




CONNECT

SUMMER 2018 VOL: 20 NO. 2




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Editorial

Dear Colleague,

Following our 9th Biennial Conference, the CWU has been put on a clear pathway for the future by the decisions of that Conference, which have by now been circulated to all of our Branches.

We have also elected a new National Executive Council with seven new members, including for the first time, a National Executive representative for our comrades in KNN and KNIS contractors. We had the biggest number of candidates for the National Executive Council that we have seen for many, many years and that level of interest bodes very well for the future of our Union. I would like to personally thank all of those members who put their name forward. In commiserating with those who were unsuccessful, I have made it clear to them that I hope they will continue their involvement with the Union and they should not give up on the possibility of being elected onto the National Executive Council in the future.

The CWU Conference covered a wide range of day-to-day issues for members including pay and conditions, pension and financial issues as well as our broader involvement in the national and international trade union movements. We had presentations at the Conference from the General Secretary and Deputy General Secretary of our sister union in the UK, who have always been of assistance to us and provide very useful information on changes in our industries that have happened in the UK which may apply to us in the future. We also had a visit from Patricia King, General Secretary, ICTU, who clearly laid out for us the challenges facing workers and the trade union movement and indeed, gave us very clear advice on how those problems can be tackled. In the broader political arena, we also had a presentation from Brian Leeson,

Campaign for Public Housing, which was extremely well received by the delegates.

For the first time we had Conference addressed by two Chief Executive Officers, David McRedmond, from An Post and Carolan Lennon, eir. The Executive decided on the unusual step of inviting the two CEOs on the basis that in the case of eir, we were dealing with a new CEO, Chairperson, and new owners of the company and in An Post the new CEO has been appointed since the last Conference, along with a new Chairperson, and I believe it was important that we heard directly from them, as to what their long-term plans are for the future. It is fair to say that in both instances the delegates were assured of the commitment of both companies to continue working closely with your Union and it will be up to us to ensure that they honour their commitments. Undoubtedly, the biggest issue in the eComms section of the Conference was pensions and the future pensionability of pay rises. There is little doubt now in the minds of the companies concerned, that this matter needs to be addressed. The Postal/Courier section of the Conference dealt with the usual broad range of issues, but there the change in the mail profile from predominately letters to more parcels and packets, is causing its own issues. The necessary shift into that area from the letters business in circumstances where the company has largely been set up to deal with letters, has left a deficit in equipment and premises to deal with the surge in parcels and packets and those issues need to be dealt with immediately. There is also a need to look at delivery methods, as cycle and foot postpersons find it increasingly difficult to carry the diverse range of products that An Post now delivers. As you will gather, there is a very full agenda for the new Executive Council and I have every confidence that they will tackle

that agenda with their usual commitment and intelligence.

It would be remiss of me not to mention the recent seismic change in Ireland following the result of the Repeal the Eighth Referendum. I sincerely believe that the result of that



*Steve Fitzpatrick,
General Secretary, CWU*

referendum signals an improvement and a change in the life for Irish women, who have since the foundation of the state been treated in some cases, as less than second class citizens. I am also proud to note that your Union was at the forefront of the trade union campaign to Repeal the 8th and that once again, as with the Right-2Water movement, has found itself on the right side of history. I am of course conscious that some members were uncomfortable with the decision to Repeal the 8th, but I think it is time that we, as citizens, trust the women of Ireland. Of course, they still have many battles to overcome as is evident by the disgusting treatment of our women through the cervical cancer smear debacle. If that was not sufficient, there is now increasing evidence that the State and the Church were heavily involved through mother and baby homes etc., in trafficking babies in the most terrible of circumstances, and I fear that the worst in this story still remains to unfold. Those women and children deserve the truth and Ireland will never be a true Republic, until we deal in a proper and fair manner with the pain the country, allied with the Church, has inflicted on so many of its citizens.



The Future World of Work

Top Principles for workers' data privacy and protection

Whilst data, big data and data sets are becoming increasingly used by companies to inform managerial decisions, workers' data protection and privacy rules hardly exist. This document provides 10 operational principles that address this imbalance. By offering concrete demands to corporate data gathering and use, these principles will empower workers and ensure an ethical and sustainable use of data.

There is a definite urgency of now. Action is required to safeguard workers' interests and maintain a healthy balance of power in workplaces. The principles provided in this document are developed by UNI Global Union for this purpose.

Data has been termed the new gold. It is traded, analysed and used in marketing, advertising and human resource management. It is also the building blocks of artificial intelligence and algorithms. By 2030, it is estimated that 15-20% of the world's combined GDP will be based on data flows. It too is the very foundation of the myriad of new businesses and services that are increasingly individualising many aspects of our economy and society, namely the platforms of the so-called gig economy.

As citizens, we daily leave a data trail behind us: from what we search for on Google, to the apps on our mobile phones, from rides we take in taxis, flats we rent, from what we buy, to our loyalty cards, our health records, phone calls to customer services. Not to mention the places we visit, emails we send, Facebook friends we have and tweets we write. Doing all of this provides companies with data – about us and our network of friends. Data is simply the biggest gift we don't realise we are giving away.

We also provide data as workers—our CVs, our biometric data such as our fingerprints or iris scans, and the abundant data mined on us as employers monitor our workflows. Data, or rather sets of data from within and

outside of the company, are also used by management in human resource decisions. Who gets hired? Who gets promoted? Should someone be fired or cautioned? Are the workers productive today and if not, why not? The application and use in companies has even spurred the question whether data is taking the human out of human resources.

But who actually owns the data we provide? And what data exists 'out there' about you and me? These two questions are hard to answer. The CEO of LinkedIn has said that the vast majority of the world's data is ultimately in the hands of Big Tech: Google, Facebook, Amazon, Microsoft and Apple. A recent Twitter feed claimed that for 1000 USD you can get a company to provide you with any and all information possible about a person. We know that certain companies are experts in mining data and selling it on to others so they can manipulate our points of view. By targeting us with particular stories and paying fake Twitter and Facebook accounts to spread opinions, we now know that both the US election and the Brexit vote results were influenced and manipulated using data.

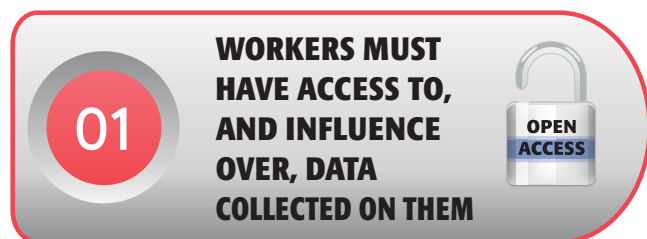
In Japan the government is preparing to roll out so-called databanks. Public offices that will help citizens decide on what data they want to make available. In Estonia, a country with one of the world's most comprehensive e-government systems and data use, citizens' data is subject to rigorous legal principles empowering the individual to decide what data is available and how it can be used. Yet many countries are lagging behind on providing citizens with a clear and transparent way of knowing what information exists, and not least on providing citizens with a means to control it.

Whilst data protection and privacy laws do exist in various forms in many countries, the data derived from monitoring workers is not specifically covered by these laws. UNI Global Union is cooperating with the global organisation IEEE to create a global standard

for transparent employer governance of employee data. It is also vital that trade unions seek to implement, through company and/or sector collective agreements, workers' data rights and protection provisions. Without said provisions, the balance of power in companies will forever be tipped into the hands of data-informed unilateral managerial decisions. Given the relative ease of combining data from many sources, without a say and influence over what data is used, and how, workers will be extremely disadvantaged. Indeed, workers' data rights and protection can be claimed to be the next frontier for unions as the digital economy takes form.

“Workers and their union representatives must have the right to access, influence, edit and delete data that is collected on them and via their work processes.”

Given the importance of workplace data, UNI Global Union demands that workers and their union representatives must have the right to access, influence, edit and delete data that is collected on them and via their work processes.



Workers must have the right of access to data collected on them, including the right to have data rectified, blocked or erased.

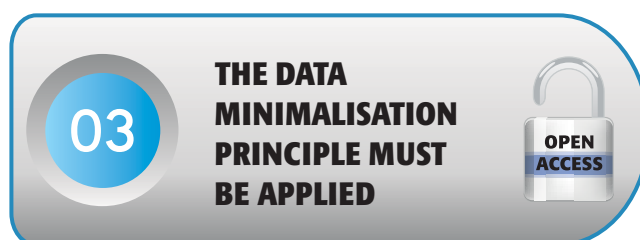
This includes:

- A) That consent cannot, and should not, be the legal basis of data processing at work.
- B) A worker must be able to obtain, upon request, at reasonable intervals and without excessive delay, confirmation of the processing of personal data relating to him or her. The communication must be in an intelligible form, include all information on the origin of the data, as well as any other information that the controller is required to provide to ensure the transparency of processing.
- C) A worker must have the right of data portability, i.e. the right to move rating and ranking systems from one platform to another.
- D) In accordance with domestic law and practice, or the terms of collective agreements, personal data may be communicated to the workers' representatives, but only to the extent that such data are necessary to allow them to properly represent the workers' interests or if such data are necessary for the fulfilment and supervision of obligations laid down in collective agreements.



For all forms of data processing, employers must respect the following safeguards. In particular:

- A) Inform workers clearly and fully before the introduction of information systems and technologies enabling the monitoring of their activities. The information provided should be kept up to date and must take into account principle 3 below. The information must include the purpose of the operation, the preservation or back up period, as well as the existence of the workers' rights of access and rectification and how those rights may be exercised. This safeguard includes any changes to monitoring purposes and systems;
- B) Take appropriate internal measures relating to the processing of that data and notify workers in advance. This includes running a privacy impact assessment when technologies can lead to high risk for individuals, such as in case of potential profiling or decisions taken by means of automated systems (see principle 5 below)
- C) Consult workers in circumstances where a possibility of infringement of workers' right to respect for privacy and human dignity is suspected. Respect in said cases the workers' right to call for a veto of said data monitoring until the employer can prove in writing and subsequently receive the workers' approval that the workers' right to respect for privacy and human dignity is fully respected (see principle 5);



The principle is that employers may only:

“Collect data and only the right data for the right purposes and only the right purposes, to be used by the right people and only the right people and for the appropriate amount of time and only the appropriate amount of time.”

Employers should develop appropriate measures to ensure that they respect, in practice, the principles and obligations relating to data processing for employment purposes. This includes the principles of proportionality

and subsidiarity: that data collection must be limited to what is necessary to achieve the objectives of the collection in question, i.e. that the content and form of the action must be in keeping with the aim pursued.

At the request of the supervisory authority, employers must be able to demonstrate their compliance with such principles and obligations. These measures should be adapted to the volume and nature of the data processed, the type of activities being undertaken, and must also take into account possible implications for fundamental rights and freedoms of workers.



