



CONNECT



WINTER 2018 VOL: 20 NO. 4



*Seasons Greetings
to all our members*





CONNECT

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Editorial

Dear Colleague,

Firstly, I would like to take this opportunity to wish each and every one of our members a happy Christmas and a healthy & prosperous New Year.

At this time each year I often feel like a broken record. It would be a welcome change to report that things have improved, but the key indicators of a developed society continue to decline in Ireland. Despite massive discontent within civil society, the homeless emergency continues unabated. There is, of course, a very simple explanation for the continued deterioration and that is the neoliberal ideology of the Fine Gael government. In the face of overwhelming evidence that its policies continue to fail miserably, the Fine Gael party has refused to accept a policy of public housing, which has delivered for Irish society in the past. It is clear that we cannot depend on the private sector – be they developers or landlords – to provide homes to buy or rent at an affordable price. It has been sickening throughout this emergency to see the profit-taking and profit-making of the private landlord class. Of course, this should come as no great surprise that there are more Fine Gael TDs who are landlords than in any other political party in the country!

In a separate sphere, hospital waiting lists continue to grow and numbers that would have been considered an emergency ten years ago, would now gladly be accepted as the norm. As a result, many people have taken the decision to join private health insurance schemes in order to provide some additional care for their loved ones, in circumstances where the State is unable or unwilling to do so. This, of course, has led to the creation of a two-tier system where people gain access to health services based on their ability to pay. Indeed, it has often been raised with your Union that we should not facilitate private health insurance for our members, but the facts are that there is a huge demand for such insurance and it is the choice of individual members whether or not they wish to take advantage of the offers negotiated by the Union. There has been much talk of “Universal Health Insurance” and it is clear from the amounts of money being paid into private health insurance that there is a desire for access to decent healthcare in this country. One could surmise that, if it could be provided, people would be willing to pay for it. Once again,

it seems clear that the continuing deterioration of the health service is a political decision, as Fine Gael clearly favour the drift to private health and indeed, it could be argued, that it has encouraged that drift by its neglect of our healthcare system.

If the above two emergencies have not caused you justifiable concern, unfortunately it appears that our government is moving its failed conservative policies into education. Every parent knows that there is no such thing as “free education” and from the moment your child enters primary school and may one day be fortunate enough to continue on to third-level, parents are faced with increasing bills. Class sizes continue to increase and young teachers are walking away from the profession due to unequal pay rates for new entrants. We no longer have any universities ranked in the top level of world universities and indeed, the ranking of the existing ones continues to fall. In our universities and colleges, precarious contracts seem to be the order of the day for many lecturers, while many prospective students have been excluded from their choice of third-level education due to extortionate rental prices.

Most modern societies would consider having a home, access to education and quality healthcare as core entitlements for citizens. It is

quite clear to any objective observer that the present government has been unsuccessful in providing any of these entitlements. It is undeniable that Fine Gael's dogmatic adherence to a failed neoliberal ideology continues to grind our society further towards human catastrophe.

Of grave concern is that this party continues to top the opinion polls; this is likely the result of a growing division between those who continue to believe the failed ideology will deliver and the rest of society. Ultimately, we need an electorate that votes for what is best for society as a whole, rather than what is best for them as an individual. It would be a perfect New Year's resolution if we resolved to change this island into a more caring, inclusive society for all.



*Steve Fitzpatrick,
General Secretary, CWU*

IMPORTANT NOTICE:

CHANGES TO CWU BENEFITS

**WE WOULD ASK ALL MEMBERS TO READ THE
GS CIRCULAR ON PAGE 10 OF THIS CONNECT
JOURNAL, WHICH HAS INFORMATION ON
CHANGES MADE TO THE SOCIAL BENEFIT
SICKNESS SCHEME AND THE PERSONAL
ACCIDENT COVER SCHEME**

Netshare Staff Return to Vodafone

In 2012 Vodafone Ireland entered into a 50/50 joint venture (JV) with Three Ireland resulting in the formation of Netshare Ireland. The purpose of this JV was to share the costs of deployment, configuration, operation and maintenance of common access networks, thereby creating the opportunity for savings for both companies.

However, within a year of the formation of Netshare Ireland, Three Ireland acquired O2 Ireland and eventually exited the JV, leaving Vodafone Ireland as the sole operator. In 2015, the First Line Network Operations Centre (NOC) was transferred from Carrickmines to Vodafone's Group NOC in Romania. In May 2018, Vodafone Ireland announced that Netshare was to be brought back in-house and this was completed in October 2018.

These changes resulted in many of our members availing of voluntary leaving offers or being TUPE'd (Transfer of Undertakings and Protection of Employees) from Vodafone Ireland to Netshare and then back to Vodafone again. Amongst those members who TUPE'd into Vodafone Ireland were employees of Netshare who joined the company after 2012.

When Vodafone Ireland announced that Netshare was to be brought back in-house, the CWU entered into a consultation process with HR representatives from both Netshare and Vodafone Ireland. The consultation meetings began in May and the final meeting took place at the end of September. At some of these meetings were senior representatives

from both the Vodafone Development and the Vodafone Operations organisations. Apart from protecting the Terms and Conditions of our members, the Union also had to deal with a Voluntary Leaving offer and the integration of teams from both Vodafone and Netshare. Demarcation, roles and responsibilities for these teams were agreed at local level. At the Union's request, and it was agreed that the sequencing of VL offers, redeployment and the offering of vacancies on various teams be undertaken in a manner that provided clarity for members so that they could make informed decisions. The Union highlighted that the reduction in staff numbers as a result of VL would create challenges for the operation of on-call and callouts in the Operations arena. The issue of a Goodwill payment was not agreed and remains outstanding and may have to be decided by third party if no agreement is reached with Vodafone.

While these changes, resulting from decisions made by Vodafone, have been difficult for our members, the Union has succeeded in protecting their Terms and Conditions and ensured that all our members have been allocated appropriate roles in the new organisations back in Vodafone Ireland. Thanks are owed to the local Netshare branch committee members, Mick Mooney, Peter Egan and Paul Donnelly along with CWU President and Vodafone Branch Secretary Mike O'Connor for their dedication and work in helping to bring about a successful result for our members.

eir update – Excellent Progress on eir Wellness Programme

Members will be aware that the CWU has been working with eir to promote their Wellness Programme. In that regard we were pleased to hear that eir received a Chambers Ireland, Corporate Social Responsibility award for its 'eir Wellness' programme, recognising excellence in workplace. The award recognises eir for going above and beyond what is required by businesses to ensure employees can develop to their full potential, and work in an environment that is welcoming and full of opportunities.

CWU has also been promoting the work of See Change in the last number of years to our members and most recently the eir Wellness team came on board. They were presented with the See Change Workplace Certificate from See Change CEO John Saunders for completing

their workplace pledge programme. The programme aims to create an open culture around mental health and plays a role in tackling mental health stigma. eir have been awarded this stamp through their continued support and resources in See Change's 6 pillars.

The union sees our joint work as a positive step towards advancing members health and wellbeing. For example, recently CWU members participated in the Health Screening day as part of the Wellness Programme in Santry AEH. We also encourage members to avail of the company's EAP service which is confidential and a good resource to have in the workplace.

In the interim we will continue to work with the company on these initiatives and we welcome any feedback from our members.



eir receives Chambers Ireland, Corporate Social Responsibility award for its 'eir Wellness' programme and See Change Workplace certificate.

NATIONAL BROADBAND PLAN: Everything you need to know

What is happening with the plan and what are the other concerns?

By Pat Leahy Irish Times Online

What is happening with the National Broadband Plan (NBP)?

It hasn't been abandoned, that's what. An independent audit of the process has found that it has not been fatally undermined by private meetings the former minister for communications Denis Naughten had with David McCourt, the Irish-American businessman who is leading the sole remaining bidder for the contract. That report has not been published yet, but reports say it has given the process the go-ahead. It's expected the full report will be published later this week or early next week.

So what happens now?

The tender for the project, submitted by the group led by McCourt, is being assessed by officials in the Department of Communications, Climate Action and Environment. It is reportedly 20,000 pages long and the assessment process involves examination by legal and technical experts. The Government expects to be in a position to make a decision on the awarding of the contract within a few weeks.

Who are the other bidders?

There aren't any.

Really?

Other bidders, including telecoms company eir and a consortium involving the ESB, all dropped out, leaving McCourt's bid as the only one.

If there's only one bidder, isn't that likely to push up the price?

This is one of the fears – though there are others – in Government. The original estimates for the cost to the exchequer of the programme were in the region of €500 million. However, Government sources have told The Irish Times that the estimated costs for the project have ballooned – with some fearing the final cost could be as high as €3 billion. This has caused alarm in the Department of Finance, whose job it is to be alarmed about these things. These estimates have been disputed by industry figures, but

they are the sort of sums that have featured in discussions on the broadband plan in Government.

Is that for the entire country?

No. Most of the country is covered – or will be covered – by commercial operators. The National Broadband Plan is just for remote and rural areas that the commercial telcos won't touch because they can't make them pay. So the State has promised to step in and provide high-speed fibre-optic broadband for the remainder of the homes and premises in the country. There are about 540,000 homes and premises covered by the NBP.

What are the other concerns?

There are two principal ones. The first is that the take-up of broadband services when the network is built is highly uncertain. Many of the 540,000 houses desperately want broadband. But some of the houses are holiday homes. Some of them are unoccupied. Some of them are home to people who aren't that interested in having broadband. Government sources point to the example of eir, which has offered, it says, broadband to 200,000 rural homes so far. The take-up is about 14 per cent. Broadband campaigners say that the eir service isn't actually available for everyone, but even still, the take-up is pretty low. Some people in Government are worried that they are going to build this network at great expense and only a minority of people will use it. The second issue is the ownership of the network once it is built. Although the State will have paid for it, the actual network – the pipes and wires, etc – will be owned by the company that builds it.

Will the Government swallow its reservations?

It will have to decide in the coming weeks, once the legal and technical evaluation of the bid is completed by the Department of Communications. It is not obliged to accept the bid, but refusing it would mean the entire project goes back to square one. That would be a huge embarrassment to the Government, and a political hit in rural areas. The choice is between making a decision that many in Government to be financially unwise, and one that is politically unwise.



efs GS Circular No. 03/18

Information

12th November 2018

Re: Graded Pay Agreement

Dear Colleague,

Please see attached Joint Conciliation Council (JCC) Agreed Report 628 and Appendix 1 (Allowances).

In relation to the pay terms as outlined in the Agreed Report, the Company is aiming to have the following paid by the 13th December 2018, which includes the backdated element in each category referred to below.

- Basic Pay

- Non-Pensionable Pay
- Overtime
- New DB Allowances

All other allowances will be updated in the New Year.

The CWU and eir will, as per the agreement, enter into discussions on the updating of the Disciplinary and Grievance Procedures, and also discuss the introduction of Climbing Medical tests.

Discussions are ongoing in relation to the PC population and a further report in relation to same will issue in due course.

Please bring the contents of this circular to the notice of members in your area.

Yours fraternally,

Steve Fitzpatrick
General Secretary
CWU



Attachment to GSE 03-18 Scheme of Conciliation and Arbitration eircom Ltd Joint Conciliation Council (JCC) Agreed Report Number 628

1. Purpose

In line with the agreement reached between the Management Side and the Staff Side (the parties) the following report formalises the terms agreed.

