

Structure of the Union



Union Structures - Organisation

- Rule Book
- Branches
- Branch Officers
- Biennial and Special Conferences
- National Executive Council
- General Officers



Rule Book

- Rule 1 – Name, Address and Objectives
- Rule 2 – Membership
- Rule 3 – Branches and Sections
- Rule 4 - Conferences
- Rule 5 – National Executive Council
- Rule 6 – President and Vice President
- Rule 7 – General Secretary and Officers
- Rule 8 - Trustees
- Rule 9 – Funds and Property
- Rule 10 – Union Benefits and Funds
- Rule 11 – Industrial Action
- Rule 12 – Alteration of Rules and Constitution
- Rule 13 - Dissolution of Union



Biennial & Special Conferences Rule 4

- Branch Representation
- Branch Motions and Amendments
- Business of Conference
- Business of Occupational Conferences
- Special Conference
- Conference Standing Orders



National Executive Council – Rule 5

- Members - 34 (17 Telecoms and 17 Postal/Courier)
- Elected at Biennial Conference
- Responsibility to run the Union
- Final authority in the interpretation of the Union's rules
- Organisation
- Sub-Committees



NEC / Union Side Sub-Committees

- General Purposes Committee (6)
 - **Officer in charge**
 - Steve Fitzpatrick
 - **Membership**
 - Charlie Kelly, Gerry Cuirc, Fintan King, Frank Donohoe, Mike O'Connor, Willie Day, John Carney, John Tansey
 - The General Purposes Committee deals with any issue referred to it by the National Executive Council.

- Finance Committee (6)
 - **Officer in Charge**
 - Monica Hempenstall
 - **Membership**
 - Gerry Cuirc, Charlie Kelly, Fintan King, Damien Tuohy, Mick Smith, Ray Lawlor, Martina O'Connell, Pascal Connolly
 - The Finance Committee meets on a monthly basis and considers any appeals for financial assistance from members. Organisations etc. It submits a report to the National Executive Council who make the final decision.

- Equality Committee (7)
 - **Officer in Charge**
 - Carol Scheffer
 - **Membership**
 - Susan Casey, Tim O'Donovan, Ellen Moore, Willie Day, Catherine Slattery, Michael O'Toole, Pat Kenny, Ivor Reynolds, John Halton, Carmel Hickey, (Mary Conroy Galway Postal and Paul Torsney Dublin No 2, two nominees from Branches)
 - The Diversity and Equality Committee meets regularly to discuss and progress relevant equality issues in the workplace.



NEC / Union Side Sub-Committees

■ Education Committee (5)

- **Officer in Charge**
- Carol Scheffer
- **Membership**
- Ray Lawlor, John Tansey, Martina O’Connell, Ivor Reynolds, Willie Mooney, Cormac O’Dalaigh, Jim O’Flynn and Pat Kenny
- The CWU education committee will provide comprehensive quality training courses for our Union activists. This training will enable activists to represent members to the best of their abilities and to enhance their effectiveness as Union Representatives

■ Organising Committee (6)

- **Officer in charge**
- Ian McArdle
- **Membership**
- Gerard Burke, Susan Casey, Willie Mooney, Ger O’Brien, Carmel Hickey, Ger Nolan, Brian Harney
- This Committee assists the Organising Officer in devising, shaping and implementing the Union’s overall organising strategy as well as assisting, where possible on the development and execution of various recruitment and organising campaigns.

■ Rationalisation (6)

- **Rationalisation Committee**
- **Officer in Charge**
- Steve Fitzpatrick
- **Membership**
- Cormac O’Dalaigh, Charlie Kelly, Ivor Reynolds, Syl Curran, Kevin Donnelly, Emmanuel Cassidy, Gerard Burke, Ray Lawlor
- The Rationalisation Committee is responsible for the Branch Structure and will address any issue around Branch structures or disagreements between Branches.



NEC / Union Side Sub-Committees

■ Health & Safety Committee (7)

- **Officers in Charge**
- Pat Kenny / Brendan Moorhouse
- **Membership**
- Syl Curran, Pascal Connolly, Catherine Slattery, Damien Tuohy, Ger O'Brien, Gerry Cuiric, Vincent Kilroy
- The Health and Safety Sub Committee reviews on an ongoing basis relevant health and safety issues in the workplaces as well as examining changes in legislation etc.