- A) Information concerning personal data held by employers must be made available either to the employee concerned directly or through the intermediary of his or her representatives, or brought to his or her notice through other appropriate means.
- B) Employers must provide workers with the following information:
- THE CATEGORIES OF PERSONAL DATA TO BE PROCESSED AND A DESCRIPTION OF THE PURPOSES OF THE PROCESSING;
 - THE RECIPIENTS, OR CATEGORIES OF RECIPIENTS OF THE PERSONAL DATA;
 - THE MEANS WORKERS HAVE OF EXERCISING THE RIGHTS SET OUT IN PRINCIPLE 1 WITHOUT PREJUDICE TO MORE FAVOURABLE ONES PROVIDED BY DOMESTIC LAW OR IN THEIR LEGAL SYSTEM;
 - ANY OTHER INFORMATION NECESSARY TO ENSURE FAIR AND LAWFUL PROCESSING.
- C) A particularly clear and complete description must be provided of the categories of personal data that can be collected by Information and Communications Technologies (ICTs), including video surveillance and their possible use.
- D) The information should be provided in an accessible format and kept up to date. In any event, such information must be provided before an employee carries out the activity or action concerned, and made readily available through the information systems normally used by the employee.



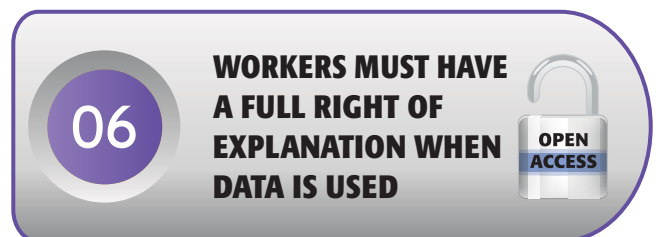
This includes respect for all global and regional conventions on human rights, including;

- THE UN'S UNIVERSAL DECLARATION OF HUMAN RIGHTS
- THE INTERNATIONAL LABOUR OFFICE'S 1997 CODE OF PRACTICE ON THE PROTECTION OF WORKERS' PERSONAL DATA,

The employer must also:

- A) Show respect for human dignity, privacy and the protection of personal data should be safeguarded in the processing of personal data for employment purposes, notably to allow for the free development of the employee's personality as well as for possibilities of individual and social relationships in the work place
- B) Guarantee that communication is lawful and does not include defamatory or libelous statements,
- C) Ensure that enterprise communication facilities are not used as a means of sexually harassing, or spreading offensive comments meant to discriminate.

The employer can require a disclaimer when workers are communicating internally and externally to the effect that the views expressed are those of the author alone and not those of the enterprise.



This principle refers to decisions taken by management that include the sourcing of data from within as well as outside the company. For example, in internal and external recruitment processes, workers must have the right to know on what basis a decision has been made. This is to safeguard workers against discriminative decisions based on data predictions not least regarding health.

The employee must be informed when important decisions are taken based on internal as well as external data.

07

**BIOMETRIC DATA
AND PERSONALLY
IDENTIFIABLE
INFORMATION (PII)
MUST BE EXEMPT**



The collection and further processing of biometric data should only be undertaken if there are no other less intrusive means available and only if accompanied by appropriate safeguards, including the additional safeguards provided for in principle 2.

The processing of biometric data and other PII must be based on scientifically recognised methods and should be subject to the requirements of strict security and proportionality.

08

**EQUIPMENT
REVEALING
EMPLOYEES'
LOCATION**



Equipment revealing workers location can only be introduced if it proves necessary to achieve the legitimate purpose pursued by employers; their use must not lead to continuous monitoring of workers. Notably, monitoring cannot be the purpose, but only an indirect consequence of an action needed to protect production, health and safety or to ensure the efficient running of an organisation. Given the potential to violate the rights and freedoms of persons concerned by the use of these devices, employers must ensure all necessary safeguards for the workers' right to privacy and protection of

personal data, including the safeguards provided for in principle 2.

In accordance with principle 3 on data minimalization, employers must pay special attention to the purpose for which such devices are used. Employers must apply appropriate internal procedures relating to the processing of these data and must notify the persons concerned in advance about them.

09

**A MULTI-DISCIPLINARY,
INTER-COMPANY
DATA GOVERNANCE
BODY SHOULD BE
ESTABLISHED**



A multi-disciplinary inter-company data governance body should be established to govern data formation, storage, handling and security issues. This includes provisions that all representatives on the body, including shop stewards, receive appropriate data training to be equipped to work with companies in upholding and withholding a sustainable data protection policy.

10

**ALL OF THE
ABOVE SHOULD
BE IMPLEMENTED
IN A COLLECTIVE
AGREEMENT**



The above principles should be implemented and enforced through company or sectoral collective bargaining. In the absence of said bargaining, the employer should establish a governance body in accordance with principle 9.



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European Telecom Social Partners share concern regarding the negotiations on the European Electronic Communications Code

The position of UNI Europa & ETNO on Telecoms Regulation

UNI Europa, the European trade union federation representing service workers, and ETNO, the Association representing Europe's leading telecom operators, jointly express their concern with regard to the on-going negotiations for a European Electronic Communications Code (EECC).

Last year, in a joint position, the social partners UNI Europa and ETNO supported a pro-investment and pro-innovation EECC, aimed at underpinning European jobs and growth. In this context, we detailed the areas in which progress was necessary. Unfortunately, some of those key areas have still not been addressed, such as:

- **Fibre and 5G roll-out requires ambition and the EECC should result in more regulatory certainty as well as clear investment incentives for network deployment.** Unfortunately, the current negotiations appear not only to fall short of this ambition, but also to threaten the stability of the current framework. Network roll-out is essential to ensure that connectivity underpins current jobs, promotes creation of new jobs and ensures sustainable economic growth;
- **Network regulation should ensure that all investment models are strongly encouraged,** in order to create inclusive incentives for all. Unfortunately, the current negotiations appear to rule out collaboration models that might significantly increase the pace of network roll-out;

- **Spectrum policy in Europe should be credible** and lead to increased certainty and investment levels into the 5G and mobile economy by means of longer and predictable spectrum licenses. Unfortunately, recent outcomes suggest that the EU has given up on real harmonisation;
- **A sustainable and effective EECC regulation should lead to the creation of high quality employment.** The current draft for the regulation still lacks the necessary drive to ensure that Europe combines incentives for innovation and the necessary labour market policies that ensure we maintain current jobs and create new ones, of a higher quality. As we previously warned, sustainable competition for all industry players should not be based solely on prices, as this could impact employment in the sector.

In this context, we would like to strongly reiterate our support for the European Commission efforts in creating an innovative Gigabit Society. 5G and fibre networks create quality jobs and activate growth for both major industrial groups and SMEs across Europe. We stress that this crucial political objective cannot be achieved without credible and coherent outcome for the EECC. Similarly, we would like to express our support for unwavering action on the ICT skills gap and we remain committed to working with Commissioner Mariya Gabriel on both the connectivity and skills front.

Netshare to Transfer to Vodafone

In early July 2012, Vodafone announced that they were to set up a 50/50 Joint Venture Company which became known as Netshare with Three Ireland for the purpose of managing both companies Access Networks. The plan being that both companies would engage in a “strategic alliance” where they could share sites and a common transmission access and backhaul network. As a result, the CWU and the local Vodafone branch undertook a set of negotiations, under the auspices of TUPE legislation, that saw around 40 staff transfer to Netshare from Vodafone under a carefully constructed collective agreement.

However, in 2014 Three Ireland bought O2 Ireland and subsequently notified Vodafone of its intention to terminate the Netshare network-sharing arrangement. At the time this represented a tough set of negotiations for the union and the branch given that these staff had only just transferred from Vodafone to a joint venture that now seemed to have a very uncertain future.

At a meeting with Vodafone management on the 12th September 2014, the Union raised concerns regarding the future of Netshare, particularly the impact that any future changes may have on CWU members. The CWU made it clear that there was a collective agreement in force that catered for eventualities such as either party terminating their involvement and now that eventuality had arrived, Vodafone should act in full accordance with the agreement and state whether it intended: (i) to take the service back in-house; or

(ii) arrange for a replacement service provider in line with the collective agreement.

The meeting adjourned to allow for consideration of the above and following further contact with the Company, it was agreed to extend, as requested, the terms of the collective agreement to 16th January 2015. A further extension of this was required to allow both companies to conclude the network sharing arrangements, which they eventually did and the Union agreed an amended IR agreement ‘Continuation of Joint Venture Company’, which recognised that Netshare would continue as a stand-alone independent entity, as a wholly owned subsidiary of Vodafone Ireland.

In recent weeks however the CWU Vodafone branch has been invited to talks by Netshare to discuss the transfer of these staff back to Vodafone. The national officer Ian McArdle, in conjunction with the Branch Secretary, Mike O’Connor and Branch Committee member, Peter Egan, have begun the negotiations on how these staff will transfer under TUPE legislation. Quite understandably this constant change that the Netshare members have had to endure has not been easy and their patience and continued dedication to the smooth operation of the business is to be commended. These discussions are at an early stage at the time of writing, but the members will be kept informed as they progress.

Rigney Dolphin Pay Talks Referred to the Workplace Relations Commission

The Vodafone branch has been in discussion with Rigney Dolphin management in relation to a claim lodged by the Union for an increase in basic pay since the beginning of the year.

Rigney Dolphin members represented by CWU Vodafone Branch Chairman Darran Jackson and CWU Vodafone Branch Committee member Mick Lennon, led by the Branch Secretary, Mike O’Connor and the National Telecoms Officer, Ian McArdle, have been trying to resolve this matter since the start of the year, but the company has failed to make any progress at all through local discussion.

This lack of progress is causing considerable

frustration for the affected members. As a result, the Union has now referred the pay claim to the Workplace Relations Commission (WRC). The WRC is a state run, independent organisation that helps to resolve workplace dispute. The CWU prefers to resolve matter locally and directly but the lack of engagement from Rigney Dolphin management has made this impossible.

The WRC has written to the union to confirm they have received our letter and have invited Rigney Dolphin to attend a meeting in their offices. There is no date confirmed at this time. The branch is determined to bring these discussions to a positive conclusion and refuses to allow the stakeholders; Rigney Dolphin and Vodafone, to ignore their responsibilities and obligations to the affected staff.

Agreement reached on new commission plans for Retail members

Beginning in June 2017, the CWU organising team, in co-operation with the Vodafone Branch, compiled a questionnaire which formed the basis of a survey regarding Targets & Commission in Vodafone Retail stores. The Branch Secretary with the support of the CWU HQ Organising team then visited Vodafone stores throughout the country and requested members to complete the survey and to provide feedback and comments on how the structures could be improved. In August 2017, the survey findings were compiled and distributed to members in the form of a booklet. The main findings were that targets should be individualized, that staff and managers targets should be aligned, but most important that targets should be realistic and achievable.



The findings of the survey were also presented to Head of Consumer Sales, Vodafone Retail. The Union requested that discussions take place to deal with the issues raised by members and meetings took place in November, December and January with some progress being made on individualisation and staff/manager alignment.

However, before agreeing to any new structures, the Union requested, and the company agreed that any new proposed structure be piloted in a number of stores. The results could then be analysed in order to ascertain if the structure delivers on the expectations of our members. The selected stores: Blanchardstown, Omni, Athlone and Waterford are across all four regions, with a varied customer base. The trial concluded in April and the results helped to inform the subsequent negotiations that took place between the branch and the company on a number of proposed improvements that it was felt could be made to the plan.