2. Disciplinary and Grievance

The Parties will enter into immediate discussions on updating the eir Disciplinary and Grievance procedures with implementation no later than December 2018

3. Climbing Duties

The Parties will enter into immediate discussions on the introduction of Medical tests for staff involved in climbing duties. Implementation plan to be agreed no later than December 2018

4. Flexibility

The deal provides for co-operation and flexibility with regards to the Company requirement for on-going change.

5. Pay Terms

It is agreed by the Parties to implement a 3 year pay deal to take effect from the 01st July 2018 and the terms are as follows:

- **Year 1** - 2.7% increase comprising of a 500 payment, eligible for Defined Benefit pension with the balance awarded as a base pay increase subject to the Pension Accord effective from 01st July 2018

- **Year 2** - 2.7% increase comprising of a 550 payment, eligible for Defined Benefit pension with the balance awarded as a base pay increase subject to the Pension Accord effective from 01st July 2019
- **Year 3** - 2.7% increase comprising of a 600 payment, eligible for Defined Benefit pension with the balance awarded as a base pay increase subject to the Pension Accord effective from 01st July 2020

The transition payment will be paid in the relevant weekly, fortnightly or monthly pay period and is pensionable under the Defined Benefit Scheme for the duration of this agreement. This payment is in recognition of the contribution of employees through the organisation's transition. Any DC pension element of base pay increase will be treated as usual i.e. employee and employer contributions will continue. In line with the most recent pay agreement (2015-2018), the relevant allowances will increase as outlined above (see Appendix 1).

6. Additions

- This agreement supersedes the pay agreement comprehended by JCC Agreed Report 615
- During the term of this agreement there will be no pay claims lodged
- All aspects of the pay agreement will be reviewed no sooner than 01 January 2021
- There will be no pay increase prior to 01 July 2021 and there will be no retrospection

7. Date

This report was adopted by the Parties on 12/10/18

Signed:

James Mangan (on behalf of the Management Side)
Jimmy O'Connor (on behalf of the Staff Side)

Appendix 1 - Allowances

Acting allowance
Aloft allowance (heights)
Callout
Dirty work allowance
Driving allowance
Holiday Allowance
Language allowance
NRT allowance
On Call allowance
Ordinary Night disturbance allowance
Overtime

Overtime Ordinary Night disturbance allowance
Overtime Sun Schedule
Rota Allowance
Saturday allowance
Shift Allowance
Split <i>duty</i> allowance
Substitution
Sunday Schedule
Teaching allowance
Technical Cert allowance 1
Technical Cert allowance 2

CWU Welcomes New Apprentice Members



The CWU would like to welcome the new apprentice members of the 2018 eir Apprenticeship Programme and wish them a long and happy working life in eir and the CWU. They are pictured outside the open eir training centre in Walkinstown Dublin.

This group of apprentices will take part in a programme that will cover all elements of open eir's access network. I am sure everyone welcomes the younger additions to the workforce in the Fixed Access Operations (F.A.O.).

PC Pay Update

At the time of going to press we are still in discussions with the company on a pay increase for all our PC members. The reason why we are in prolonged discussions is due to the company's decision to announce, through a townhall briefing, that there would be no PC pay increase this year and that they would be making changes to this year's bonus payments. We would like to make it clear that the CWU. was not consulted on this announcement. As you can imagine

the company's position and announcement made it very difficult to progress this matter.

Despite the difficult start we would now like to report good progress on our PC members pay increase. We expect a further update at our December SEC/ NEC meetings. We appreciate that discussions have dragged out on this matter, however, we would ask members to bear with us through what have become very difficult negotiations.

air Transport Update

Following consultation with the company and the CWU, it was confirmed that 39 Access Platforms were delivered recently.

- All are 4.5 Tonne Renault Master vehicles
- 7 are fitted with Versalift AP for Build
- 32 are fitted with France Elevator AP for Cabling Teams



New vehicles for 2019

It was also reported recently at the SEC/NEC that the company propose to deliver circa 800 vans in 2019. The make of the vans will be opel and they will be fitted out

based on the 2017/18 vehicles. There will be investment in more Fibre and Hybrid vans. The company have also allocated budget to replace 30 Front Line Manager vans.

Vendor	Small Van	Medium Van	Large Van	Extra Large Supplychain Vans	Extra Large Fibre/Hybrid	FLM Vans	Access Platforms
Opel	Combo	Vivaro L2H1 120	Movano L2H2 130	Movano L3H2 130	Movano L3 H2	Astra Van	TBC
Quantity	50	500	50	10	100	30	40





Information

10th December 2018

Re: Changes to CWU Benefits

Dear Colleague,

Due to significant reduction in employment in the main company's in recent times, there has been a corresponding decrease in membership numbers. This has impacted on the Union's income necessitating an extensive review of the CWU's finances. While the overall financial position remains positive, the National Executive Council ("NEC") has decided it is necessary to make some changes to benefits which are detailed below.

Social Benefit Fund – Sickness Scheme

This is a benefit that is available to CWU members paying 1% of basic pay and offers financial assistance during periods of long-term sick leave. The Social Benefit Fund is financed through an allocation of 20% of subs from each member paying 1% of basic pay. Due to the declining number of members in this category, combined with an increase in members claiming from the Fund, the Sickness Scheme has been running at a deficit. This is unsustainable and contrary to the rules of the Union. To address this issue, the NEC examined a number of possible options and, *to avoid a situation where the Scheme must be closed*, has agreed a change to the operation of the Sickness Scheme as follows:

This payment may be paid for a **maximum of 12 months in any period of 4 years** in accordance with the following scale:

1 - 4 months	Up to 70% of basic pay
5 - 8 months	Up to 65% of basic pay
9 - 12 months	Up to 60% of basic pay

The above change will be implemented from the 1st January 2019. The existing claimants already in benefit will continue to be comprehended by the old criteria.

Personal Accident Cover

This is an insurance scheme offered through Halligan Insurances, which is financed from the Central Funds of the Union. This has unfortunately become cost prohibitive for the Union. To that end, the NEC has agreed that this benefit can no longer be offered as part of your Union membership.

However, enclosed herewith is information on the rates should you wish to take up Personal Accident Cover for yourself and/or your family. The Union encourages members to purchase this policy, as it is very good value for money.

Additionally, there is another group scheme available through Halligan Insurances which you may wish to join – CWU Group Life Scheme – information on same is also enclosed. The rates for both of these schemes are offered at discounted prices as part of your CWU membership and I would urge members to give consideration to joining one or both.

While it is regrettable that we have found ourselves in a position where we have to reduce some of our benefits, these decisions have not been taken lightly and the impact on our members has been to the fore at every stage of the evaluation. To ensure the longevity of the CWU in the years to come, these changes form part of an overall cost-saving exercise that will hopefully see the Union in more secure financial standing and allow us to continue to work for the betterment of the lives of our members, both within the workplace and in society as a whole.

The NEC will closely monitor the Union's financial position over the coming 12 months with a view to hopefully restoring benefits, which, of course, will be contingent on increased membership numbers.

Yours fraternally,

Steve Fitzpatrick,
General Secretary

Group Cover

CWU Family Personal Accident Scheme

Member & Spouse/Partner & Children

The scheme provides cover in the event that a member, spouse/partner and/or child sustain accidental bodily injury. It is arranged by Halligan Insurances and is underwritten by AmTrust Europe Limited. If you already avail of the cover and have any queries or wish to join this scheme please contact Halligan Insurances on Tel: 01 879 7100.

Benefits	Member	Partner	Child
Accidental Death	€70,000	€70,000	€10,000
Permanent Total Disablement	€70,000	€70,000	€35,000
Loss of Limbs / Sight	€70,000	€70,000	€35,000
Loss of Speech	€70,000	€70,000	€35,000
Loss of Hearing	up to €70,000	up to €70,000	up to €35,000
Other Permanent Disabilities*	up to €70,000	up to €70,000	up to €35,000
Hospitalisation	€300 per week	€300 per week	€150 per week
Fracture to Arm (a full break of humerus, radius, ulna or wrist)	€750	€750	€375
Fracture to Leg (a full break of femur, patella, tibia, fibula or ankle)	€1,500	€1,500	€750
Burns covering 27% or more of the body	€6,000	€6,000	€3,000
Burns covering 18% to 27% of the body	€5,000	€5,000	€2,500
Burns covering 9% to 18% of the body	€4,000	€4,000	€2,000
Burns covering 4.5% to 9% of the body	€2,000	€2,000	€1,000
Temporary Total Disablement	€300 per week	€300 per week	Nil

* Continental scale defined in the Terms and Conditions.

Rates:  **Individual** (member only) **€1.65 per week**

 **Family** (member, partner & children) **€2.48 per week**

- For forms of permanent disablement not specified above the degree of disability will be assessed by comparison with the benefits payable for specific disabilities.
- When more than one form of disablement results from one accident, the benefit from each are added together but no more than €70,000 shall be paid.
- Permanent total disablement means disablement that prevents a member, spouse/partner or child from working in gainful employment of any and every kind.
- Hospitalisation shall be payable if a member, spouse/partner or child is an in-patient for more than 24 hours as a result of accidental bodily injury up to maximum 26 weeks.
- Temporary total disablement, which totally prevents a member from carrying out their occupation, shall be payable from the 27th week of disablement and for a maximum of 104 weeks. For back and neck injuries, including whiplash, benefit is payable from the 53rd week.
- Benefits are payable in addition to any other compensation you may receive from any other sources.
- All children are covered (including legally adopted and step children) as long as they are unmarried and aged under 18 years or under 23 years if in full-time education.

Operative time:

Cover operative 24 hours a day on a worldwide basis.

Principle exclusions:

Intentional self injury, suicide or attempted suicide, sickness or disease, fractures due to osteoporosis, any naturally occurring condition or degenerative process, any gradually operating cause, professional sports, hazardous sports, war, flying other than as a fare paying passenger.

The above is a summary of the cover provided by this policy. For full details of cover, terms, conditions and exclusions please refer to the Master Policy which can be inspected at Halligan Insurances, William Norton House, 575 North Circular Road, Dublin 1. Tel: 01 8797100 Email: info@halligan.ie.

Halligan 
INSURANCES

Arranged by Halligan Insurances

AmTrust Europe Limited. Registered in England number 1229676 at Market Square House, St James's Street, Nottingham NG1 6FG. Authorised by the UK Prudential Regulation Authority and regulated by the UK Financial Conduct Authority and the UK Prudential Regulation Authority. Financial Services Register number 202189. AmTrust Europe Limited is regulated by the Central Bank of Ireland for conduct of business rules. Halligan Life & Pensions Ltd . Halligan Life & Pensions Limited trading as Halligan Insurances, Good Insurance is regulated by Central Bank of Ireland.

What is the CWU Group Life Scheme?

The CWU Group Life Scheme provides a lump sum payment in the event of death of a Member or Spouse once covered under the plan.

Tax Relief is allowed on the Members premium and in addition, it automatically covers your children (aged 1 up to 21) for €10,000 on premature death, at no additional charge.