■ Private Sector Servicing

- **Officer in Charge**
- Ian McArdle
- **Membership**
- Willie Day, Charlie Kelly, Carmel Hickey

■ Youth Committee

- Caroline Corcoran, Eric Patridge, Audrey Kaur, Nichola McKenna, Claire Robinson, Ciara Ní Mhaoilfhinn and Fionnuala Ni Bhrógáin
- The CWU Youth Committee aims to encourage greater involvement of young members across all Branches and sectors of the Union. It supports Union efforts to recruit young members and encourages the development of young activists within the Union.



Postal/Courier Sub Committees

■ Clerical Pay and Grade

- **Officer in Charge**
- Sean McDonagh
- **Membership**
- Frank Burke, Willie Mooney, John Tansey
- This Group reviews the implementation of the various Clerical Agreements as well as reviewing any issues referred to it by Branches.

■ Collection and Delivery

- **Officer in Charge**
- Joe Guinan/Sean Mc Donagh
- **Membership**
- Martina O’Connell, Frank Donohoe, John Tansey, Ray Neville, Ger O’Brien
- This Group reviews the implementation of the Collection and Delivery Agreement as well as reviewing any issues referred to it by Branches.

■ Management Group

- **Officer in Charge**
- Tony Harmon
- **Membership**
- (Vincent Kilroy plus two nominees from Postal Management Group)
- The Management Group reviews any issues relevant to Managers in An Post

■ Automation

- **Officer in Charge**
- Sean McDonagh
- **Membership**
- Cormac O’Dalaigh, Syl Curran, Ellen Moore, Tim O’Donovan, Ger O’Regan, Martin Duffy
- This group reviews the implementation of the Mails Centres Agreements as well as any issues relating to automation.



Postal/Courier Sub Committees

■ Uniform/Workwear

- **Officer in Charge**
- Sean McDonagh
- **Membership**
- Damien Tuohy, Emmanuel Cassidy, John Halton
- This Group informs and influences the formation of the Company's Uniform budget. They also ensure proper testing and acceptance of items of uniforms through agreeing trials etc.

■ LAMP

- **Officer in Charge**
- Joe Guinan
- **Membership**
- Charlie Kelly, Cormac O'Dalaigh, Frank Donohoe, Emmanuel Cassidy
- The LAMP Group shares its views with the Company and develops an understanding on the key principles that underpins a balanced and effective approach to attendance management.

■ Joint Accommodation

- **Officer in Charge**
- Joe Guinan
- **Membership**
- Willie Mooney, Damien Tuohy, Cormac O'Dalaigh, Vincent Kilroy
- The Accommodation Committee informs and influences the formation of the Company's Capital Expenditure Budget in relation to accommodation.

■ Quality of Service

- **Officer in charge**
- Sean Mc Donagh
- Charlie Kelly, Damien Tuohy, Emmanuel Cassidy and Frank Donohoe



Postal/Courier Sub Committees

■ Ancillary

- **Officer in Charge**
- Joe Guinan
- **Membership**
- Martina O'Connell, Syl Curran, Ellen Moore
- This Group oversees the implementation of the Ancillary Agreements as well as addressing any issues relating to Ancillary Staff referred to it.

■ Health & Safety (An Post)

- **Officer in Charge**
- Pat Kenny
- **Membership**
- Syl Curran, Ger O'Brien, Vincent Kilroy, Damien Tuohy
- This Group reviews the implementation of Safety Legislation as it applies to An Post as well as examining issues arising from reports presented by safety representatives if unresolved through the normal reporting procedures.