Following the successful conclusion of these discussions this it was agreed that the new commission structures would be rolled out across the whole retail network. It was agreed that as part of the roll out that another review of the effectiveness of the new structures would take place in September.

This represents a positive end to a well-executed campaign that has led to significant changes to the commission structures as requested by the members in the original survey. Targets are now much more based on individual attendance and performance and the points multiplier has been adjusted to include a 60% threshold which will help staff to reach commission during challenging sales periods. The Branch acknowledges the contribution made by Ali Khan during the negotiations which brought important expertise to shaping the proposals. The Union also wishes to thank the members for their contribution to the survey which led to these enhancements.

CWU Refers Obelisk to Health and Safety Authority (HSA)

The Vodafone CWU Branch has been in discussions with Obelisk management in recent months in relation to a serious health and safety issue regarding rooftop fire alarm sounders. This issue has been on the agenda since last year and in the absence of meaningful or timely progress the CWU had no choice but to refer a formal complaint on the matter to the Health and Safety Authority (HSA).

Before deciding to make the referral, the members met in Portlaoise in mid-April where several commitments given by the company to remedy the issue were shared with those present. The company agreed that 21 sites would be checked and, if required, a Fire Safety person would be brought in to conduct a full assessment.

The prospect of a potential complaint to the HSA was discussed but it was agreed to postpone this course of action based on the commitments given by Obelisk at that time. However, after a number of weeks, it was felt by the branch that the commitment to visit 21 sites was

not being fulfilled and it was decided to proceed with the complaint.

Subsequently there have been local discussions with the company in relation to the fire alarm sounder issue and the company has confirmed that sites have been visited and that remedial action will take place to resolve the matter. At the time of writing another meeting was due to take place in the next two weeks to discuss further steps that might be required. In conjunction with this the CWU has been in discussion with the HSA to confirm that positive progress and engagement is taking place between the parties and our preference would be (as it always is) to continue local discussions with a view to a positive and pragmatic outcome. The HSA has agreed to stand by until it is confirmed that the matter has been addressed. In addition, the branch is happy to confirm that John Donohue has been elected as the health and safety representative for the Obelisk staff.



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Against metrics: how measuring performance by numbers backfires

*Article by Jerry Z Muller,
Professor of History at the Catholic University of America in Washington, D C.
His most recent book is The Tyranny of Metrics (2018).*



*This 'system' of management has destroyed so many good social service providers.
(Sean Hartigan, retired member of the CWU)*

More and more companies, government agencies, educational institutions and philanthropic organisations are today in the grip of a new phenomenon. I've termed it 'metric fixation'. The key components of metric fixation are the belief that it is possible – and desirable – to replace professional judgment (acquired through personal experience and talent) with numerical indicators of comparative performance based upon standardised data (metrics); and that the best way to motivate people within these organisations is by attaching rewards and penalties to their measured performance.

The rewards can be monetary, in the form of pay for performance, say, or reputational, in the form of college rankings, hospital ratings, surgical report cards and so on. But the most dramatic *negative* effect of metric fixation is its propensity to incentivise gaming: that is, encouraging professionals to maximise the metrics

in ways that are at odds with the larger purpose of the organisation. If the rate of major crimes in a district becomes the metric according to which police officers are promoted, then some officers will respond by simply not recording crimes or downgrading them from major offences to misdemeanours. Or take the case of surgeons. When the metrics of success and failure are made public – affecting their reputation and income – some surgeons will improve their metric scores by refusing to operate on patients with more complex problems, whose surgical outcomes are more likely to be negative. Who suffers? The patients who don't get operated upon.

When reward is tied to measured performance, metric fixation invites just this sort of gaming. But metric fixation also leads to a variety of more subtle unintended negative consequences. These include goal displacement, which comes in many varieties: when performance

is judged by a few measures, and the stakes are high (keeping one's job, getting a pay rise or raising the stock price at the time that stock options are vested), people focus on satisfying those measures – often at the expense of other, more important organisational goals that are not measured. The best-known example is 'teaching to the test', a widespread phenomenon that has distorted primary and secondary education in the United States since the adoption of the *No Child Left Behind Act* of 2001.

Short-termism is another negative. Measured performance encourages what the US sociologist Robert K Merton in 1936 called 'the imperious immediacy of interests ... where the actor's paramount concern with the foreseen immediate consequences excludes consideration of further or other consequences'. In short, advancing short-term goals at the expense of long-range considerations. This problem is endemic to publicly traded corporations that sacrifice long-term research and development, and the development of their staff, to the perceived imperatives of the quarterly report.

To the debit side of the ledger must also be added the transactional costs of metrics: the expenditure of employee time by those tasked with compiling and processing the metrics in the first place – not to mention the time required to actually read them. As the heterodox management consultants Yves Morieux and Peter Tollman note in *Six Simple Rules* (2014), employees end up working longer and harder at activities that add little to the real productiveness of their organisation, while sapping their enthusiasm. In an attempt to staunch the flow of faulty metrics through gaming, cheating and goal diversion, organisations often institute a cascade of rules, even as complying with them further slows down the institution's functioning and diminishes its efficiency.

Contrary to commonsense belief, attempts to measure productivity through performance metrics discourage initiative, innovation and risk-taking. The intelligence analysts who ultimately located Osama bin Laden worked on the problem for years. If measured at any point, the productivity of those analysts would have been zero. Month after month, their failure rate was 100 per cent, until they achieved success. From the perspective of the superiors, allowing the analysts to work on the project for years involved a high degree of risk: the investment in time might not pan out. Yet really great achievements

often depend on such risks.

The source of the trouble is that when people are judged by performance metrics they are incentivised to do what the metrics measure, and what the metrics measure will be some established goal. But that impedes innovation, which means doing something not yet established, indeed that hasn't even been tried out. Innovation involves experimentation. And experimentation includes the possibility, perhaps probability, of failure. At the same time, rewarding individuals for measured performance diminishes a sense of common purpose, as well as the social relationships that motivate co-operation and effectiveness. Instead, such rewards promote competition.

Compelling people in an organisation to focus their efforts on a narrow range of measurable features degrades the experience of work. Subject to performance metrics, people are forced to focus on limited goals, imposed by others who might not understand the work that they do. Mental stimulation is dulled when people don't decide the problems to be solved or how to solve them, and there is no excitement of venturing into the unknown because the unknown is beyond the measurable. The entrepreneurial element of human nature is stifled by metric fixation.

Organisations in thrall to metrics end up motivating those members of staff with greater initiative to move out of the mainstream, where the culture of accountable performance prevails. Teachers move out of public schools to private and charter schools. Engineers move out of large corporations to boutique firms. Enterprising government employees become consultants. There is a healthy element to this, of course. But surely the large-scale organisations of our society are the poorer for driving out staff most likely to innovate and initiate. The more that work becomes a matter of filling in the boxes by which performance is to be measured and rewarded, the more it will repel those who think outside the box.

Economists such as Dale Jorgenson of Harvard University, who specialise in measuring economic productivity, report that in recent years the only increase in total-factor productivity in the US economy has been in the information technology-producing industries. The question that ought to be asked next, then, is to what extent the culture of metrics – with its costs in employee time, morale and initiative, and its promotion of short-termism – has itself contributed to economic stagnation?



Postal Sector-Conference 2018

PAY

Conference was advised by Seán McDonagh Deputy General Secretary that CWU had secured payment of the third phase pay increase of 1.5% effective from the 1st May 2018. The Labour Court appointed Monitoring Group having examined the Unions claim, confirmed sufficient savings had been achieved, to enable payment of the increase by An Post. At the time of going to print the company had put arrangements in place to make the payment to all CWU members, again to include all CWU clerical staff irrespective of the area they were based. Conference was also advised that Forsa (formerly CPSU) were in the process of making representations to the Monitoring Group for payment of phase 2 to its Clerical members.

Essentially the CWU had achieved its objective of 6% increase for all members, albeit linked to inevitable efficiency measure. The additional increment achieved for the Postal Operative Grade from the 1st January 2016 meant an increase, for staff recruited since January 2006, over 8.5% which resulted from consolidation of 2.5% of the Non-Consolidated Change Allowance. While it is recognised this is a major achievement, there remains some outstanding issues to be dealt with most notably to complete the Managers Salary Review and secure pensionable increases as well of course a strategy for future Pay increases from mid 2019.

MCKINSEY CONSULTANTS

CWU made a comprehensive submission to McKinsey consultants, hired at enormous expense to advise Management on how to do their job. While the Union has expressed reservations at the cost and indeed the quality of advice given to An Post. It is evident they did take on board our views, based on a subsequent decision taken by management, that expressed most particularly

in the mails business. For example:

- * Total focus on Letters
- * Parcels & Packets neglected
- * Asian mail warehoused unnecessarily
- * C&D Redesign process, past its sell by date
- * New Delivery model required
- * Sequence Sorting not required

PARCELS & PACKETS

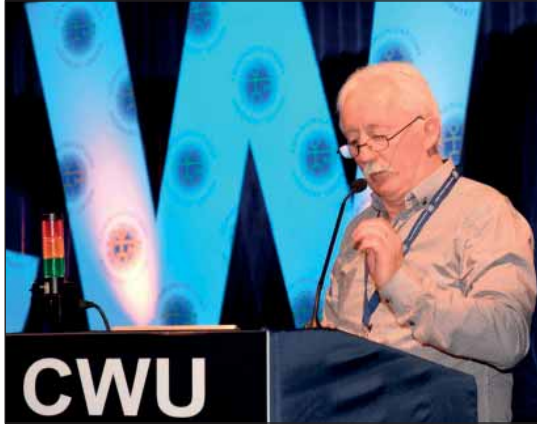
The growth strategy adopted by An Post in 2017 at the behest of CWU was recognised by Conference to be a huge success. Market share had increased leading to hundreds of staff retained to do the work. This increased much needed revenue with Customers and suppliers availing of the new service initiatives. The investment in the new Dublin Parcels Hub, adjacent to the DMC together with confirmation by the company to provide new Scanning equipment was most welcome. The next phase of the process is to consolidate all of the work as part of the DSU design.

CLERICAL & ADMIN

The conference discussed a wide range of concerns of Clerical members, most notably in areas such as Office conversions, Work measurement, TV License and single table bargaining. The Union was critical of RTÉ and its exaggerated claims of evasion. It also reported it had not received a response to its representations to the members of the Joint Oireachtas Sub Committee.

In respect of Office Conversions and Work Measurement, it was acknowledged Branches, with the invaluable assistance of the Coordinators and Joint Working Group were well in control of matters. With regard to Single Table Bargaining it was noted the company intends to conduct this approach in areas which impacts on Clerical members represented by either CWU or Forsa.

The Future of the USO-Relevant or Redundant?



Pat “Buddha” Compton

Former NEC and long-time member of the Board of An Post, Pat Compton made a comprehensive presentation to the Postal Conference on the future of the Universal Service Obligation. This greatly assisted delegates in generating debate and formulating strategy in the postal regulatory environment. Currently An Post has the legal obligation to provide daily delivery to each address, 5 days a week, at a uniform price.

During the course of his presentation, Pat outlined that other Companies were in receipt of state assistance for providing public service obligations such as ESB, Bus Éireann, Irish Rail, and Toll Roads.