CWU Members are eligible to join from age 18 up to age 60 can apply, and once accepted, can remain in the Group Scheme up to age 80, once premiums are paid and they remain a CWU Member.

The Member and Spouse are insured for the levels shown in the table below:

Age band	MEMBER weekly premium	CWU Member Benefit		Age band	SPOUSE weekly premium	CWU Spouse Benefit	
18 to 34	€3.89	€90,000	Active Member	18 to 34	€3.46	€70,000	Active Member
35 to 44	€3.89	€90,000	Active Member	35 to 44	€3.46	€70,000	Active Member
45 to 54	€3.89	€70,000	Active Member	45 to 54	€3.46	€60,000	Active Member
55 to 64	€3.89	€60,000	Active Member	55 to 64	€3.46	€50,000	Active Member
65 to 69	€5.05	€17,500	Retired Member	65 to 69	€4.04	€17,500	Retired Member
70 to 74	€5.05	€12,500	Retired Member	70 to 74	€4.04	€12,500	Retired Member
75 to 79	€5.05	€7,500	Retired Member	75 to 79	€4.04	€7,500	Retired Member

The Group Scheme is underwritten by New Ireland Assurance, one of Ireland's leading Insurers.

Members with a family

Why is it good for my family?

What are the key benefits for my family if I am covered under this Scheme:

- **It's good value.** The group premium was negotiated to provide the highest level of cover at a low cost, allowing members budget weekly.
- **You're being responsible.** When in employment, it is important to ensure your family has a financial safety net, should the worst occur.
- **It's universal cover.** Members, spouse and children are covered 24 hrs a day, 365 days a year, on a worldwide basis.

Members who are single

Why is it good for me?

I'm young and reasonably healthy, what are the key benefits for me under this Scheme:

- **You're future proofing.** Getting cover now while you're fit and well is important, because no one knows what tomorrow brings.
- **Change is constant.** Life moves quickly, where priorities about covering loans can quickly become providing peace of mind for your partner.
- **It's smart.** Having a level of life insurance in case of premature death by illness or accident makes sense.

Where can I get more info?

Help is at hand. For more details or to request an application form; contact the Group Scheme administrators, Halligan Insurances on **01 879 7100** or **info@halligan.ie**.

Branch Officer Course

The Branch Officer course took place in Union Head Office and commenced on September 18th. The course is open to Assistant Secretaries and Vice-Chairpersons. The aim of this course is to provide Branch Officers with the necessary skills to carry out the role of a Branch

Officer given that they will be required, from time to time, to stand in for either the Branch Secretary or Branch Chairperson. We thank all the group for their participation.



In attendance were:

Caroline Heavin Athlone Postal,
Timmy Noonan Mallow Postal,
Lynn O'Byrne Cork Postal Outdoor,
Cronan O'Donoghue Birr/Roscrea
Postal, Niall McAuley Galway Postal,
Donal Murphy Cork Mails Centre,
Derek Horan Ennis Postal and
Paul O'Neill Dublin Postal Drivers.

Treasurer Course

We held our annual Treasurer Training course on September 19th. This course is open to all newly elected Treasurers who will receive training on how to carry out the duties of Treasurer. Treasurers, in addition to their own role, will be required to represent members on

occasion and will need the skills to do this which is part of the training.

The financial duties and representative role of the Treasurer was covered on the course which will no doubt prove useful to all participants.

In attendance were:

Ken Good Letterkenny Postal,
Deirdre O'Hara eir Dublin No 2,
Patrick Teahan eir Limerick District,
Brendan Brady Kells Postal,
Niall Gaffney Dublin Postal Drivers,
Paul Darcy DPAB,
John McCoy Dundalk Postal,
Stephen O'Hara Ballina Postal and
Chris Jones, Waterford Postal



Branch Secretary Stage 2 Training

We were delighted to welcome back our Branch Secretaries who completed the Stage 1 course. Those who attend Stage 2 and are in their second or consecutive term as Branch Secretary therefore this course builds on the experience of the Branch Secretary in dealing with union matters and work-related issues on behalf of their

membership.

As part of the training, the group did a negotiation skills course in conjunction with new members of the National Executive Council.

We received great feedback from the course and our thanks to all who attended.



Pictured Back row l-r:

Mikey Wall NEC, Tara Ravenhill NEC, Dave Sheehy Dublin Postal Clerks, James Crowley eir Limerick District and Sean Donnelly Longford Postal.

Pictured Front row l-r:

Peter O'Dwyer Waterford Postal, Yvonne Heffernan NEC, Ray Timmons Carlow Postal, Tom Daly Mallow Postal and Paul Kennedy, NEC.



Tara Ravenhill, NEC



Paul Kennedy, NEC



Ray Timmons, Carlow Postal

Committee Training, October 25th

We had an excellent attendance rate at our committee training course held in Union Head office. This course combines new committee members from several branches and is an excellent opportunity for Representatives to network and liaise with other sectors of the union. This

year we covered topics on Health and Safety, Grievance and Disciplinary procedures, Equality and most importantly the role of the Union Representative.

Our thanks to all the branches who participated.



In attendance were:

Robert Donnelly, Nth Wexford Sth Wicklow Postal; Jason Kenny, Nth Wexford Sth Wicklow Postal; Shane White, Nth Wexford Sth Wicklow Postal; Nicole Kilroy, Nth Wexford Sth Wicklow Postal; Rachel Dineen, Cork Mails Centre; Graham O'Brien, Cork Mails Centre; Maxine Scanlon, Cork Postal Clerks; Paul Madden, Cork Postal Clerks; Anne Coleman, Cork Postal Clerks; Hugh Gralton, Carrick-on-Shannon Postal; Brian Crowe, Carrick-on-Shannon Postal; Pat Duggan, eir Waterford District; Owen Teahan, Tullamore Postal; Shane Kent, Dublin Postal Drivers; Niall Bolger, Dublin Postal Drivers; Lee Corcoran, Dublin Postal Clerks; Greg Lawless, eir Dublin No 1; Declan Hanley, eir Dublin No 1; Andy Dempsey, eir Dublin No 1; Pat Feeney, eir Dublin No 2; Tom Ryan, Clonmel Postal; John O'Meara, Clonmel Postal; Aaron Molloy, eir Sligo; and Geraldine Griffin, Waterford Postal.

Advanced Branch Officer Course



October 16th, 17th & 18th

This course is open to Branch Secretaries who have completed the stage 2 course prior to 2018 and have been re-elected to their role. It is also open to Branch Chairpersons who completed the Chairperson training course prior to 2018 and have been re-elected. The course covered topics such as political economy, communications and other relevant issues.

Our thanks to Steve and Mel from Trade Mark for their continued support.

In attendance were:

David Kelly (Portlaoise Postal), William O'Callaghan (Cork Postal Clerks) Leonard Coote (Ennis Postal), Barney Foley (eir Drogheda District), Steven Branigan (Dublin Postal Drivers), Phil McKeon (Nth Wexford/Sth Wicklow Postal), Finian Boyle (eir Mullingar section), Stephen Elliott (eir Drogheda District) and Malachy Mills (eir Drogheda District).

Clerical Managers Salary Review Successfully Concluded

At the time of going to press the Labour Court appointed Monitoring Group issued a determination in relation to the Clerical Managers' Pay & Associated issues. The Union and company had engaged in detailed discussion as requested by the Labour Court, but having failed to reach agreement, referred a number of issues to the Monitoring Group for investigation and determination. The pay deal introduces personal pay performance contracts and brings about a successful conclusion to the review of clerical managers salaries. The main components are as follows:

Revised Structure

- CM1** – Former HEOs, Superintendent 1s
- CM2** – Former EOs, Superintendent 2s
- CS1** – Former Overseer, DPM
- CS2** – Front Line Supervisor

Pay ranges as at 1st May, 2018:

- CM1** **Level 3.2 Median** = €65,914, + up to 15% performance based incentive payment.
- CM2** **Level 3.3 Median** = €55,507, + up to 15% performance based incentive payment.
- CS1** **Level 4.1 Median** = €47,638, + up to 10% performance based incentive payment
- CS2** **Level 4.2 Median** = €41,643 + up to 10% performance based incentive payment

Company's Performance Management and Development System.

A review of the structure of the performance based incentive payment to be completed by the end of Q1 2019, for application in 2019.

Assimilation of existing staff

Employees in the grades covered who are serving at the date of agreement of the new measures will be assimilated onto the personal pay ranges on the following basis:

- (a) Salary on the new system will be the total of

- (i) Existing basic pay, plus (ii) any existing productivity allowance, plus (iii) in cases where the job holder is a long term actor to the position, any existing acting allowance.

- (b) In the case of employees moving to the new system who are in receipt of the 10.5% productivity allowance payable to former PSEU grades, the value of their productivity allowance will be recalculated at 12.5% for the purpose of assimilation, subject to the same rules on pensionability that apply to the CWU 12.5% productivity allowance, i.e. 83.67% pensionable.
- (c) Pensionable pay will be the total of existing pensionable salary and any pensionable productivity and/or acting allowance.

New entrants (Appointments)

- (a) New entrants to these grades will be placed on the appropriate pay range at 80% of the median salary.
- (b) Where the new entrant is an existing employee who is being promoted, starting pay will be the higher of either (i) 80% of the median salary, or (ii) the total of existing basic pay plus any productivity allowance at the time of promotion, plus 5% of existing basic pay.

Salary Progression

Salary will be reviewed once per annum. Individual salary increases will be based on the following:

- (a) Personal pay progression based on the employee's overall job performance under the Company's Performance Management and Development System, applied in line with existing practice for Company employees on performance related pay arrangements;
- (b) Market movement increases, based on data provided by the Company's external pay advisors'
- (c) Fully pensionable up to 120% of the relevant salary median.

Appeals Process

Agreed appeals process in relation to performance ratings under the Company's PMD system The above

is without prejudice to an individual's rights under the Company's Grievance Procedure.

Ex-gratia payment

Employees that transfer to the new pay arrangements no later than 31st January 2019 will receive an ex-gratia payment by the end of Quarter 1 2019. The payment to CM1s and CM2s will be 5% of basic pay at 31st December 2018. The payment to CS1 and CS2 will be 3.33% of basic pay at 31st December 2018.

Appointments to positions covered by actors

The following arrangements to apply in filling posts

- (a) In cases where a number of actors have covered the post on rotation, the post should be filled by means of a competitive process;
- (b) In cases where a single actor has covered the post for a period of less than two years, the post should be filled by means of a competitive process;
- (c) In cases where a single actor has covered the post for a period of two years or more, the actor should be appointed to the role on a probationary basis. His or her performance in the role should be formally reviewed after three months, and again after five months. In the event that performance

in the role is satisfactory, the appointment should be confirmed after six months. In the event that performance is unsatisfactory, the appointment should be extended for a further six months, with an interim review after three months of the extension. Where performance is found to be unsatisfactory after the extended period, the post should be filled through a competitive process.

- (d) In the event that an actor is found unsuitable for the position, and not appointed as a result of the above process, he or she will revert to his or her previous grade.
- (e) The Monitoring Group is available to the parties should any matters arise arising under (a) to (d) above.