■ Co-ordinators

- John Boner
- Bill Colfer
- Pat Compton
- Jarlath Heneghan
- John Whelan



Telecom SEC Sub Committees

■ TOPG

- Gerry Cuirc, Ivor Reynolds, John Egan

■ Health & Safety

- Gerry Cuirc, Pascal Connolly, Kevin Donnelly

■ Plenary

- Gerry Cuirc, Pascal Connolly, Ger Nolan, Fintan King



General Officers - Rule 7

- **General Secretary** – Steve Fitzpatrick
- **Deputy General Secretary** - Terry Delany
- **Personal Assistant to the General Secretary** – Charlie O’Neill
- **National Officers** –
 - Telecoms – Jim Browne and Jimmy O’Connor
 - Postal - Sean McDonagh and Joe Guinan
 - Education and Diversity - Carol Scheffer
 - Organising and Regulation - Ian McArdle
 - Financial Officer – Monica Hempenstall
- **Staff Side Secretaries** – Pat Kenny and Brendan Moorhouse



General Secretary – Steve Fitzpatrick

- Union strategy and planning
- Principal Staff Representative An Post
- ICTU Executive Council
- Overall responsibility for Union finances
- UNI Europa Committee – Social Dialogue and Postal Committee
- Union Organisation – Rules and Membership and benefits
- NEC Sub Committees –Union Rationalisation plus others as required
- Officer Training and Development
- The General Secretary is the Chief Executive Officer of the Union and shall deal with all administrative and secretarial matters relating to the Union, including the general supervision and control of all the business of the Union.



Deputy General Secretary – Terry Delany

- Substitute for General Secretary in his absence
- Principal Staff Representative eircom
- Eircom
 - Retail Partnership
 - Operator Services
 - Central Services
 - National Steering Group
 - JCC
- Sub Committees
 - ICTU Private Sector
 - Operator Services
 - UNI Postal, Telecom and Social Dialogue Committees
- Phonewatch IR
- Vodafone IR
- Meteor IR



Sean McDonagh – National Officer Postal

- An Post IR
 - Clerical Admin
 - Collection & Delivery
 - Mails Processing
 - Postal Management Group
 - Quality of Service
 - Uniform / Workwear
 - Partnership
 - JCC



Joe Guinan – National Officer Postal

- **An Post IR**
 - Collection & Delivery
 - Ancillary Services
 - LAMP
 - Accommodation
- **UPS**
- **An Post Subsidiaries**
- **CWU IT**



Jimmy O'Connor – National Officer Telecoms

- Eircom
 - Group Technology
 - National Plenary Partnership Group
 - National Steering Group
 - Access Network
 - Transport Operations
 - JCC
- External Communications Companies
- Medisan
- CWU Humanitarian Aid
- City Bridges



Jim Browne – National Officer Telecoms

■ Eircom

- Group Technology
- National Plenary Partnership Group
- National Steering Group
- Core Network
- IT
- Business Market (technical)
- Facilities
- JCC

■ Eircom Pension Fund Trustee



Monica Hempenstall – Finance Officer

- Preparation of Accounts for Audit
- Management of Social Benefit Schemes
 - Sickness payments, Mortality grants, hardship cases
- Global Appeals
- CWU Charitable Fund
- Humanitarian Aid Fund
- Intellectual Disability Housing Fund
- Monitor of expenditure/Investment Portfolio
- Subcommittees
 - Finance Committee



Carol Scheffer – Education and Diversity/Equality Officer

- UNI europa Womens Committee
- ICTU Committees –
 - Women’s Committee
 - Equality Committee
 - Anti Racism
 - Union Learning Reps
 - CWU Equality & Diversity Committee
 - CWU Education Committee
- Third party cases
- Eircom, An Post, UPS, Interlink, Conduit & Meteor



Ian McArdle – National Officer

- Regulatory Affairs – eircom
- Regulatory Affairs – An Post
- Employment Law
- Organising
- Recruitment
- Subcommittees – Organising, Youth Committee



Headquarters

- **Personal Assistant to GS – Charlie O'Neill**
- **Office Manager – Imelda Wall**
 - Supervises Office Staff
 - Co-ordinates Conferences & Seminars
 - Connect Magazine
 - Building Maintenance
- **Head Office Staff**
 - Lorraine Newman
 - Sarah Vaughan
 - Adrienne Power
 - Ciara Melinn
- **Executive Assistant – Tony Harmon**
- **Organisers – Gerry O'Rourke and Fionnuala Ni Bhrogain**
- **Staff Side Reps – Pat Kenny An Post, Brendan Moorhouse eircom**