This was not the case at An Post, which had lost €41.3m in 2016 while conducting its responsibilities. He questioned if this was sustainable, given the overall financial difficulties at An Post.

Other postal administrations had curtailed services, such as New Zealand by reducing the frequency of delivery, or Canada by introducing car park box clusters. In the EU, consideration is being given to the possible diminishing of delivery frequency. This could be left to individual countries to decide the frequency through the Regulator, which in Ireland’s case is ComReg.

Any such development would be a serious concern for members in An Post together with the community they serve. As part of his presentation, Pat cited a study by the Canadian Postal Union, a report on the US Postal Service and a positive experience in France.

CUPW Study Conclusions

The CUPW report identifies three main outcomes from postal staff interventions.

1. They support ageing populations to remain in their home through basic contact with the letter carrier and are designed as a detection tool to identify if problems are emerging;
2. They allow for the optimisation of social services – by having letter carriers play a supporting or “first step” type role for service providers who are the ones providing specialised services;
3. They create a new revenue stream for postal operators at a time of falling letter mail volumes.

US Postal Service – Director General Report 2015

The report stated:

“The Postal Service is one of the last remaining government agencies with a physical presence in every community across the nation. Because of this, wellness organisations could benefit from tapping into the Postal Service’s infrastructure to offer more services and supplies delivery to older Americans in need.”

La Poste (France)

Cohesio

Postal Service In 2015 France had generated €19m in new services including Cohesio. Visits by the letter carrier to vulnerable senior populations. This service is paid for by insurance regimes and will be expanded to also provide for an “individual option” – allowing individuals to purchase customised visits.

“No one saves us but ourselves. No one can and no one may. We ourselves must walk the path.”

– Gautama Buddha

“The future depends on what you do today.”

– Mahatma Ghandi

The campaign to save the USO and the jobs that depend on it should start today

– Pat “Buddha” Compton

An Post Superannuation Scheme



Niall Phelan

One of the main topics of discussion related to the serious pension issues. Niall Phelan Trustee gave an update on the fund. This outlined that the agreed changes introduced in 2014 had resulted in a major improvement in the funds.

In 2017, assets were €3.2 billion with liabilities being €2.8 billion, resulting in coverage of 102%. Essentially the Minimum Funding Standard as required by the Pension Authority was achieved and the agreed program on track.

A point of interest was that the oldest beneficiary is

97 with the youngest member of the fund being just 17.

In response to the conference debate CWU Deputy General Secretary outlined that there are a number of points to be factored in to members demands for improvement.

- PRSI contributions and associated benefits are governed by legislation.
- 5% contribution is part of TTP Agreement
- The 2014 Pension Accord agreed following ballot introduced limited pensionable increases
- Any amelioration of these requires agreement and will most likely require savings in other areas.

Notwithstanding these the Union is engaged with An Post in a review with a focus on securing improvements.

An Post CEO addresses CWU Conference



David McRedmond

An Post Chief Executive Officer David McRedmond addressed CWU delegates at the Conference in Killarney. He outlined a successful year had been reported for 2017 which was attributable to hard and big decisions by a restructured management team.

Claiming the company in changing, competing and growing, in a twelve month period had gone from making a loss €8.4 to being profitable €12.4.

While this was most welcome he cautioned that the improved cash position of €84m, was in reality only sufficient to fund 2 months payroll. Nonetheless it was a much healthier position compared to having just €26m as had occurred previously.

In respect of Parcels growth he committed to develop

and growing the business further. He commented the company efforts were greatly assisted by the changes accepted by staff and by the CWU, who had pushed the management into going for growth.

The other main points made by Mr McRedmond are summarized as follows:

The combined results from the big decisions in 2017 are rewarding

- A profit for 2017 of 8.4m against a prior year loss of 12.4m, and a forecast loss of 61m;
- A re-launched parcels business growing share, with volumes up 30% on prior year;
- An efficiency programme eliminating 333 roles (completed in Q1 2018), the first major reduction for a number of years;
- Two business units with strong leadership and agreed long-term strategies;
- Re-based economics with a cost-reflective pricing model, and supported by a breakthrough international pricing agreement negotiated by An Post;
- And a strengthened balance sheet to accelerate the momentum on strategic initiatives.

Induction Training

The Union has for many years raised concerns with the Company regarding the manner in which the Company handle the training of new employees. In particular induction training has been very hit and miss and whether you received it or not was dependent on where you actually worked. The Company has acknowledged this.

Following discussions with the Company agreement has now been reached on the provision of an induction course to all newly employed staff in the Collection and Delivery Area. In addition to that agreement has also been reached to standardise route training as the training given on any particular route can vary greatly from office to office. The details of both the induction training and route training are detailed below

Induction Training

All new entrants will receive a two day corporate induction programme on a cluster / regional basis at appropriate locations as numbers dictate. The maximum class size will be 10 and in addition to receiving a standardised induction presentation they will also receive presentations on Health and Safety and ASMP

The DSM may approve up to 2 days refresher training where it is required.

A Non-unique address is any address where the minimum amount of information available for a building is not enough to uniquely identify a building for delivery purposes. This may include the following:

- duplicate urban/ rural addressees that require personal names
- duplicate urban/rural addressees with duplicate personal names
- unoccupied addresses such as vacant, under construction or holiday home
- addresses not delivered to and/or ancillary buildings within a property
- addresses where delivery staff could not provide the personal name of occupants

Duty Competitions.

In addition to the above the Company has raised concerns with the Union regarding the impact duty competitions can have on training demands. The company has advised that the training costs are significant and the Company has proposed to restrict the number of such competitions with a view to achieving cost reductions in this area. While the Union accepts that there are significant costs we have concerns about the Company proposal. We have however, agreed to the following:

- Sub office vacancies will continue to be filled as they arise.
- DSU duty competitions will be limited to one per annum or as the need arises if less frequent.
- Where it is known at the time of the duty competition, that a vacancy will arise within the year of the duty competition, the duty(ies) will be included in the list of vacant duties to be filled. The successful applicant, however, will not be permitted to take up the duty until such time as it becomes vacant.

In DSUs where there is currently more than one duty competition per annum, a limit of two duty competitions per annum will apply from 2018. The Company proposes to review this at the end of 2018 with a view to reducing to one duty competition for all DSUs from 2019.

Duty competitions will be held in the February or October of each year in the case of DSUs running one duty competition or February and October in the case of DSUs running two duty competitions.

The Company will ensure that Leave Sheets and a Training Cover Matrix are displayed in all DSUs.

Each DSM, in conjunction with the local CWU Branch Rep will agree the profile of each route in the DSU (i.e. unique, non-unique, mixed < 50% unique, mixed >50% unique. Where agreement cannot be reached on the profile of any route, the matter should be referred to Regional Office level in the first instance and then to HQ level if necessary.

Route Training - The following will apply in relation to Route Training

DELIVERY PROFILE	EXISTING STAFF	NEW RECRUITS
UNIQUE	1 Plus an additional 1 hours training on prep on days 2 – 5 on the route	3 Plus an additional 1 hours training on prep on routes on days 4-5 on the route
NON UNIQUE	5	7
MIXED LESS THAN 50% UNIQUE MORE THAN 50% UNIQUE	4 3	
REFRESHER > 1 YEAR	1	
DSM TO MONITOR TRAINING AND MAY ALLOW ADDITIONAL TRAINING IF REQUIRED		

Making Safety Representations to Management



Over the past year in Connect the Union has highlighted different aspects of the role of the Safety Representative. A question regularly asked by Safety Reps is how they should deal with management and we have set out below how this should be done

Introduction

Safety Representatives have the right to make representations to their employer and the employer must consider these representations and act on them if necessary. The intention of these consultations is to prevent accidents and ill health, to highlight problems and identify means of over-coming them.

To start off you should remember that Health and Safety issues are not the subject of negotiation. Something is either safe or unsafe, hazardous or non-hazardous or is in compliance with the law and safe working practice as contained within your Company's Safety Statement.

Notwithstanding the above there may be times when there will be a difference of opinion between the employer and the Safety Representative as to the time frame over which something will be corrected, the nature and type of personal protective equipment to be supplied, etc. In these circumstances, the Safety Representative may require some negotiating skills and, just as importantly, the clear support of her/his fellow workers through the Local Union Representatives.

Prior to making representations

A key part of making representations is to be prepared in advance of any meetings. The first thing you need to do is to get all of the relevant facts and check these facts against any statutory standards to see if there is a breach of these standards. You should also check the facts against any hazard data sheet, manufacturers spec or a safe work system as contained in the Safety Statement to

see if there is any breach of such standards.

There may be times when on order to establish the facts that you may need to monitor the workplace for example if you need to establish noise, dust or fume levels.

You should check if you have all of the information regarding the regularity, times, dates and circumstances of the alleged unsafe work practice or hazard. Ask yourself the following questions

- Have you got witness statements from those affected?
- Have you recorded the time and date when you first highlighted the complaint with any supervisor or local management?
- Have you sent copies of any complaint to the Local Union Committee for their information?

Once you are satisfied that you are fully briefed and have all supportive data required, you must decide

- What exactly are you looking for?
- What do you want management to do?
- What is the time frame for remedial action?
- What you are going to do if management reject the case?

Meeting with Management

Once you have agreed a time, date and venue for the meeting you should consider the following points:

- Will you have anyone with you, for example another Safety Rep or a Union Rep? it is always useful to have someone with you as they can be a witness to events, a support for you in the meeting and they can also provide a second opinion on how things are progressing
- If you do have someone with you make sure that they are fully briefed as to their role, what you would like them to do and what you may require them to say if you require them to say anything.
- During the meeting be polite, courteous and firm. You will have nothing to gain by being aggressive

or impolite. If the employer is aggressive you should remain calm. Remember you are there carrying out your legal functions as a Safety Rep.

- If Management produce any new information that might change your understanding of things call a recess or adjournment in order that you can examine and consider this new information.
- Always take notes particularly of any agreement, time frames or action points agreed
- Always try to come to an agreement even if that agreement is that you are not in agreement about the issue



Agreement with Management

In many cases, a conclusion that a situation presents hazards or is unsafe should be agreed on the basis of the facts presented. If agreement emerges

- Record the agreement in writing by either a joint statement or a written statement from the employer that will be sent to you and other Safety Representatives and the Safety Committee if relevant
- If management is reluctant to do this, write to management with your understanding of the matters agreed, date the correspondence and copy it to the Safety Manager, other Safety Representatives, Safety Committee and Union Committee
- Note any time frame whereby management say they will correct matters
- If management suggest that workers should remain exposed to a recognized hazard pending its correction then you should detail what Management are what are suggesting should be done in the meantime
- Agree any statement that you as Safety Representative will issue to the workers impacted by the hazard and other employees
- Thank management for their time and concern

What to do if no agreement can be reached

If management refuse to accept the case, you make or agree to any further action you need to advise management as to your next step. You should record any disagreement and the reasons management have given for not addressing the concerns you have raised. This disagreement should include the date and time of the meeting. You should remain calm and advise them that your conclusion is they are refusing to accept the hazard or take any remedial action. There is no harm in reminding them of their legal responsibility to manage and conduct work activities to ensure the safety, health and welfare of employees.