Branch Manager Deputy

Payment of an annual Allowance of €2215 to be paid to Deputy Branch Manager to commence on the 1st January 2019.

Retail Flagship Offices

The Branch manager posts at the six flagship offices should be evaluated for pay purposes as they are commissioned commencing in 2019. The existing Branch Managers appointed to the posts should be paid an interim Allowance of €5k per annum gross.



Tony Harmon retires as Pension Trustee

Although Tony Harmon retired from the Union in December 2014, he continued to represent the members of An Post as a Trustee of the An Post Superannuation Scheme and also on the Board of the An Post Credit Union.

In recent times Tony has moved to the UK and he is spending an increasing amount of time there and as a result he has decided to stand down as An Post Pension Trustee.

Tony has been actively involved in the Union since he commenced working in An Post and has held many positions including Branch Secretary of the Dublin Postal Clerks Branch, Branch Secretary of the Dublin Postal Managers, member of the National Executive Council and Standing Orders Committee.

Tony has given long service to the role of An Post Pension Trustee and was a key player in the ongoing transformation of the pension fund since the pension accord was concluded in 2013. As a result of Tony's efforts the pension fund is in a much healthier position than when he commenced his work as a Trustee. Tony brought a vast wealth of knowledge to this role and his dedication to the Members is second to none.

We wish Tony all the best and thank him for his loyal service.

Postman's refusal to deliver 406mm-long packet on his bike leads to three days of State agency hearings

Irish Examiner Online



A POSTMAN with An Post fell out with his bosses over his refusal to take on his delivery round a packet measuring just over 40cm in length over his belief that it was too big for his bike.

The falling out between Robert Brennan and his bosses has now led to two State agencies employed in workplace relations machinery holding three days of hearings over the disputed packet and the decision by An Post to issue Mr Brennan with a written warning over his refusal to deliver the packet.

Earlier this year after one day of evidence, the Workplace Relations Commission (WRC) hearing threw out Mr Brennan's claim for being penalised by An Post under Safety, Work and Welfare legislation over his refusal to take the package.

Mr Brennan appealed that ruling to the Labour Court and the court has now upheld the WRC's earlier ruling after hearing a further two days evidence.

The flash-point between Mr Brennan and his superiors emerged on July 20, 2017, over his refusal to take the 406mm-long packet on the back of his bike.

Mr Brennan refused to deliver the packet from the back of his bike saying it "could not be safely delivered on his bicycle without infringing An

Post's safety and health rules".

Mr Brennan said that the parcel was long and narrow and he was unable to load it on his bicycle without it sticking out.

An Post said that the item was comfortably within the maximum dimensions for a packet just being 406mm in length.

They facilitated Mr Brennan by making arrangements to have the packet carried to a drop box 200 yards from the customer's home.

Mr Brennan would then be able to carry that packet by hand by walking to the customer's home from the drop box.

In its findings, the Labour Court stated that the offer by An Post to have Mr Brennan drop the packet by hand to the customer's home from the drop box addressed any safety concerns Mr Brennan may have had.

The court found that Mr Brennan's refusal to deliver the packet "was an industrial relations matter masquerading as a health and safety issue".

The court said: "Whatever merit there was in the Complainant's initial refusal to carry the packet on his bicycle, it evaporated when the Respondent arranged to have it carried to and deposited in a drop-box close to the customer's home.

"At that point, any safety concerns had been addressed."

Telematics and Vehicle Tracking Management Reporting Policy – Agreement An Post/CWU

In January 2019 An Post is introducing Telematics and Vehicle Tracking – GPS Fleet Tracking software - in Company vehicles to support its requirement to meet sustainability directives requiring a reduction of CO2 emissions by 33% by 2020 and efficiently manage the fleet. It will assist improving health, safety and security of employees together with generating significant savings in fuel usage. Telematics, which is standard in the management of large fleets, will meet these requirements for the operational fleet.

This CWU has concluded an agreed policy with the company that applies to all An Post employees who drive a Company vehicle. The purpose of this policy is to ensure that all employees who are required to drive a Company vehicle are aware of the presence of a tracking device on the vehicle, and the use to which the data gathered from that device may be put. Essentially it is a fleet management tool which is not intended to be deployed in regular day to day management or disciplinary issues.

Vehicle tracking

The Vehicle Tracking system uses GPS technology to provide information in relation to the movement of the vehicle. It is wired to the ignition of the vehicle and data is transferred to the central system via a mobile network. The Tracking Unit stores data when the mobile network is not available and has a built in battery which activates when the ignition is turned off. Through use of personal driver fobs the Company will be in a position to meet regulatory requirements regarding use of Company vehicles.

Data which will be collected by the Company

The tracking system will reside within the Transport section. Only users authorised by the Operations Director, Mails and Parcels will have access to the system Reports will be provided on a weekly basis to the Area Managers and these reports will be 'exception' based.

Examples of exception reporting would be:

Out of Hours Use

Any Company vehicle recorded as operating outside of normal operation parameters, including unscheduled weekend usage.

Engine Idling

Any vehicle recorded as engine running but where the vehicle is stationary for greater than 15 minutes.

Vehicle Use

Any vehicle stopped for more than 30 minutes during normal operation.

Vehicle Catchment Reporting

Any Company vehicle recorded as being in operation outside of its normal DSU/Mail Centre catchment area, excluding those vehicles for which 'home-garaging' has been approved and where the activity is in line with that approval.

Device failure

Any vehicle that is no longer reporting an up to date location.

Other uses of the data collected

Information generated by the system may from time to time be provided for specific purposes such as ISO Audit compliance.

Real Time Alerts

Real time alerts via SMS messaging to appropriate personnel will be made available if required in the case of potential security or safety concerns. In such instances only, the exact location of the vehicle will be made available.

Driver Behaviour

The system allows certain aspects of driver behaviour to be monitored, including speeding and harsh acceleration or braking. In the normal course of events this data will be used to direct overall driver training programmes and will only be reviewed in individual cases in exceptional circumstances. Driver training programmes will be in line with industry best standard and discussed with CWU.

Responsible Use of the System

Only users authorised by the Operations Director, Mails & Parcels will have access to the system.

Access is permissions based and users will only have access to the areas of the system appropriate to their requirement. This access is currently restricted to senior managers with responsibility for Transport and the Administration Manager responsible for system maintenance. The Transport Section will provide weekly 'exception' reports to the Area Managers.

While the system provides for limited 'live' tracking of vehicles this facility will only be utilised where there is an immediate concern about the safety and/or welfare of the driver or a concern about the security of the vehicle.

Irregular use of a Company vehicle is a disciplinary matter. Data collected from the tracking system in the form of 'exceptions' reports may be used to support Company enquiries in such cases. As with all such enquiries, the employee will have the opportunity to provide an explanation before any decision to pursue the matter through the Company's Agreed Disciplinary Procedures.

In accordance with Data Protection legislation, Vehicle Tracking Technology will not be used for purposes other than that set out above.



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Equality Representative Training



The Equality Reps training course took place on September 26th with many branches participating.

The Equality Representative is a support role to the Branch Secretary who can assist with equality related matters. This course is based primarily on the nine grounds of discrimination under employment equality legislation and also deals with such matters as work life balance, statutory and non-statutory leave, disability in the workplace etc. Equality Representatives also make reports to their committee as required.

This year we covered a variety of topics from the role of the Equality Rep to bullying and harassment in the workplace. We also put a focus on mental health well-being and the Green Ribbon campaign which aims to end mental health stigma. We had some very engaging discussions on the topics and our thanks to all the participants for attending. We hope that they will have great success in progressing the Union's equality agenda back in their own branches.eryl Lucey, Cork Postal Outdoor.

In attendance were:

Sharon Ivory Doyle, Dublin Postal Clerks,
Maurice Hartnett, Mallow Postal,
Caroline Fox, Postal Admin Managers,
William O'Callaghan, Cork Postal Clerks,
Edward Griffin, Mallow Postal,
Lorraine Furlong, Cork Tels,
Jason Kenny, Nth Wexford/Sth Wicklow Postal,
Johnathan Shine, DPAB,
Patricia Doyle, Athlone Mails Centre,
Owen Teahan, Tullamore Postal,
Peter O'Dwyer, Waterford Postal,
Richard Moyles, Ballina Postal,
Conor Waldron, Westport Postal,
Edward Grogan, DPAB,
Don White, Portlaoise Postal,
Paul Syder, Carlow Postal,
Ciaran Reilly, Drogheda Postal,
Cheryl Lucey, Cork Postal Outdoor.

First 5 - Government Strategy for Babies, Young Children and their Families

On November 19th, the Government launched First 5 which is a cross-Departmental strategy to support babies, young children and their families.

According to the Department of Children and Youth Affairs, the ten-year plan will deliver on the following five areas:

1. A broader range of options for parents to balance working and caring
2. A new model of parenting support
3. New developments in child health, including a dedicated child health workforce
4. Reform of the Early Learning and Care (ELC) system, including a new funding model
5. A package of measures to tackle early childhood poverty

Reacting to the plan, Congress Equality Officer David Joyce acknowledged that “the plan sets out an important

roadmap on how to improve the lives of babies, young children and their families”.

What is worthy of note is that First 5 intends to develop a new parental leave scheme with “extended entitlements to paid leave for both fathers and mothers” from late 2019. Other developments planned include improvements to existing parenting supports provided by Government Departments and State Agencies, promoting positive health behaviours and the mental health of babies, young children and families, improvements to the Early Learning and Care (ELC) system and a plan to tackle poverty in early childhood.

Once First 5 is implemented it should enhance a family’s ability to reconcile work and family life and enable both parents to play a more progressive caring role. Members can get more information on First 5 by visiting the website www.dcyu.gov.ie/

We will keep our members informed of further developments on the strategy.



FOR BEST RESULTS:

- (1) Use a flashlight to light up the face(s) of the person/people you are photographing. Most digital cameras and mobile phones have an in-built flashlight.
- (2) Try to position people where light shines *towards* the faces of those you are photographing.
Don't have light *behind* the person/people, as it only makes their facial features difficult to see.
Don't put people *under* lights, as that casts shadows down their faces.
- (2) Take photos in a bright place where you can see people clearly.
- (3) Don't stand too far away from the person/people you are photographing. Sometimes a head and shoulders shot is sufficient for purpose.
If you're photographing a presentation, include the Union Scroll and/or other presentation item in the photograph.
- (4) Take more than one photo, so you can choose the best one to include in the Connect journal.

CWU Youth Committee AGM

The CWU Youth Committee held a successful AGM last month during which young trade unionists discussed the issues of housing and direct provision.

The AGM, which was attended by around 30 activists, elected officers to the Youth Committee. Gary Langan of the Dublin Clerks Branch was elected Chair while Richie Edgeworth of the Dublin Postal Delivery Branch was elected Vice-Chair.

The meeting was addressed by President Mike O'Connor and General Secretary Steve Fitzpatrick. Mike spoke of the importance of younger trade unionists becoming active to ensure their voice is heard, while Steve spoke about the growing anger among young

people who are facing the prospect of never owning their own home. He encouraged those in attendance not to accept this as an inevitable fate, but to fight for a better society. The best way to do this, he said, was in the trade union movement.

