Barry	Kilkenny Postal
Sean	Morrissey	Kilkenny Postal
John P	O'Shea	Killarney
Sean	Clarke	Killarney
Patrick	Lynch	Kilmallock
Daire	Kelly	Letterkenny Postal

Ken	Good	Letterkenny Postal
Michael	Gallagher	Lifford/Inishowen
Seamus	McLaughlin	Lifford/Inishowen
Donal	Hayes	Limerick & Waterford Postal Managers
Ray	Neville	Limerick Postal
Ger	Hanrahan	Limerick Postal
Noel	Ryan	Limerick Postal
Liam	Butler	Limerick Postal
Brendan	King	Longford
Joseph	Feeney	Longford
Edward	Corcoran	Mallow Postal
Ray	O'Brien	Mallow Postal
John	Creighan	Monaghan
Noel	Mullaney	Monaghan
Barry	Carr	Mullingar Postal
Gerry	O'Connor	Mullingar Postal
Tom	Gethings	Naas Postal
Alex	Campbell	Naas Postal
Thomas	Behan	Naas Postal
Lindsey	Baughan	Naas Postal
Oliver	Quigley	Navan
Martin	County	Navan
Patrick	Byrne	Nenagh Postal
Danny	Roche	North Kerry Postal
Pa	McCormack	North Kerry Postal
William	Kehoe	Portlaois/Naas Managers
Tom	Prendergast	Portlaoise Postal
Anthony	Maher	Portlaoise Postal
Mary	Burkett	Portlaoise Postal
Caroline	Daly	Portlaoise Postal
Helen	Dunne	Portlaoise Postal
Carmellena	Hickey	Postbank
James	Higgins	Roscommon
Tommy	Barry	Skibbereen
Vinnie	Fowley	Sligo Area Managers Br
Kevin	Finn	Sligo Postal
Patrick	Bohan	Sligo Postal
Andrew	Cummins	Thurles Postal
John	Treacy	Thurles Postal
Tommy	Cunningham	Tipperary Postal
Michael	Foley	Tipperary Postal
Peter A	Connolly	Tuam Postal
Noel	McRedmond	Tullamore Postal
Tony	Hensey	Tullamore Postal
Thomas	Nelson	UPS
Ray	Allan	UPS
Dave	Cassin	UPS
Billy	Ronan	Waterford Postal
Richard	Collins	Waterford Postal
Anthony	Horan	Waterford Postal
Kieran	Nicholas	Wicklow
Mick	Mahoney	Wexford
Liam	Healy	Wexford

OBSERVER

Alan	Beaumont	Athlone Postal
Louise	Reidy	Billpost
Sean	Delaney	Birr/Roscrea
Brigit	Peters	Clonmel Postal
Brendan	Duff	DPD
Colm	Smart	Dundalk Postal
Eugene	McDermott	IO SYSTEMS
Padraig	O'Shea	Killarney
Helen	Fleming	Limerick Postal
Jerry	O'Brien	Mallow Postal
John	Drinan	UPS
Carmel	Casey	Athlone Telephones
Mary	McManus	Castlebar Telephones
Allan	McGee	Cork C&A
Bernadette	Kavanagh	Drogheda C&A
Dave	Corrigan	Dublin No 2
Charlie	O'Keeffe	Dublin No 3
Caroline	Maunsell	Mullingar D&Q
Bernie	McGovern	Sligo C&A
Cora	Doyle	Waterford C & A