In relation to next steps some of the options available to you include:

- Refer the issue to a Safety Committee if one exists.
- Refer the matter to a higher-level Manager
- Refer the matter to the HSA for advice or you can request them to carry out a workplace inspection
- Advise workers of the representations you have made and the response from management. You could further advise them of Section 13(1) of the Safety, Health and Welfare at Work Act 2005 which states that

An employee shall, while at work—

(a) comply with the relevant statutory provisions, as appropriate, and take reasonable care to protect his or her safety, health and welfare

- Refer the matter to the Local Union Committee with a report on your actions and managements response and what they might do to support workers taking action to protect their health and safety?

Some other issues to remember when making representations

Is the Management Level you are making representations to the right level?

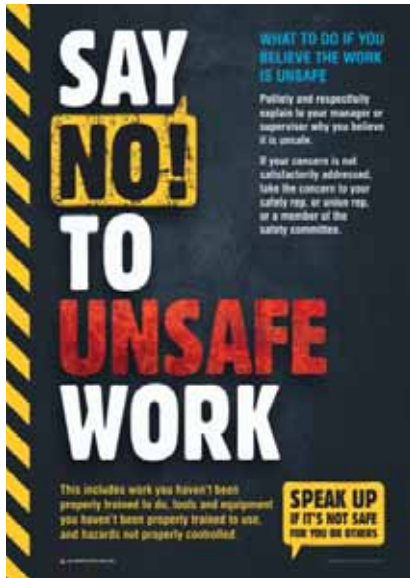
If you find when making representations to Management that the Manager to whom you are directed as a Safety Representatives to make representations to cannot make a decision or always says that they will have to consult higher level management, then the issue may be that representations are being made to the wrong person. Remember Safety Representatives have the legal right to make representations to their employer and do not have to be fobbed-off with meeting management who cannot make decisions.

Safety and Health as a disciplinary or Industrial Relations Issue

There will be occasions when workers are disciplined or threatened with discipline for matters relating to safety

and health. This could occur for example when

- a worker refuses to comply with safe work practices or to wear personal protective equipment (PPE)
- a worker is accused of indulging in horseplay or anti-social behaviour that places fellow workers at risk
- a worker is accused of negligence in causing an accident, near accident, spillage or other dangerous occurrence



In most cases, matters are appropriate to the Union Representative and the existing disciplinary and industrial relations procedures within the employment. However, if the rush to discipline or defend against discipline obscures underlying safety and health issues, then the Safety Representative has a role.

For example, if the refusal to wear personal protective equipment is because it is defective or inadequate, uncomfortable or causing discomfort, or introducing new

hazards – goggles obscuring vision, masks inhibiting breathing or ear defenders obscuring danger signals – then the solution may lie in better choice of personal protective equipment rather than discipline.

That said, if a worker is simply refusing to wear approved and acceptable personal protective equipment for reasons of 'not wanting to appear soft' or 'I just don't like it', then such actions can be considered unacceptable and the worker will leave themselves open to injury or ill health and, if need be, discipline.

As a Safety Representative there are some matters you could investigate. For example, if you as a Safety Representative believe that a near accident, accident, spillage or other dangerous occurrence was the result not of neglect, indiscipline or willful bad behavior but by a failure of the safety system - procedure, equipment, personal protective equipment or work pressure forcing employees to ignore safe work practice then you could carry out an investigation to determine this. If you believe that the matter may be a safety rather than an industrial relations or disciplinary matter, then you should inform management and the Union Representative.



Get into print!

Anyone wishing to submit articles or photos to appear in the Connect journal, please, either:

email to **imelda@cwu.ie**

or post to **Imelda Wall,**

**Communications Workers' Union,
575 North Circular Road,
Dublin 1.**

Wear your Union Badge



DRIVING FOR WORK – Summer Tips



The Health and Safety Authority has published guidance on driving for work in summer. With driving being a major part of workers' day to day activities and with summer (hopefully) approaching, now is a good time to focus attention on safe driving for work during the summer months. Extra care is needed and we need to be aware of the seasonal changes and modify driving accordingly.

There are a number of hazards that people driving for work need to be aware of. We have set out below some of the main hazards identified by the HSA.

The good weather brings a lot more people onto the roads and the driving landscape changes greatly over the summer months and this is particularly true during school holidays. There are more children, cyclists, pedestrians and other vulnerable road users about. You will see more tourists who will not be familiar with our roads or road rules.

By applying some simple guidelines before travelling, en-route, and at premises and public areas driving for work in summer should be safe, stress-free and result in workers' returning home safe at the end of their working day. Those who drive for work need to be extra vigilant and modify their driving accordingly.

- Make sure vehicles are roadworthy before undertaking any work-related journey: even the slightest doubt about vehicle condition and performance, needs checking. The Road Safety Authority has produced guidance which can be accessed at www.rsa.ie
- Make sure vehicle daily checks are done as they are a simple and effective way to spot potentially dangerous issues or defects before vehicles are used. Employers and self-employed people should have a system of routine checks in place to ensure that vehicles are in good working order, safe and fit for purpose at the start of each working day or work shift. The Health and Safety Authority, Road Safety Authority and An Garda Síochána have developed FREE resources to help you perform checks. They include vehicle check posters and check sheets and videos. They can be accessed at www.hsa.ie/eng/Vehicles_at_Work/Driving_for_Work/
- Make sure that vehicle maintenance is up to date, and if in doubt have it serviced
- Take extreme care reversing. Especially if driving a van, truck or four-wheel drive vehicle during deliveries and collections in built up areas and public areas. Check carefully for obstacles and vulnerable road users such as children and elderly.
- Take regular breaks on journeys. Those who drive for work often travel long distances. Don't give into temptation to 'push on' Make sure to take breaks when tired. Rest breaks every 2 hours keep drivers alert by promoting blood circulation, make trips more pleasant for passengers and let the vehicle cool down
- Make sure only authorised passengers travel in vehicles driven for work. Vehicles and Workplaces are dangerous places for children and employers should have clear rules on carrying passengers for work.
- Make sure that necessary vehicle safety equipment is available for the driver (especially if the vehicle is hired or loaned) such as torch, warning triangle, first aid kit and maps / navigation aids.
- Make sure that personal protective equipment for the driver such as hi-visibility clothing is available in the vehicle cab
- Make sure routes are planned beforehand and leave 'more than enough time' to negotiate journeys and routes. Check the weather forecast and travel news before and during journeys. Refer to route and traffic information from websites such as that from the AA (www.aaireland.ie) and other similar organisations.
- Make sure vehicle is not overloaded and that goods and items are stowed and restrained correctly on the vehicle
- Make sure everyone is buckled up, including front and back seat passengers
- Make sure you drive defensively by:
 - Being prepared for unsafe actions by others or for poor driving conditions
 - Driving at speeds appropriate to the road conditions and speed zones
 - Obeying the road signs and signals
 - Making allowances for urban or rural variation in roads and rules
 - Being extra careful in the early morning or at dusk and during the night, when animals are most likely to be on the road
 - Make sure you are seen and keep out of others' blind spots. Don't let the larger vehicles

The speech below was delivered at the CWU's recent Biennial Conference in Killarney by Gary Langan, an activist on the Union's youth committee. We have reproduced the speech in this month's Connect in recognition of the overwhelmingly positive reaction the speech received by the delegates at the conference:



President, Brothers and Sisters.

Firstly, on behalf of the Youth Committee I would like to thank you very much for having us. Before I start I would like to acknowledge the previous youth committees, in particular Derek Keenan and Barry Gorman for their stellar work and I hope we can inspire future committees in the same way you have inspired us to make a difference.

I would also like to commend the CWU for giving the younger members a platform to not only develop skills and knowledge to assist in work place issues but for encouraging and supporting us to try and make society better by engaging on matters that have social implications outside of the workforce .

Since forming we have got involved in a few movements such as the Repeal the 8th and we encourage all of you to get out and use your vote to show our sister colleagues that we support their right to choose and end this shambles of Irish citizens being forced onto boats to England in order to receive medical treatment and care that we should be in a position to provide on these shores. It is paramount to furthering our society that the YES campaign succeeds.

We have also started to look in to the direct provision cause. As a nation of emigrants ourselves we feel this matter and our duty of care to same or lack of care has been overlooked in recent times and we hope to address this in the coming months.

In 1919 the democratic program of the First Dáil declared, "It shall be the first duty of the Government of the Republic to make provision for the physical, mental and spiritual well-being of the children, to secure that no child shall suffer hunger or cold from lack of food, clothing, or shelter, but that all shall be provided".

Now nearly a hundred years later we are further away from that vision than ever. This epidemic is a plague that no man, woman or child is safe from. It is so easy to become homeless. It is a lot more challenging to escape from it. What makes it truly despicable is that it is plague we allowed to spread and devour our most vulnerable citizens through the failure and lack of forward planning by a succession of inept governments.

One person dying out in the cold alone and afraid is one to many. There are currently over 100 people sleeping rough, and in excess of 8000 more of brothers, sisters, fathers, mothers, sons, daughters living in emergency accommodation. That's not even accounting for the thousands more that are living on friend's sofas or in overcrowded houses. This is simply not good enough.

In 1988 I was 3 years old and had a stay at home mother 2 younger siblings and my father was the sole provider working in construction, we owned a loving home. We weren't affluent by any means but we had enough left on one wage for food, clothes and the odd treat, but more importantly we had somewhere to sleep safely and warmly, something that was ours.

The average cost of a house in 1988 was roughly €76,000, and the average yearly wage was €26,000. That is fair and affordable. Fast forward 30 years, I am now a single father with a decent job and I simply cannot afford a home for us. It saddens me because I just want him to have what I had, a loving family home.

The average house now in Dublin is around €410,000 and the average yearly wage is listed at €38,376. I would argue the real average is closer to the €33,000 mark. In 1988 the average person earned around €500 a week and had their own home and enough left to provide a proper life for their family. 30 years later for a person on the average wage to afford a home it would go from being 3 times their yearly wage to over 10 times. Just let that sink in.

Now think about the extra taxes such as the local property tax, the universal social charge combined with the inflation in the cost of living in general and the fact the average wage has not risen in line with same and ask yourself is it any wonder we have a homeless crisis. I can only imagine the unwarranted negative effect that living under these circumstances is placing on people's mental health and well-being, and for what? To make the banks more money they can gamble with or their little developer golf buddies, while our people take their own lives because they can't see a brighter future?

I suppose I would be considered one of the lucky ones.

I have a family home that just about has enough room for myself and my son but I shouldn't have to live at home sharing a room with my son to provide him a decent quality of life and it's not the same as having our own home with our own rooms. Think how many people in here have sons or daughters in their late 20s, 30s back living at home because despite working full time they cannot afford their own home, a lot more than any other time in our nation's history I would expect.

I recently talked to a single mother in Dublin who gets rent allowance of €650. The rent is €1300 and she has to make up the other €650 from a weekly payment of €220. So over an 18-year span, social welfare is spending €140,400 to house her. She is also going to spend the same and all that money is going in most cases to a private landlord.