Gary Langan described being elected as chairperson as a "huge privilege" and welcomed the strong attendance at the AGM. In his address, Gary outlined the activities the Youth Committee had engaged in over the past 12 months, including his own involvement in the Together for Yes Campaign. In the coming year, the Youth Committee plans to concentrate on getting involved in campaigns on housing and direct provision.



Nightline Branch 2nd AGM

The Nightline Branch held their second AGM in October and elected a new Committee for the year. The two stalwarts of the Branch, Barry Finlay and Richie Doyle were re-elected to the Committee and are joined by three new members: Jamie Bradley from the Drivers, Regina Harford from Billing/Admin and Dale Browne from the Waterford Depot. They are welcome additions to the Committee and bring with them a range of experience which is reflective of the broad membership base the CWU now has in Nightline, ensuring that members in all areas of the operation will now have an avenue to have their voice heard by company management.

In line with CWU policy, all newly elected Committee

members will be provided with the training required to equip them to effectively represent members in Nightline.

In advance of the AGM, members had proposed a number of Branch Motions aimed at improving pay, increasing holiday entitlements and securing a shift allowance.

Having discussed the merits of the motions, all were passed by the AGM and it is now Branch policy to pursue these matters. The Committee presented the motions to company management in late November with a view to progressing these issues for members and is awaiting a response.

HCL Limerick AGM & Training

In September, members of the HCL Limerick Branch held their inaugural AGM and established their first union committee. It was a very successful AGM and five members were elected by their colleagues to the committee.

Four of these committee members have completed their first training course in CWU Head Office. Sarah McCarthy, Ciara McGinnis, Mary Jacobs & Áine MacCormaic completed a two-day course in Union Organising, Grievance & Disciplinary Representation & Union Inductions conducted by the CWU Organising Department.

The Grievance & Disciplinary module provides committee members with the skills to advise, guide and represent members on individual issues. Union Induction training gives the Committee the

knowledge and confidence to speak to new staff on the importance of becoming a member of the CWU. Members of the committee understand the importance of new staff joining the union at the beginning of their employment, ensuring that these workers are protected & represented.

Recently, 35 new members have been welcomed to the Branch and the incoming Committee will continue to ensure that representation and union membership remains strong.

Ian Quin, HCL Limerick committee member and activist has secured a new job and left HCL. The CWU would like to thank Ian for all his hard work on behalf of the union and we wish him all the best in his new career.



Laura McKenna, Organiser, with incoming HCL Committee.

ECAS Members Win Significant Pay Increase

CWU members working in the 999 emergency call answering service (ECAS) have won a significant pay increase after engaging in a successful political lobbying campaign.

The 999 operators, who are employed by British Telecom, had their pay increased from €11 per hour to €12.50 per hour – a 13.6% pay rise. In addition to this, night shift workers will receive a further €2 per hour, bringing their pay up to €14.50 per hour.

This is yet another huge victory for our members in ECAS and shows what can be achieved when workers stand together and are prepared to take action against rogue employers like British Telecom.

This latest phase of the CWU's campaign for decent pay in the 999 service comes after British Telecom refused to implement a Labour Court recommendation. Despite profiting hugely from a government contract, BT bosses refused to respect the industrial relations machinery of the state. In response to this, CWU members contacted their local TDs to make them aware of the company's behaviour and to ask them to contact the Minister for Communications.

Due to the pressure our members put onto the company, the pay increase was conceded by management.

Since first getting organised into the CWU in 2014, 999 operators have won the following:



- Two pay rises; the first one in 2015 to €11 per hour and the latest to €12.50 per hour (a total increase of 25%)
- On-call payments for the first time (€25 for days and €35 for nights and weekends)
- A night allowance of €2 per hour (increased from 75c)
- An end to harsh management practices
- The scrapping of a punitive policy that timed how long workers spent in the bathroom
- Staff who were made redundant received an enhanced package that was previously negotiated by the CWU

UPS

The Union have been in contact with our members in UPS in relation to our efforts to get a new collective bargaining agreement. Our current agreement expires on the 17th December 2018.

The Union believe that the Company's recent attendance bonus fiasco show more than ever how badly a collective agreement is required. It is our intention to ballot members for support for industrial action if a new agreement is not in place before the 17th.

DPD

After conducting a survey on our members in DPD Athlone, a pay deal for the next two years was agreed with the Company. The Union would like to thank all members who took part in this exercise.

The Company have committed to introducing a new shift that will increase the maximum hours contracts that currently exist in Athlone.

The Union is also continuing to recruit new members from the day shift and we would encourage any workers on day shift interested in joining the Union to contact the local committee.

CWU Welcomes New Staff

John Clarke National Officer

John Clarke has been appointed to the position of National Officer of the CWU and is replacing Jimmy O'Connor who is retiring in the new year.

John has been a lifelong activist in the Union, serving on the National Executive Council. He held various positions in the eir Managers' Branch, including Branch Chairman, and was previously a member of the Dublin No2 Branch and served as their representative at National Executive Council level.

John brings a wealth of experience and commitment with him to the role and will represent members' interests well in what are extremely difficult times.

The main areas that John will be responsible for include:

- Fixed Access Operations (F.A.S.T., F.A.B., Design, Centres, Apprentices etc.)

- eir Managers
- Contractors – KN /SECTO

We all wish John the very best in his new role.



Canford Danga Accounts Administrator, Finance Department

Canford Danga came to Ireland in 2006, attained a Bachelor's Degree in Accounting and Finance and has developed his career over the past 12 years, progressing from an Accounts Assistant role to his current position in CWU Finance Department. He has experience in Accounts Payable, Accounts Receivable, Payroll, Management Accounts and works closely with the Admin team across the various business units providing Financial Analyst support, Projections and Financial Management to the Union. Canford is motivated to further his career as he sets to complete his final CIMA exams. We welcome him to the team at headquarters and wish him every success in his new role.

Fan Ryan Administrative Assistant

Fan Ryan has rejoined the team at Union headquarters having previously left in 2003 to return to Shanghai. Returning to Ireland after fourteen years, Fan now works in the Administration Department, dealing with membership queries and overseeing the administration of the medical fund.

We welcome Fan back and wish her the very best in her new role.



Neoliberalism has conned us into fighting climate change as individuals

Stop obsessing with how personally green you live – and start collectively taking on corporate power

by Martin Lukacs, Guardian Online



Photograph: Amer Ghazzal/Alamy

Wimbledon, London, UK. 27th April, 2015. A waste management company named Dirty Harry uses a poster of Lord Kitchener to urge the public to recycle.

WOULD you advise someone to flap towels in a burning house? To bring a flyswatter to a gunfight? Yet the counsel we hear on climate change could scarcely be more out of sync with the nature of the crisis.

The email in my inbox last week offered thirty suggestions to green my office space: use reusable pens, redecorate with light colours, stop using the elevator.

Back at home, done huffing stairs, I could get on with other options: change my lightbulbs, buy local veggies, purchase eco-appliances, put a solar panel on my roof.

And a study released on Thursday claimed it had figured out the single best way to fight climate change: I could swear off ever having a child.

These pervasive exhortations to individual action — in corporate ads, school textbooks, and the campaigns of mainstream environmental groups, especially in the west — seem as natural as the air we breathe. But we could hardly be worse-served.

While we busy ourselves greening our personal lives, fossil fuel corporations are rendering these efforts irrelevant. The breakdown of carbon emissions since 1988? A hundred companies alone are responsible for an astonishing 71%. You tinker with those pens or that panel; they go on torching the planet.

The freedom of these corporations to pollute — and the fixation on a feeble lifestyle response — is no accident. It is the result of an ideological war, waged over the last

40 years, against the possibility of collective action. Devastatingly successful, it is not too late to reverse it.

The political project of neoliberalism, brought to ascendance by Thatcher and Reagan, has pursued two principal objectives. The first has been to dismantle any barriers to the exercise of unaccountable private power. The second had been to erect them to the exercise of any democratic public will.

Its trademark policies of privatization, deregulation, tax cuts and free trade deals: these have liberated corporations to accumulate enormous profits and treat the atmosphere like a sewage dump, and hamstrung our ability, through the instrument of the state, to plan for our collective welfare.

Anything resembling a collective check on corporate power has become a target of the elite: lobbying and corporate donations, hollowing out democracies, have obstructed green policies and kept fossil fuel subsidies flowing; and the rights of associations like unions, the most effective means for workers to wield power together, have been undercut whenever possible.

At the very moment when climate change demands an unprecedented collective public response, neoliberal ideology stands in the way. Which is why, if we want to bring down emissions fast, we will need to overcome all of its free-market mantras: take railways and utilities and energy grids back into public control; regulate corporations to phase out fossil fuels; and raise

taxes to pay for massive investment in climate-ready infrastructure and renewable energy — so that solar panels can go on everyone's rooftop, not just on those who can afford it.

Neoliberalism has not merely ensured this agenda is politically unrealistic: it has also tried to make it culturally unthinkable. Its celebration of competitive self-interest and hyper-individualism, its stigmatization of compassion and solidarity, has frayed our collective bonds. It has spread, like an insidious anti-social toxin, what Margaret Thatcher preached: "there is no such thing as society."

Studies show that people who have grown up under this era have indeed become more individualistic and consumerist. Steeped in a culture telling us to think of ourselves as consumers instead of citizens, as self-reliant instead of interdependent, is it any wonder we deal with a systemic issue by turning in droves to ineffectual, individual efforts? We are all Thatcher's children.

Even before the advent of neoliberalism, the capitalist economy had thrived on people believing that being afflicted by the structural problems of an exploitative system — poverty, joblessness, poor health, lack of fulfillment — was in fact a personal deficiency.

Neoliberalism has taken this internalized self-blame and turbocharged it. It tells you that you should not merely feel guilt and shame if you can't secure a good job, are deep in debt, and are too stressed or overworked for time with friends. You are now also responsible for bearing the burden of potential ecological collapse.

Of course we need people to consume less and innovate low-carbon alternatives — build sustainable farms, invent battery storages, spread zero-waste methods. But individual choices will most count when the economic system can provide viable, environmental options for everyone—not just an affluent or intrepid few.

If affordable mass transit isn't available, people will commute with cars. If local organic food is too expensive, they won't opt out of fossil fuel-intensive super-market chains. If cheap mass produced goods flow endlessly, they will buy and buy and buy. This is the con-job of neoliberalism: to persuade us to address climate change through our pocket-books, rather than through power and politics.

Eco-consumerism may expiate your guilt. But it's only mass movements that have the power to alter the trajectory of the climate crisis. This requires of us first a resolute mental break from the spell cast by neoliberalism: to stop thinking like individuals.

The good news is that the impulse of humans to come together is inextinguishable — and the collective imagination is already making a political come-back. The climate justice movement is blocking pipelines, forcing the divestment of trillions of dollars, and winning support for 100% clean energy economies in cities and states across the world. New ties are being drawn to Black Lives Matter, immigrant and Indigenous rights, and fights for better wages. On the heels of such movements, political parties seem finally ready to defy neoliberal dogma.

None more so than Jeremy Corbyn, whose Labour Manifesto spelled out a redistributive project to address climate change: by publicly retooling the economy, and insisting that corporate oligarchs no longer run amok. The notion that the rich should pay their fair share to fund this transformation was considered laughable by the political and media class. Millions disagreed. Society, long said to be departed, is now back with a vengeance.

So grow some carrots and jump on a bike: it will make you happier and healthier. But it is time to stop obsessing with how personally green we live — and start collectively taking on corporate power.

Get into print!

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

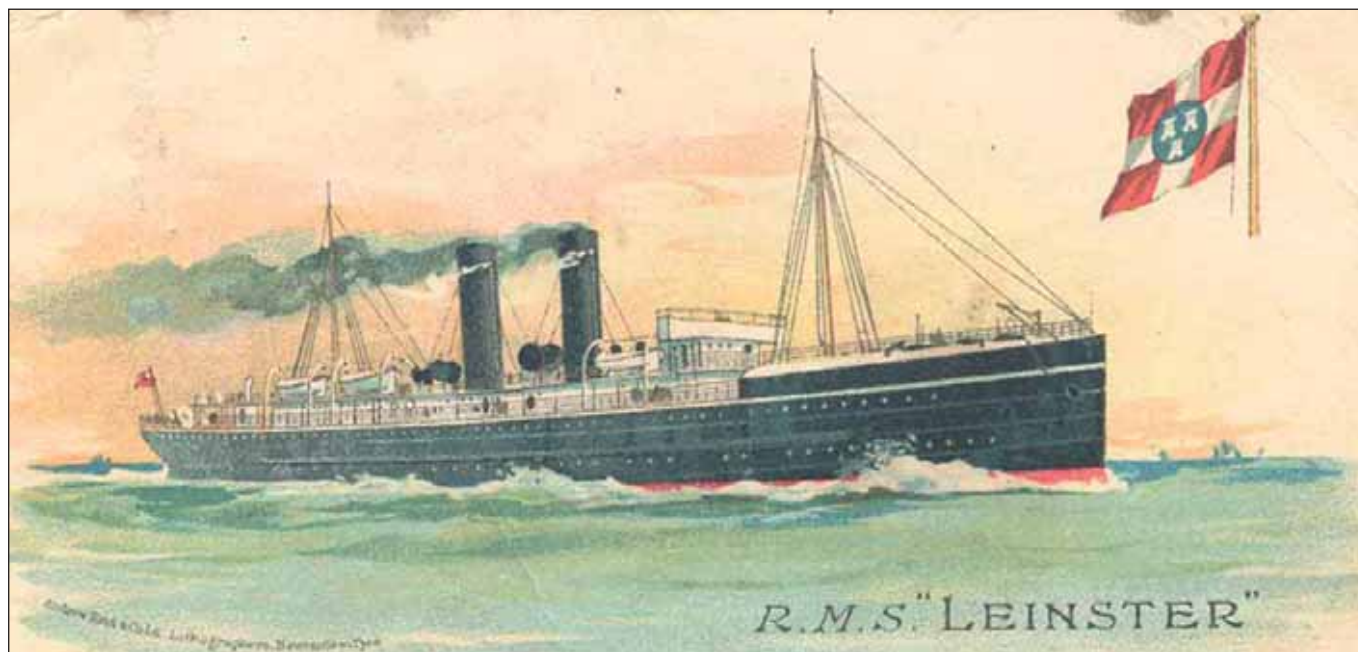
email to imelda@cwu.ie

or post to **Imelda Wall,**

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

Wear your Union Badge





*by Mike O'Connor,
President Communications Workers' Union.*

As we approach this Christmas season, many amongst us will be looking forward to the holiday, renewing acquaintances and to relax and reflect. Unfortunately, there will be those amongst us who will experience apprehension, worry and sadness this season. There may be an empty chair at the table, or a family member who is in poor health or they may not even have a place to call home.

By the time you read this, the 100th anniversary of the signing of the armistice, bringing an end to WWI will have been commemorated. The armistice came into effect on the 11th hour, of the 11th day, of the 11th month in 1918.

For millions of families all across Ireland, Britain and Europe, Christmas 1914 and many Christmases afterwards were a time of sadness and deprivation. There were many empty chairs, there were many members of families who were maimed, there were many who suffered from the trauma of the trenches and from shell shock, now referred to as post-traumatic stress disorder and who had little or no support, especially in Ireland after 1921.

Beginning in 1850, mail and passenger ships traversed the Irish Sea providing services between Dun Laoghaire and Holyhead. Even by today's standards, these ships were very fast, 2hrs 45minutes from Dún Laoghaire, then named Kingstown, to Holyhead, and needed to be so, in order to avoid penalties for late delivery of post in either Dun Laoghaire or Holyhead. There were four ships operated by the City of Dublin Steam Packet Company and they were named after the four provinces, RMS Connaught, RMS Munster, RMS Ulster and RMS Leinster.

On the morning of October 10th 1918, the Royal Mail Steamer Leinster, captained by 61-year-old William Birch, left Dun Laoghaire at 0900 on its daily trip to Holyhead. On board were 77 crew, 180 civilian passengers, 22 postal workers who sorted the mail en route, and approximately 500 troops returning to active service after home leave. Less than two hours later at least 564 of those aboard were dead in what is believed to be single greatest loss of life in the Irish Sea.

As the RMS Leinster left Dun Laoghaire, the German U-Boat 123 lay in wait in the Irish Sea near the Kish Light boat. At 0950 a passenger on the upper deck spotted a torpedo approaching, however that torpedo passed ahead of the ship. A second torpedo followed, this time directly striking the small mail-sorting cabin in which the 22 postal workers were working, killing 21 of them, leaving just one survivor, Jack Higgins from Glasnevin. Within minutes a third torpedo struck and the Leinster sank within 15 minutes, 14 miles east of Dun Laoghaire. Although there were many other ships in the area who were aware of the sinking, they were prohibited from attempting to rescue survivors because of the fear of further attacks from U-Boats. It was hours later before rescue boats from the shore were able to reach the scene and begin rescuing survivors. Bodies were being washed ashore for months afterwards, some as far away as Wales, the Isle of Man and even Scotland.

U-Boat 123 was commanded by 28-year-old Oberleutnant-zur-See, Robert Ramm and had 35 crew members aboard, all younger than him, most were teenagers. Some days later, talks of an armistice were rumoured to be taking place and German U-boats were ordered to return to port. In attempting to return to their home port in Germany, 8 days after sinking RMS Leinster, U-Boat 123 struck a mine off the Orkney Islands and all aboard perished. The Leinster was the only ship that U-Boat 123 had sunk.

While for many the armistice came way too late, for those on the RMS Leinster, it came just one month and one day too late and for the crew of U-Boat 123, it was just a few days too late.

Because the Leinster was carrying troops, war-time censorship restricted publication of the scale of the tragedy. The sinking also became embroiled in the political climate at the time with Ireland in the midst of the struggle for independence. The tragedy was little discussed and was not commemorated in the twentieth century. It is only within the last 15 years that the scale of the tragedy has entered public consciousness.



Pictured l to r at the Presentation of the Leinster Plate:
Former OGA President, Seán Walsh; 2018 Race Winner and
DBOGA President, Dennis Aylmer;
Mike O'Connor, President CWU; and former DBOGA
President, Tim Magennis.

In Dun Laoghaire on Wednesday 10th October 2018, the official state commemoration of the sinking of the RMS Leinster took place. This was attended by many dignitaries including ambassadors, politicians, representatives of various organisations and members of the public. As part of the ceremony, wreaths were laid, including one by our General Secretary, Steve Fitzpatrick and An Post CEO, David McRedmond.

As President of the CWU, I was invited by the Dublin Bay Old Gaffers Association (DBOGA) to a commemoration lunch in the National Yacht Club in Dun Laoghaire. The DBOGA promotes the preservation and active use of a traditional type of sailing boat rig – the Galway Hooker being an example. This event was attended by about 300 people, some government ministers, ambassadors and local dignitaries and where I presented the Leinster Plate to Dennis Aylmer, the winner of this year's DBOGA race. This race takes place every year and follows the route taken by the Leinster out to the Kish and back again to Dun Laoghaire. The Leinster Plate was commissioned by the CWU and donated to the DBOGA in 2013 and I know that the DBOGA are very proud and appreciate the connection between their organisation and ours. In presenting the Leinster plate, I spoke about the futility of war, that it only brings suffering and sorrow and that we all have a part to play in ensuring peace is supported and maintained through our words and actions.

Earlier that week, I was invited to a service in Christ Church, Dun Laoghaire. This was organised by the Mail Boat Leinster Centenary Committee and included prayers, reflections, music and song. Amongst those who contributed to the music was our own CWU Band, conducted by Paddy Scarlett. They played music from the era and accompanied songs such as "Moonlight and Roses" and "Keep the Home Fires Burning". The band received a very positive and enthusiastic response from those attending and I have to say I was very proud of them.

An Post, sponsored a play in the Pavilion Theatre, which was introduced by the CEO David McRedmond. Five actors, one harpist and a singer relayed the stories of various members of the crew, the passengers, the military personnel and the postal sorters as well as the Captain of the U-Boat 123. All the stories relayed, were based on

archive material supplied by many organisations including our union.

In the National Maritime Museum Dun Laoghaire, I visited an exhibition following the invitation of the artist, Philip Murphy who is based in The Trinity Centre in Dublin and who works in various mediums, including sheet steel, which was used in this exhibition entitled "RMS Leinster – WW1". The steel is hammered and welded into shape, some aged and then varnished. The exhibition concentrated on the suffering and the business of war. Exhibits showed the intermingling of metal, grime, and debris with human flesh. In one exhibit, rats were a feature, reflecting the scourge in the trenches when rats grew to a massive size feeding on the remains of the dead. But it also reflected that these were not the only ones who fed off the war and the suffering of ordinary men and women. There were those, who from their comfortable and opulent surroundings fed off the war through the arms industry, the supply of the metal and the raw materials of war. The exhibition also highlighted that God was on both sides with men being given absolution for the sins they had committed and were about to commit in the war.

In the crossfire were civilians, and one exhibit depicted 21 small crucifixes representing the 21 postal sorters. Another had 21 almost circular objects clustered together. It signified that we all begin as a cell, develop, go about our lives and pass on. In this exhibit, the 21 objects represented the 21 postal workers who, brought together through work and comradeship, died together while serving the public.

At our National Executive Council meeting in October, I gave the above account to the meeting and in remembering our fellow postal workers who died while carrying out their work, their names were read out. In their honour and in honour of all those who died on both sides in WW1, civilians and combatants, a minutes silence was held.

The following is the list of names of the postal workers who died. The number of years' service they had served with the Post Office is in brackets.

Archer, Charles Joseph. (14)
 Attwooll, Jennins. (40)
 Blake, James Joseph. (29)
 Bolster, Thomas Joseph. (15)
 Bradley, Joseph Henry. (33)
 Brophy, Matthew. (17)
 Daly, Peter Paul. (21)
 Dewar, John. (19)
 Dolan, John. (18)
 Forbes, Patrick. (25)
 Hogan, Michael. (21)
 Ledwidge, John. (21)
 Maxwell, William. (21)
 McDonnell, Alfred Thomas. (22)
 Murphy, Patrick Peter. (41)
 Pasker, William John. (23)
 Patterson, Richard. (39)
 Robinson, Joseph George. (21)
 Smyth, Adam. (26)
 Wakefield, William Henry. (14)
 Warbrook, James Alfred. (31)

May they Rest in Peace.