The councils already have the land. They could build a family a home for roughly €100,000 and immediately save the state roughly €40,000. If they did this, they could then mortgage that house, for instance, to that single mother with a reasonable payment plan of say €300 a month. This allows her family a better quality of life and more importantly creates a home for life. So say she keeps that house, over the next 50 years that's €180,000 now raised for the state - not €140,000 in a landlords pocket.

They want us to believe it has to be this way and there are no other options but there most definitely are options, better options.

The banks got a get out of jail free card. We bailed them out. Every person in this room is paying for the mistakes and crimes of fewer than 30 individuals. Where is the second chance for the young builder who during the boom, over-extended to perhaps try and have his own business and because of the recession now has bad credit and will never own his own home? Is it any wonder so many young people emigrate? Over the last number of years how many

people in this room have watched family, friends, loved ones leave Ireland to go build a life abroad because they simply can't see a way to achieve that here? Is that what we want our legacy to be?

Until housing is addressed, we will never see a fair and equal society. The current system simply doesn't allow it and it is absolutely the responsibility of our elected Government to find a solution that does not strip its citizens of their dignity and every last cent they earn. The only way we can ensure that is to intervene and shape a better future for our children and grandchildren. So we urge everyone here to take up the mantle of the protector of the vulnerable, get organised, get involved, don't sit idly by and let this happen. We showed with the water charges and JobBridge that when we organise, when we refuse to be ignored, we can and will make a difference. I don't want to be sitting here in 20 years' time perhaps looking up at my own son and have him asking why we failed them, and I know you don't want that either.

That is why our Youth Committee will focus on this issue and we will get involved in an effort to help wherever help is needed and hopefully usher in a new era where the citizens of Ireland are no longer exploited through ridiculous rent and housing prices.

Despite what that famous song says, a home is not wherever you lay your hat, it's bricks and mortar. It's a building that belongs to you, to sleep warmly and securely in, perhaps to raise a family in or live how you see fit. We believe it is the right of every person to experience that security and we hope we can rely on your support as we set out to try and achieve just that.

Men and women make history not the other way around. The actions or lack of same we now take to protect our society will be forever remembered by the generations to come. So let's get organised and build a legacy to be proud of.



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Nightline workers Organise to win

Nightline deal includes pay increase of up to 10.9%

The Nightline Branch of the Communications Workers' Union (CWU) have voted in favour of accepting a pay deal, the first of its kind in Nightline. The comprehensive pay agreement includes a range of measures for workers in different categories including a pay rise of up to 10.9% over 18 months for warehouse operatives.

The agreement also includes across the board changes to terms and conditions including the introduction of overtime, a sick pay policy, paternity pay, maternity pay and a third level education grant scheme.

Just 12 months ago workers in the courier company had no means of improving their pay and conditions. Nightline was a non-union workplace, with little awareness amongst workers about joining and becoming active in a trade union.

The success of the Organising campaign is grounded in a high level of worker engagement throughout the campaign. Members' meetings were consistently well attended, and the extremely high level of participation

in surveys and petitions were an indication of the power that CWU members have built in Nightline.

In May, Committee members Barry Finlay and Richie Doyle attended the CWU Biennial Conference in Killarney. They gave a detailed account of the campaign and updated delegates on their progress. Conference gave their support for Nightline workers which included ratifying a ballot for industrial action should there not be substantial progress made regarding pay, terms and conditions.

The need for a ballot was averted, however, when a reasonable proposal was made.

This process has no doubt resulted in Nightline workers finding their voice which has led to extra money in workers' pockets and extra comfort if they should be unfortunate enough to get sick.

Nightline workers have demonstrated that when workers organise, workers win.

This is a significant step in the right direction for Nightline workers and the Union wishes to acknowledge the hard work and dedication of the Committee in achieving this win for their colleagues.



THERE'S POWER IN A UNION

Talk to your Branch Committee
or Union Head Office
(01) 866 3000



Nightline Pay Agreement

Roadmap towards compensation alignment – all staff

- Sick pay. First 7 days at full pay, following weeks are minus social welfare. *Subject to absence management process etc.
- Overtime rate kicks in at 40 hours effective immediately. Rate at time and a half (1.5).
- Maternity Pay (12 weeks minus social welfare)
- Paternity Pay (4 days minus social welfare)
- Education support for third level qualification

Hub/Warehouse Nationwide (Excluding Team Leaders)

Warehouse operatives will operate on a 40 hour week basis.

- Currently there is a gap of 10.9% gap and we will address this with the following four installments:
 - 3.0% from 1 April 2018
 - 2.0% from 1 October 2018
 - 3.0% from 1 April 2019
 - 2.9% from 1 October 2019

- Increases are group averages, individuals will vary based current compensation vs UPS wage plan
- New Hires will be between 30 to 35 hours per week - shift start times will vary by day due to volume trends

Premium Fleet

- 2.2% salary increase in line with shift pattern changes (consultation period to commence)
- Working hours will change to 11:30 to 21:00
- Introduce a Premium Driver Standard with safety, service, productivity & attendance criteria
- Drivers achieving the Premium Driver Standard get pay increase to UPS rate

Other Drivers

- 2.2% increase from 1 April 2018
- Further clarification on their role and a review differences will need to take place
- Daily rate move to hourly rate of pay

Other

- 2.2% increase for all other positions as of 1st April 2018

CURRENT			
Hub Shifts	Start Time	Finish Time	Working Hours
1	15:00	0:00	8.5
2	16:00	1:00	8.5
3	17:00	2:00	8.5
4	20:00	5:00	8.5
5	0:00	9:00	8.5

PROPOSED			
Hub Shifts	Start Time	Finish Time	Working Hours
1	15:30	0:00	8
2	16:30	1:00	8
3	17:30	2:00	8
4	20:30	5:00	8
5	0:30	9:00	8

9th Biennial Conference Killarney 2018



*Patricia King
General Secretary, ICTU*



CWU Conference in Session



*Steve & Carolan Lennon,
CEO, eir*



Martina, Steve, Dave Ward, General Secretary CWU UK, & Seán.



Imelda Wall



*Outgoing and Incoming Presidents,
Martina & Mike*



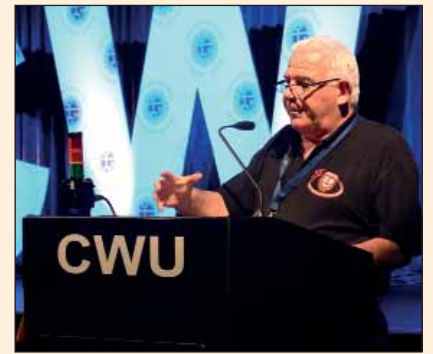
Carol Scheffer



*Mayor of Kilkenny,
Niall Kelleher*



Dublin No. 2 Branch



Jimmy O'Connor



*Mike O'Connor,
President, CWU*



*Standing Orders Committee
Jim McCarron, John Curtin, Tony Grogan, Pat Delaney, Noel Adamson and James Moore*



Past C.W.U.H.A. Volunteers



*Vodafone Branch with Mike O'Connor,
President, CWU*



*Ruairi Creaney, Barry Finlay, Richie Doyle
& Diarmuid O'Connell*



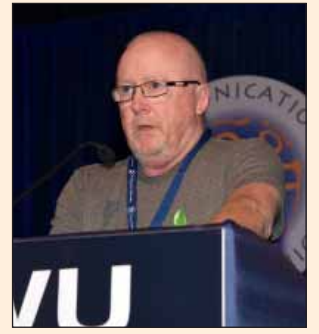
Tom Murray and Demzla Dooley, Ballinasloe



Alan Dempsey



Barry Foley



Dave Taylor



Ciara Melinn



Deirdre O'Hara



Canford Danga



Tom Gethings



John Boner



Geraldine Thompson



Ray Lawlor



Paul O'Neill, Stephen Branigan and Derek Keenan



Dublin Postal Delivery Branch Members



*John Blight and
John Sharkey*



*Adam Warren and
Mathew Rogers*



Anthony Brennan



Derek Keenan



Dublin Postal Amalgamated Branch

*Mark, Michael, Mike & Lorraine O'Connor
and Kurt, the dog.*



Retired Officers, Jim Browne, Terry Delany and Jerome Barrett



Brian Leeson



John Egan



JJ Higgins, Christy Branigan, Paddy Redmond and Mickey O'Connor



Dublin No. 1 Branch



*Vincent Fallon and
Philip Stewart*



*Lorcan Wynn and
Barry Shankland*



*John Clarke and
Terry Moorhouse*



*Lynn O'Byrne and
Dick Dennehy*



John O'Shea casts his vote

Tony and John hard at work



James Crowley

Retirements at Biennial Conference



Terry Delany and President, Martina O'Connell



Mick Farrell and Martina



Martina and Pat Compton



Jim Browne and Martina



Brian Scott and Martina

Familiar Faces at the Stands at Biennial Conference



Joe Maher



An Post Smart Account Station



Noel Cocoman



Frank Downes and Canford Danga



Mick Walsh and Pat Broderick

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*Promotion runs from 9th May to 29th June 2018. Promotion is strictly open to new customers taking out a Family or Individual CWU Personal Accident policy once the main policyowner is an 'In Benefit' CWU Member or a Member of the 'Retired Members Section'. CWU Membership to be confirmed by the CWU. No cash alternative. Manufacturer & model of TV to be confirmed. Halligan Life & Pensions Ltd t/a Halligan Insurances, Good Insurance is regulated by the Central Bank of Ireland.

THIS IS OUR BLOODY SUNDAY!

Help stop the Gaza shootings

Live bullets were fired at unarmed protesters.
An international inquiry must investigate.



Photograph: Suhailb Salem/Reuters

Thu, Apr 26, 2018, 02:50
Ilan Baruch © Irish Times online

Gaza death: a boy cries during the funeral of Tahreer Wahba, a 17-year-old Palestinian shot during a border protest.

The use of military force to enforce an imposed regime is typical of colonialism. Israel adamantly rejects being deemed a colonial power in the Palestinian territories. Yet reality shows, time and again, that the government of Israel cannot claim to have a morally acceptable vision of the future if it continues using violence against unarmed citizens.

Shooting into a crowd of demonstrators who pose no danger to Israeli citizens or soldiers might prove to be a war crime. It is the duty of the international community, especially European Union member states, to intervene. Such use of live ammunition must be forbidden against future demonstrations.

Nearly a century has gone by since soldiers of the British Indian army opened fire at an unarmed, non-violent crowd of pilgrims, gathering in a public garden in Amritsar, in Punjab. The crime of the 379 dead and hundreds of wounded was the mere fact that they assembled, in defiance of government decrees. The incident rattled India and Britain. Some historians claim that this point in time, namely April 13th, 1919, was when Britain began to lose its grip on India and, ultimately, its entire empire.

Snipers received orders to shoot live ammunition at demonstrators, in some cases even to shoot to kill. The soldiers were not defending themselves.

Almost 60 years have passed since police forces in disarray fired into a mass of non-violent demonstrators in Sharpeville, in South Africa. The demonstration was part of a large campaign headed by the ANC (and by its rival, the PAC) against the pass laws, a set of rules, imposed by the apartheid authorities, severely restricting the freedom of movement of most African citizens. The police shot 69 people dead and severely wounded 180 others. That day, March 19th, 1960, was the beginning of the end of the apartheid regime, dismantled 34 years later, when free elections were first held.