Pictured l to r: Matthew Gray, Shane Gray, Aiden Gray, Barry Carr, Branch Secretary Mullingar D.S.U., and Aiden Gray (Junior)

Aidan Gray Retires

The retirement of Aiden Gray, Mullingar D.S.U., took place recently and was well-supported by his colleagues, friends and family. Aiden had 17 years' service and will be missed by all his friends and colleagues.

All at CWU wishes Aidan the very best of luck, health and happiness in his retirement.



Dublin City Marathon 2018 Success for Castlerea DSU Branch Members

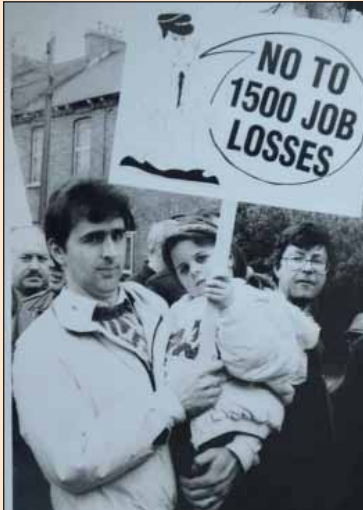
Pictured enjoying Dublin City Marathon 2018 success are Vice-Chairperson of Castlerea DSU Branch, Muriel Moran, and Chairperson of Castlerea DSU Branch, John Bligh. Congratulations to both on a wonderful achievement.



CWU lends support to Mandate Colleagues on the picket line outside Tesco Store in Sligo on 6th December.

*Pictured l to r:
CWU Members Sligo;
Seamus Doyle, Joe Elliott,
Pat Bohan and
John Callaghan with
Mandate Colleagues.*

Colm O'Callaghan Retires



Colm O'Callaghan retired from Dublin Postal Drivers recently. The first photo shows Colm with his daughter, Siobhan, at a march organized by the union against the postal plan in the 1990s. The second photo is of Colm and his daughter, this time pictured at Colm's retirement function.

The CWU wishes him the very best for a long, happy and healthy retirement.

Martin Dennehy Retires



A party was held in the Wagon Tavern, Fermoy, recently, hosted by Fermoy eircom Social Club, for Martin Dennehy's retirement from eircom.

Pictured at the celebration

Back Row (standing) l to r: Vincent O'Keeffe, John Feeney, John O'Flynn, Mick Slatery, Pa Granville, Ger Condon, Mick Sheedy, George Fenton and Pat O'Mahony.

Front Row (seated) l to r: Tommy Young, Martin Dennehy and Davy O'Keeffe.

JUSTICE FOR ROBERT DELANY



Robert Delany's story featured on RTE Crimecall recently, where a cold case review was conducted. The following morning the staff at Tallaght DSU organised a group photo outside the Tallaght DSU to show their support for their colleague Robbie Delany who was shot at his home ten years ago.

Ten years later, Robert's family are *still* looking for

justice and appealing to those who have information which might bring the culprits to justice to come forward. The public are asked to give any assistance to the Garda which might help and Gardaí are asking anyone with information to contact them through:

**Crimecall on 1800 40 50 60
or at Tallaght Garda Station on (01) 6666000.**

John McCarty Retires



A presentation of the Union Scroll by Johnny Boner, National Officer, was made to John McCarty on the occasion of his retirement from Clonmel Postal CWU, recently.



***Pictured from l to r:** Ann Kenneally, Assistant Chairperson, making a presentation to Marie McCarty (John's wife), with John McCarty and Johnny Boner, National Officer, and Mark Moloney, Branch Secretary.*

Dublin No. 1 Managers' Branch Retirement



Paul Moran, Eddie Ryan and Tony McDowell, who recently retired from eir, were presented with Union Scrolls at a function in Chaplin's Bar, Dublin. Also in the photo are Jim Brown, former National Officer, and John Egan, Branch Secretary Dublin No 1 Branch.

Dublin No. 1 Branch Committee Retirement



Former Dublin No. 1 Branch Committee Members Margaret Jenkins, Joe Brooks and Rory Duggan, were presented with Union Scrolls by CWU President, Mike O'Connor, at a function in the Teachers Club, where old friends and retired officers were in attendance. Also in the photo are John Egan, Branch Secretary, and Will Meegan, who wished them all a long and happy retirement.



Handball Clarecastle 2018



Dear Colleagues

Many thanks for your Donation towards our National Handball event in Clarecastle. Our finals are in their 23rd Year and this years finals were the closest contested to date.

The 23rd National eir Handball finals took place in Clarecastle in Clare on Saturday 3rd November. There was a great turnout of players from Munster Leinster & Connaught and there was some great games of Handball throughout the day. We had 2 Divisions and both were played off on a league basis with the top 4 teams playing off a final and a plate final in each division. The top 3 teams in Division 1 were level on points so aces scored decided who would contest the final.

The division 1 final was a cracker with Paddy Buckley (Cork) & Johnny Coyne (Mayo) up against Pat Donnellan (Clare) & Tom Prendergast (Mayo). Up to the very end it was hard to pick a winner but Buckley & Coyne won by the narrowest of margins 31-30. The plate final was also very close between Seamus Hughes (Mayo) & Jim Sheridan (Mayo) against Pat Collins (Tipperary) & John Sheridan (Mayo). Pat & John looked to be

coasting but let Seamus & Jim get the upper hand in the end to win 31-29. Division 2 was also very close in both the Final & the Plate final. In the Final Dave McHugh (Galway) & Geoff Diskan (Galway) beat Mel Kenny (Mayo) & Seamus O Fatharta from Galway 31-26. In the Plate final Matty Murphy (Wexford) & Billy McElroy (Dublin) Bt Peter Mulryan (Galway) & Pat Lacey (Wexford) 31-27. A meal & presentation of trophies followed in the Auburn Lodge Hotel in Ennis. Thanks to the ladies Mary & Josie who looked after refreshments and to our Referees Seamus Buggy & Jimmy Heffernan & the Games Co Ordinator Mickey Coyne. Our Chairman Mickey Coyne thanked the Event Co-ordinators Pat Collins & Pat Donnellan, Pat Hayes from Clarecastle & the Management and staff of the Auburn Lodge Hotel. The Secretary Pat Collins Thanked our Sponsors The CWU., Staff Credit Union, GAA Handball & Matty Murphy "Mowerpower" Wexford. He thanked all who made the event possible and looked forward to November 2019 when we return to Wexford.

Paddy Collins

National eir Handball Secretary

Wexford Trades Council Information Event to mark World Day of Decent Work

The Wexford Trade Union Council held a Trade Union Information Event in the County Hall recently to mark World Day of Decent Work. Most local trade unions had a pop-up information stall at this event. There was a large crowd in attendance which ranged from transition-year students, college students, right through to the

general public.

The event was a big success and was also attended by Patricia King, General Secretary of Congress, who, along with other local dignitaries spoke, at the event. The CWU was represented by Pat Sheridan, Chris Tyrrell and Tom Houlihan of the Sean Connolly Branch.



Chris Tyrrell, Patricia King and Pat Sheridan.



Chris Tyrrell, Pat Sheridan and Tom Houlihan.



Students from Waterford with Chris Tyrrell on the CWU stand.

Dublin Postal Delivery Branch Retirements



Tony Curtis, Malahide DSU



Tony Egan, Ballyfermot DSU



Frank McNamara, Blanchardstown DSU



Danny Stapleton, Rutland Place



Myles Fitzgerald, Lucan DSU



John "Jack" Doyle, Fairview DSU

CWU People



Donal MacIonnraic (L) Ravensdale Rd DSU 2 with Karl Donohoe (Branch Rep DO2) & Liam Keehan, Vice-Chairperson.



David Scully, Whiteheather DSU



Anne Tyrell, Dunshaughlin DSU

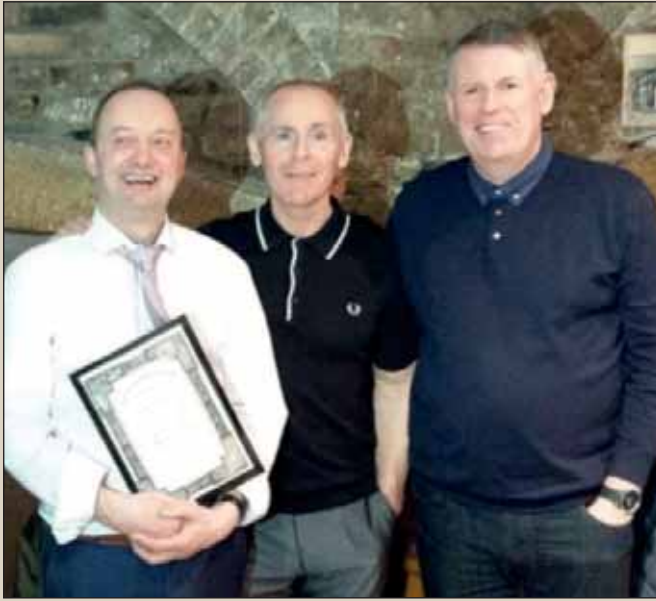


Michael Gilsenan, Dunshaughlin DSU



Johnny Eastment, Bannow Rd DSU

CWU People



Terry Treacy (L) Ravensdale Rd DSU 2 with Karl Donohoe (Branch Rep DO2) & Liam Keehan, Vice Chairperson



Martin McGuane, DSU 2, being presented with his scroll from Karl Donohoe (local Branch Rep)



David Scully, Whiteheather DSU



John "Jack" Doyle, Fairview DSU



Michael Gilsenan, Dunshaughlin DSU



Johnny Eastment, Bannow Rd DSU

Pat Compton - Helping to Solve the Housing Crisis



Roscommon GAA and Club Rossie are offering one lucky person the life changing opportunity to win a house in Dublin worth €425,000. This three-bedroom, end-of-terrace home at Royal Canal Park, Ashtown, Dublin 15 and is developed by one of Ireland's leading Home Builders, Ballymore.

Whether you are looking to get a foot on the property ladder, or you are a homeowner willing to take a chance, this is a life-changing prize.

The funds raised will be used to develop the facilities of Dr. Hyde Park and to help implement the strategic plan of Roscommon GAA which includes the future development of the Dermot Earley Centre of Excellence. This fundraiser will run between now and Christmas, with the winner being announced on December 30th 2018.

The house is valued at €425,000 but could be yours for just €100!



Pat Compton with Dolores Scott, who visited Pat at the stand at the Ideal Homes Exhibition.

Kyle's Wish to Walk

Kyle Fitzgerald is 5 years old and lives in Ashbourne. He was born with Cerebral Palsy and his particular form of Cerebral Palsy inhibits the functioning of his leg muscles.

The motor signals from the brain causes certain muscles to constantly contract, meaning he does not have the ability to stand or walk.

There is an operation available in St Louis Children's Hospital in Missouri, USA, called *Selective Dorsal Rhizotomy*, or 'SDR', that has significantly improved and transformed the lives of over 3,600 children from 72 different countries.

This surgery selects the misfiring nerve bundles in the spine and permanently cuts them, which, in turn, allows children's leg muscles to behave more normally.