On Sunday, January 30th, 1972, British forces opened fire on unarmed demonstrators in Derry. Thirteen people were killed on the spot, and another died a few days later from his wounds, in what would later be known as Bloody Sunday. Many years passed before the Saville inquiry determined that opening fire at demonstrators was unjustified and unjustifiable. The seeds of the Belfast Agreement were planted the day British soldiers shot at unarmed, non-violent civilians.

On Friday, March 30th, civil-society organisations in Gaza initiated a new course of action: non-violent protest. Tens of thousands of demonstrators have been assembling each Friday after prayer, at protest centres located along the border fence dividing the Gaza Strip from the sovereign territory of Israel. They will do so again tomorrow.

The Israel Defense Forces were prepared for the demonstrations. Snipers received orders to shoot live ammunition at demonstrators, in some cases even to “shoot to kill”. The soldiers were not defending themselves. Nobody was endangered – neither Israeli citizens nor the soldiers. Fire was opened to deter citizens from approaching the fence separating Gaza from Israel.

Israel’s nightmare is that masses of Palestinians cross the fence and sweep into Israel. The Israel Defense Forces would have no response to that. On the other hand the lives of Palestinians in Gaza are becoming meaningless to many in Israel, for which history will surely judge us. An independent international inquiry must be established to transparently investigate incidents in which live ammunition was fired at unarmed demonstrators.

Yet where is the international community? Why do the protests seem so half-hearted? Why aren’t diplomatic means being used to deter Israel from such direct and brutal violence towards unarmed non-violent Palestinian demonstrators? Could the European Union and its members, including Ireland, believe that this isn’t the time for a stern rebuke of Israel, as the situation in Syria is boiling to a point of conflict between the superpowers?

These countries might not be pleased with Israel’s conduct but seem to prefer the profitable economic co-operation between Israel and EU member states. Is Ireland, too, among the states that hope the demonstrations will just dissipate, saving them the trouble of a sharp diplomatic rebuke?

What scares Israel about these non-violent demonstrations in Gaza? The possibility that this form of popular protest will spill over to the West Bank and East Jerusalem, leaving the authorities helpless. Firing live ammunition at non-violent, unarmed demonstrators is an act of inconceivable brutality, yet standing indifferently on the sidelines is inconceivable, too.

Ilan Baruch is a retired diplomat and former Israeli ambassador to South Africa

Palestinians deserve better than fraudulent narratives

If your solidarity amounts to a mild shopping inconvenience, maybe it's time to re-evaluate

by Dr Brendan Ciarán Browne - © Irish Times online

*Friends and family mourn
Jamal Affana (15) after he was killed
by an Israeli sniper last month.*



In the Jerusalem suburb of Abu Is our weekly football game is about to start. For an eclectic group of men, the football pitch is an escape. It is the great leveller. A place to mask the everyday reality. Over the course of my time in Palestine my Arabic has been honed on the pitch.

I speak broken Arabic while others speak broken English – sometimes to comedic effect. But on Wednesday past, nothing was lost in translation when my friend, a highly skilled orthopaedic surgeon, recounted his recent work in Gaza.

We have all read accounts of what is happening and formed our opinion based on these. A population's anguish becomes sanitised as it becomes quantified. Personal narrative is lost amid the constantly shifting discourse of the "conflict".

Nothing is more powerful than the forensic articulation of trauma first hand. Sixty-two unarmed Palestinian protesters were killed on Monday, May 14th. However, many remain in a vegetative state, the result of "targeted" and "surgical" shots to the head.

During his stint in Shifa hospital, my friend reckons he worked on approximately 100 surgeries, with a team of 15 others. They worked around the clock, catching sleep whenever possible, between shifts.

"The work during the 2014 war – when they massacred 2,300 of us, was easier, Brendan. We couldn't do anything when people arrived to the hospital then – they were already dead. . ."

These words will stick with me forever, not least because they were delivered with the absence of emotion. Shots to the feet, ankles, knees, hips. Men/boys who would have been looking forward to the forthcoming World Cup and kicking a ball in the evening no longer have the relative "luxury". Doctors noted the use of bullets designed to explode on contact. Half-completed operations, hospitals chronically under-resourced, under-staffed, the result being the development of infection.

Israeli and US media narratives are predictable. Those of us working in Palestine disregard them. What is increasingly more spurious is the proliferation of "equivalency" views put forward by those determined to pursue what Steven Salaita would suggest as the "civil" tone, seeking counter viewpoints where none patently exist. Some of the points put to me recently include:

1. Those shot included 50 known supporters of Hamas. Hamas regularly claim the lives of "martyrs" to inflate a sense of their popularity. International law only permits

the use of lethal force when life is immediately under threat. Most of those shot were 300 metres from the fence posing no risk to anyone (including, recently, 21-year-old medic Razan al-Najjar).

2. Those protesting were coerced into joining by the Hamas government. Says who? This point completely refutes any sense of agency. Palestinian youth are not simply pawns in Palestinian macro-politics.
3. Palestinians should pursue non-violent resistance solely as the counter is more senseless death.

Palestinians get murdered whether they protest peacefully or not. More than 13,300 Palestinians have sustained injuries during protests for human rights, dignity and freedom, since Yom al-Ard (Land Day in Palestine, March 30th), with 121 being killed. As one of my closest friends here (another excellent footballer) noted: "We may as well die trying to be free; they are going to kill us either way. . . As Palestinians we die, but should learn to die quietly. . ."

If your criticism directed towards Palestinians who refuse to embrace solely peaceful means of resistance is uttered in the same breath as the Israeli use of deadly force, then like it or not, you have engaged in equivalency.

Worse, those who call on Palestinians to pursue solely "non-violent" means to achieve their aims are in fact the same people undermining the very basis of Palestinian non-violent struggle, repeatedly refusing to endorse the academic and cultural boycott.

If your solidarity amounts to nothing other than a decision to stop buying Israeli peppers and mint in your local supermarket – in essence a mild shopping inconvenience – then maybe it is time to re-evaluate.

It is a personal decision as to how you wish to support Palestinian non-violent resistance, but the framework is there and it isn't for internationals – those who can dip in and out at will – to choose the parameters.

Academics and politicians must look critically at their language. Reflect on the way they publish, critique the organisations they work with, look at grants and opportunities they promote, and please, for the sake of all, stop referring to a one-state or two-state solution, as if it is some great hope.

Dr Brendan Ciarán Browne is assistant professor of conflict resolution, Trinity College Dublin.

Results of the Education Grant Scheme Draw 2018



G.S. Circular No. 07/18

INFORMATION

Re: Education Grant Scheme Draw Results 2018

Dear Colleague,

I am pleased to announce the results of the Education Grant Scheme Draw. The draw took place at the National Executive Council meeting on June 7th. The results are as follows:

GAELTACHT AWARDS:

AWARD TO:	MEMBER	BRANCH
1. Grace Scully	Barry Scully	Portlaoise District
2. Laura Kavanagh	Betty Kavanagh	Portlaoise Postal
3. Niall Carroll	Gerard Carroll	Dublin No 2
4. Tadg McGrath	Anthony McGrath	DPAB
5. Robynn Walker	Audrey Walker	Dublin C&A
6. Raewyn Downey	Bemadette Downey	Kilmallock & District
7. Leo Brady	Denise Coughlan	Cork Mails Centre
8. Victoria Mulqueen	Patrick Mulqueen	Nenagh Postal
9. Emmett Martin	Padraic Martin	Drogheda Branch
10. Lily Corry	Michael Corry	Dublin No 1
11. Cian McMahon Lynch	John Lynch	Cavan Postal
12. Shannon Sheridan	Lesley Sheridan	DPAB
13. Sienna Sheridan	Elizabeth Sheridan O'Loughlin	DPAB
14. Ilir Surdulli	Nadzeya Berasneva	Galway Postal
15. Catriona O Connell	Patrick G O'Connell	Cork District
16. Nia Donovan	David Donovan	Tipperary Postal
17. Sarah Thompson	Michael Anthony Thompson	Drogheda Branch
18. Evanna Tarrant	Bernard Tarrant	Dublin No 1
19. Sarah O'Connor	Sharon O'Connor	Dublin Postal Clerks
20. Eabha Keane	Gerard Keane	Ennis Postal

SECOND LEVEL AWARDS

AWARD TO:	MEMBER	BRANCH
1. Ciara Stack	Michael Stack	Dublin No 1
2. Gillian Burke	Gary Burke	Dublin Postal Managers
3. Hannah McCormack	Martin McCormack	Ennis Postal
4. James Tooher	John Tooher	Dublin No 1
5. Ellen Murray	Timmy Murray	Eir Managers Branch
6. Leah Maher	James Maher	Vodafone
7. Isaac Jones	Andrew Jones	DPDB
8. Christina Isichei	Lucy Isichei	Dublin C&A
9. Chloe Geraghty	John Geraghty	Galway Postal

SECOND LEVEL AWARDS contd.

AWARD TO:		MEMBER	BRANCH
10.	Gearoid Meehan	Gerry Meehan	Galway Branch
11.	Blathnaid Murray	Oma Cummins	Dublin Postal Clerks
12.	Cliona O'Shea	Barry O'Shea	Killarney Postal
13.	Rachel Queally	Dorothea Bergin	Portlaoise Naas Managers
14.	Ronan Curley	Dermot Curley	Cork Outdoor
15.	Rossa Monaghan	Seamus Monaghan	Dublin No 1
16.	Kate Murphy	Caroline Nestor	Athlone Postal
17.	David Bracken	Lorcan Bracken	Tullamore Postal
18.	Roisin Dillon	Donal Dillon	Ennis Postal
19.	Ellen Murphy	Paul Murphy	Cavan Postal
20.	Abbie Newman	Jonathan Newman	Cork Drivers
21.	Matthew Hunt	Kevin Hunt	Dublin No 1
22.	Christopher Moloney	Gerard Moloney	Ennis Postal
23.	Cian Newman	David Newman	DPDB
24.	Aoibh Boyle	Neil Boyle	Dublin No 2
25.	Niamh Doherty	Mick Doherty	DPDB
26.	Ronan Burns	Alan Burns	DPDB
27.	Olga Oleszczak	Jakub Oleszczak	Cork Drivers
28.	Kevin Brennan	Bernard Brennan	Dublin No 1
29.	David McCormack	Michael McCormack	Thurles Postal
30.	Adam Kilroy	Vinny Kilroy	Portlaoise/Naas Managers

THIRD LEVEL AWARDS

AWARD TO:		MEMBER	BRANCH
1.	Sean Burke	Noel Burke	Longford Postal
2.	Aidan Hanley	Sean Paul Hanley	Cork Area Managers
3.	Kieran Ronan	Donal Ronan	Dublin Postal Managers
4.	Laura Moore	Anne Marie Moore	Athlone Postal

Our congratulations to the aforementioned and our commiserations to those who were not successful in the draw on this occasion.

As per our previous circular, for the Gaeltacht Awards, payments will be made retrospectively on production of a receipt from the relevant Irish college. For those successful in the draw for the Second Level Award, it will be necessary to get the Union's confirmation form signed and stamped by the secondary school confirming the grant winner is a student for the commencing term September 2018. The form will be posted out to the winners by the Union shortly.

Finally, for the Third Level Award, members will be required to provide documentation indicating their

acceptance onto the course for the upcoming academic year 2018. For subsequent years on third level courses, documentation will need to be provided to indicate succession by the participant to the next year of the course. All receipts for payment should be submitted directly to Ms Carol Scheffer, National Officer.

As mentioned in our previous circulars, the grant scheme will be reviewed by the Education Committee in light of budgeting, the nature of applications received and the requirements of our members.

Yours fraternally

Steve Fitzpatrick
General Secretary



Is another crash coming?

by Stephen Nolan, Trademark, Belfast

If a politician knocks on your door ask them a simple question, “Are you a liar or an idiot?” There’s no third option. The reason you can ask them is because if they saw the last crash coming and said nothing, they’re a liar and can’t be trusted. And if they didn’t see the crash coming, they’re too stupid to be in government.

But now that we’re in recovery and house prices are rising I suppose it doesn’t matter if our politicians are stupid and dishonest. Unless of course another financial crash is around the corner. The fact that we’re even less prepared to deal with a crash than the last time doesn’t matter too much either, because GDP is up and ‘the fundamentals of the economy are sound’. It’s probably irrelevant that the IMF have predicted a financial crisis in their recent Global Financial Stability Report and that Claudio Borio of the Bank for International Settlements (the central bank of central banks) has said that current global economic growth may well end in “a financial crash with a vengeance”, as if the last one wasn’t too bad.

If the world does face another global financial crisis in the near future it will be because many of the problems that led to the 2008 crisis remain unresolved. The recklessness of the shadowing banking sector, high indebtedness across the private sector and the growing weakness of emerging markets is pointing to a crash. Indeed even the half-hearted attempt at the regulation of financial institutions since 2008 has shifted some of the riskier financial activities back into the shadow banking sector beyond the scrutiny of a supposedly stronger regulatory framework.

Whilst global massive monetary policy stimulus totalling \$19 trillion has rekindled some weak growth, the cheap money created by low interest rates and quantitative easing has inflated asset bubbles and encouraged private corporations

and institutions to borrow and load up on debt. Corporate debt levels in emerging markets alone have quadrupled between 2003 and 2015. And if I remember correctly, massive levels of debt had something to do with the last crisis.

All eyes of course look to China which helped prevent a second Great Depression in 2008 only by making credit so cheap it set off a huge property boom resulting in empty office blocks and ghost cities. Now it’s trying to manage a slowdown whilst at the same time attempting to deflate the massive credit bubble it created. The Bank for International Settlements has warned that Chinese credit growth since 2008 represents one of the largest expansions in modern financial history. Australia also delayed its crisis by subsidising mortgages leading to the emergence of a huge property bubble that is not far away from collapse with private debt levels up to 210% of GDP, which considering that a debt-to-GDP ratio of 60% is a target for developed countries, looks bad.

The renowned economist Professor Steve Keen who predicted the crash of 2008 has identified China as the biggest threat but with good company with other countries with a high level of private debt and a reliance on debt to fuel economic demand, countries he calls “debt zombies”—Australia, Belgium, Canada, South Korea, Norway, and Sweden. In sum the influence of China and these smaller economies is simply too great for the world to avoid a financial crisis.

The almost complete failure of policymakers to put manners on global finance capital since 2008, and the ongoing use of debt as a model for growth might suggests that any moves to save the global economy from another bust, will be too little, too late. And if we have another financial crisis, not only is there no Plan B, there isn’t even a plan A.

***“Are you
a liar,
or an
idiot?”***



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Galway Postal Branch Honours Damien Tuohy (RIP)



Plaque and Defibrillator installed in Moyglass

The Galway Postal Branch held a function on Saturday 21st April 2018 as a special tribute to their colleague Damien Tuohy (RIP). The Branch Secretary Paul Kennedy wished to sincerely acknowledge the donation from the National Executive Council and from all the Branches nationwide for their generous donation of €9,000 to a fund established in memory of their colleague Damien.

Together with his wife Margaret, family, friends and his CWU family, a plaque was unveiled in the grounds of Con's Bar, Moyglass, marking the installation of a Defibrillator for the benefit of his local community. The Branch intend to grant funding to local causes in Damien's name in the future. As you can see by the photos, it was a fantastic day, well attended by Damien's colleagues and friends.



Steve, Margaret Tuohy and Martina



Pat Compton pays tribute to lifelong friend, Damien



Margaret Tuohy and the Galway Postal Branch, who organised the event



Tom Geraghty, Ger Thompson, Seán McDonagh, Jarlath Heneghan and Paul Kennedy



Damien's sister, Louisa and wife, Margaret



Charlie and Liam reminisce about great times with Damien

CWU Branches are invited to donate to this trust fund, the details of which are:

COMMUNICATIONS WORKERS' UNION GALWAY POSTAL BRANCH

BIC: ULSBIE2D

IBAN: IE35 ULSB 98538010430991

Birds nesting in Postbox

Ambrose McKenna from Milltown DSU in Monaghan pictured with a postbox beside the DSU in Gallinagh which he discovered had a bird nesting inside. Care was taken to ensure the nest wasn't disturbed and the mail still got delivered. Ambrose is glad to report Mummy and babies are all doing well!



Plaque unveiled for Hugh Reilly

At the Crossakiel festival in Kells this May bank holiday, a plaque was unveiled to commemorate Hugh Reilly a local postman who fundraised to buy the land for the James Connolly Monument.



Pictured with the General Secretary are local activists from the Kells Postal Branch.

The CWU Band, which played at the event.



Vincent Whelan (DSM DSU 16) Retires



Vincent Whelan retired on 9th March 2018, following 45 years' service. He is pictured here at the front of the office, with the staff and John Kehoe (Operations Manager, Dublin South West).



Frank and his colleagues from Crumlin D.O.

Frank Turner Retires

Lovely and heartfelt tributes were paid to Frank Turner on his retirement from Crumlin D.O. recently.

Frank came to An Post from telecom and was known to be an absolute gentleman, a fantastic and conscientious postman, and a friend to all.

All his colleagues in Crumlin D.O. wish Frank a long and very Happy Retirement.

Dublin Postal District Branch Retirements



Terry Reilly, Dublin 2 DSU



Mick Germaine, Ballsbridge DSU



*John Neary (L) & Maurice Shiels (R)
both from Tallaght DSU*



Tommy Kennedy, Merrywell



Declan Farrell, Harmonstown



Michael Harney, Blackrock DSU

CWU People



Austin Brady, Blanchardstown DSU



Imelda Hand, Balbriggan DSU



Alan Mahon, Blanchardstown DSU with Frank and Paul Williams (Branch Rep)



Hugh Cassidy, Ravensdale Rd DSU 2



Mick Keenan, Churchtown



Fintan McCarthy Receives Award

Fintan McCarthy, formerly of P&T & Telecom Eircom, received an award from Mayor of Drogheda, Pío Smith, in recognition of his involvement in the local community.

Fintan was one of the founding members of the local St Nicholas GAA Club, which he was involved in for 46 years.

He also helps with the upkeep of the Holy Family Church in Ballsgrove and at 80 years of age he is still active in helping the elderly in the local community

Dublin No. 1 Retirements



Some Dublin No 1 Branch members, with combined service in excess of 200 years, were presented with their Union Scrolls at Citywest NMC recently. The CWU wishes them each a long and happy retirement.

*Pictured from l to r: Willie Meegan (Chairman) and Ivor Reynolds (NEC)
with Cosmas Molloy, Pat Guiney John G O'Neill and Mick O'Toole*

CWU Member Declan Fabio O'Brien joins RTÉ as a Pundit.

Postman Declan Fabio O'Brien, who was previously based in Dublin 2 Delivery Office and is currently working in the new "Dublin Parcels Hub" in Oak Road, has joined RTÉ's *League of Ireland* show "*Soccer Republic*" as a Pundit.

He is currently on the top 20 on the list of *League of Ireland*'s all-time top goalscorers, with 128 goals to his credit. He recently secured the prestigious position as a Pundit on the RTÉ flagship programme, which is presented by Peter Collins.

Declan Fabio O'Brien, grew up in Corduff in

Blanchardstown and played soccer locally before joining Finglas-based Rivermount Boys.

In 2001, he quickly established himself as a hero with Drogheda, due to his phenomenal goal-scoring feats.

You can follow his remarkable career and achievements to-date in an exclusive interview with Paul Fennessy by visiting www.the42.ie/declan-obrien-interview

Soccer Republic airs on RTÉ 2 on Monday nights at 7pm during the Irish football season.



Kells Retirements Function

A function was held in the Lakeside Manor, Kells, on February 3rd, 2018, to mark several retirements. There was an excellent attendance and the retirees each received the CWU Union Scroll along with other retirement presentations.



Pictured l to r: Eamon Yore (Vice-Chairperson), Jane Duffy (Chairperson) James Quail (Secretary), Tony Smith (Retiree), Angie McGlynn (Retiree), Monica Brady (Retiree), Adrienne Reilly (Retiree), Mickey Gaffney (Retiree), John Tansey (Regional Officer), Pat Compton, and John Burke (Operations Manager)



Pictured l to r: Jane Duffy (Chairperson), Linda Compton, Pat Compton, Eamon Yore (Vice-Chairperson), and James Quail (Secretary)

Bernie Dowling Retires



*Bernie Dowling, Floor Operations Manager of PMC, retired recently, after 42 years' service in An Post.
Included in picture is Bernie's family and present and former work colleagues.
We all wish Bernie a happy and health retirement*



Bernie Dowling, with his wife Kathleen, receiving his Union Scroll from Seán McDonagh and Branch Chairman Vincent Kilroy, on his recent retirement following 42 years' service



General Data Protection Regulations

Important information for our members






GDPR came into effect on the 25th May 2018 and replaced the Data Protection Acts in Ireland.

What does it mean?

GDPR very significantly increases the obligations and responsibilities for organisations and businesses in how they collect, use and protect personal data. Organisations must be fully transparent about how data is used and safeguarded and be able to demonstrate accountability for data processing activities.

Under GDPR individuals have greater control over their personal data and how it is processed. The Communications Workers' Union (CWU) takes the privacy and protection of our members personal data seriously. The CWU privacy policy is available to view on our website www.cwu.ie.

Under GDPR you have the right to:

-  Access the personal data held on you
-  Access details about how your personal data is processed
-  The right to have data corrected / erased
-  The right to object to the processing of your personal data in certain circumstances i.e. direct mailing, emails, etc
-  The right to restrict the processing of your personal data.

Data Protection Contacts

Our Data Protection Officer is Imelda Wall and can be contacted by email on privacy@cwu.ie or in writing to:

Imelda Wall
Data Protection Officer
Communications Workers' Union
William Norton House
575 North Circular Road
Dublin 1

The CWU will endeavour to address any data related concerns however, you can also contact the Data Protection Commissioner at:

Office Of the Data Protection Commissioner
21 Fitzwilliam Square
Dublin 2
LoCall: 1890 252 231
Email: info@dataprotection.ie
www.dataprotection.ie