In Kyle's case, however, he now has the body weight of a five-year old but the leg strength of an infant, given he has never used his legs before. As a consequence, he will require intensive physiotherapy after the surgery, in order to build up the strength post-SDR so that he can bear his own body weight.

Kyle's parents need to raise €100,000 to fund the operation and related costs, including staying with Kyle in America for three weeks post-operation while he receives intensive



Photo: Irish Mirror Online

Kyle Fitzgerald with his parents, mum Janine and dad Rory.

physiotherapy. The €100,000 will also help fund necessary ongoing physiotherapy, to ensure the benefits of the surgery are realised.

Donations can be made through the Facebook page or via the just for children link:

<https://just4children.org/children-helped2018/kyles-wish-to-walk/>

Thanking you all in advance
Frank Burke DMC



Kyle's Wish to Walk



@SDR4Kyle



Donate via
Just4
Children

<https://just4children.org/children-helped2018/kyles-wish-to-walk/>



Tipperary Rising Stars



Pat McGrath, Thurles Postal, Pat Byrne, Nenagh Postal, and Seamus Morris, Nenagh Postal, pictured with their three GAA rising star sons: Brian McGrath, Robert Byrne and Jake Morris

Richie Shannon Retires



Pictured on his last day in UPS, Branch Treasurer, Richie Shannon (on the left) with Glen O'Keefe and Chris Dempsey. The CWU would like to wish Richie all the best in the future.

Citywest Network Management Retirements



A group of long-standing union activists recently retired from the Network Management Centre in Citywest. Dublin No 1 Branch Chairman, Will Meegan, presented them with the Union Scrolls and thanked them for their support of the branch over so many years and wished them all the very best for the new chapter ahead.

Back row l to r: Liam O'Brien, Larry Kelly, Jude Mardy, Brendan Beasley, Derek Gunning, PB McGrath, Will Meegan
Front row l to r: Eddie Cowman, John Tooher, Kay Broderick and Martin Frayne

Dublin Postal Drivers Branch Retirements

Dublin Postal Drivers Branch held a function to mark the retirement of several members recently. Derek Keenan, Branch Secretary, presented Union Scrolls to the retirees. The CWU wishes them all a long, happy and healthy retirement.



Terry Delany



Brian Byrne



Brendan Walsh



Eugene Pritchard



Willie Jackson



Colm O'Callaghan



Cyril O'Hare

Tommie Quinn RIP

Tommie was a loyal employee of open eir and had just entered into his 38th year at the time of his death at the age of 61yrs. A nicer man you could not meet. If he could help you in any way he would he was a happy go lucky chap and always had a smile for everyone. You never seen him without the glasses sitting on top of his head. Tommie early years were spent working in the Gowna in Collooney. He spent 10 years there and came out of it with carpentry qualifications. While still working in Collooney, Tommie went back to education and put himself through night school. In 1980, Tommie got the opportunity to join open eir which was known then as P&T. He was based for many years in Sligo then moved to Carrick on Shannon then back again to Sligo before finally ending up in Ballina where he was still based at the time of his death. Tommie often spent time in the office as acting manger when required.



Tommie was a safety officer and you could safely say there wasn't to many ladders that he hadn't checked. He was heavily involved in the CWU and was Sligo section secretary and he attended many a CWU conference over the years. Apart from his family Tommie's other love was farming and he had a great dedication to his animals. He was treasurer of the Moyside Breeders Shorthorn Club where he was well respected. Tommie had a keen interest in Connemara ponies and owned a few himself. Every year without fail he travelled to Clifden for the Connemara pony festival. Tommie was highly respected and that was evident from the massive crowds that attended his funeral. Tommie will be sadly missed by his partner of many years Mary his only sister Ann and brother in law Billy, his many colleagues and friends.

May he Rest in Peace

Gerry Whelan RIP

Gerry (formerly An Post Mullingar) passed away peacefully on the 7th September following a short illness. Gerry (The Bear) Whelan will be greatly missed by all his colleagues and friends in Mullingar and Castlepollard.

He was a former Branch Secretary in Mullingar DSU and was a great Union man. A huge turnout of Post people on the day of Gerry's funeral is testament to just how popular he was.

Rest in Peace, Gerry.



Michael (Mick) Langsdorf RIP

It was with great sadness to hear of the passing of our long term and much admired colleague, Mick Langsdorf, in October.

Mick was a retired member of the Dublin Postal Delivery Branch and a Trustee of the CWU and his passing was a shock to us all. He was a passionate and committed Union man who inspired those with whom he served.

Mick was elected as Chairperson of the then called DDOB in 1981 and continued to be an active member of the Branch until his retirement in 2010. He served as Branch Rep in Edmondstown delivery office for many years and was a member of the Branch Committee until his retirement. He attended many Conferences as a delegate and as a Trustee and his passion for representing members was legendary. He would leave no stone unturned in his efforts to bring justice to members who had been maltreated.



Although Mick suffered from health problems for many years, it did not deter him from carrying out his responsibilities as a Union Rep.

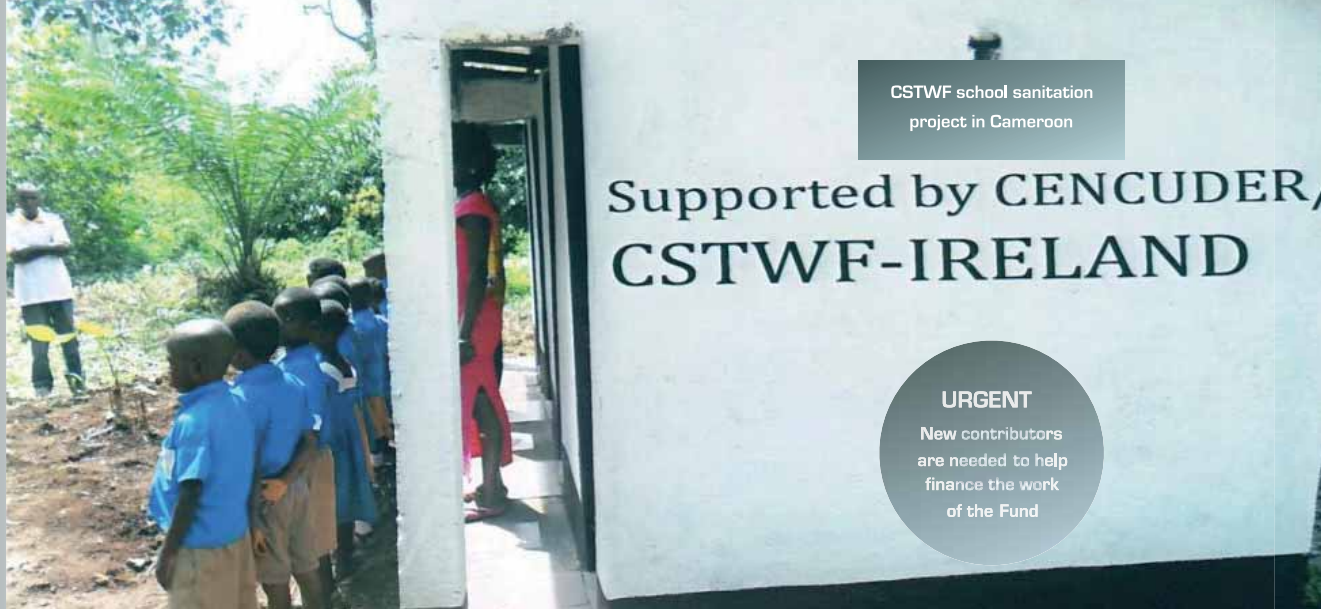
Personally, for me, it was a pleasure to serve alongside Mick and I will be always grateful to him for the support that he gave me when I first took on the role of Branch Secretary. Mick was also a great social companion. He loved the "craic" and the sound of his laughter will always be fondly remembered.

Mick will be sadly missed by all his colleagues in Edmondstown, Churchtown, the Dublin Postal Delivery Branch and CWU HQs.

To all his family and friends we would like to offer our sincere sympathy.

May he Rest in Peace.

Frank Donohoe, Hon Branch Sec, DPDB



CSTWF school sanitation
project in Cameroon

Supported by CENCUDER,
CSTWF-IRELAND

URGENT

New contributors
are needed to help
finance the work
of the Fund

ANNUAL REPORT 2017

Life's most persistent and urgent question is "what are you doing for others?"

- Martin Luther King, Civil Rights Activist

The recent merger of IMPACT, PSEU and CPSU into one union "**FORSA**" is an opportunity, particularly for new entrants, to briefly set out the background to the Combined Services Third World Fund. In 1980, the Fund was established by public service unions to support very many needy projects in the developing world. Since then, the Fund continues to operate successfully under the auspices of the Trustees, and a Management Committee, appointed by the Unions.

CSTWF has approved grants to over **3,000** projects in the developing World at a cost of over **€9m** thanks to the kindness of so many staff contributions deducted directly from pay. Successful grant applicants must submit a final report advising how the project has benefited their community. Every effort is made to ensure applications are genuine and supported by at least two references from persons known to the Fund. Administrative costs are kept to the minimum.

Contributors to the fund are welcome to recommend suitable projects for consideration for grant aid.

For many communities in the Developing World, grants from the Fund can be lifesaving, particularly when it comes to the supply of clean, safe, disease free water. Projects for drilling of bore holes and rainwater collection from rooftops are undertaken by the Fund. The supply of medical equipment to maternity and other hospitals is a vital part of the work of the Fund. Education also benefits through the provision of pre-entry schools, the building of small primary schools and the provision of extra classrooms in existing schools, as well as classroom equipment and computers.

All of these projects can be achieved at very low costs as compared to real costs operating in the developed world.

For these reasons, your continued contributions are so badly needed. Please help support the Fund by bringing this Annual Report to the attention of colleagues who may not be members or aware of the Fund's existence. Become a friend to the Fund by promoting it in your area of activity.

Some grateful notes received from beneficiaries:

Zambia – A teacher: "It took many years for the school to have access to running water. Instead of going to the stream to wash or collect water we can now get water in the school yard. Cases of stomach infection have reduced. Many blessings on the people of goodwill who funded the project"

Kenya - New toilets for community development - "We now have separate toilets for ladies and gents and for the disabled. Thank you so much."

Uganda - Supply of school furniture with much appreciation from the Parish Education Committee, school staff, parents, pupils and the entire local community.

Malawi – Installation of a maize mill for the local community – "Thanks for bringing the mill to our local parish, we now don't have to walk far in the sun and rain to have the rice milled."

There are two optional rates of contribution to the Fund of only **1 cent** or **2 cents** from every **€10** of pay or pension

Every Cent Counts!

CSTWF operates on a completely voluntary basis. Through the work of

the Trustees, Management, and Advisory Committees in the assessment and financing of projects and general office administration, generous contributions received are utilised in the most cost effective manner. If you are not already a contributor to

the fund, or if you know someone who might be interested in contributing, please do contact us for application forms or go to our website:
www.cstwf.ie

Another very helpful CSTWF Project

In September of last year, a grant of €8,000 was provided for the construction of four badly needed modern pit latrines at Bakolle Community Primary School in South West Cameroon. A new classroom with two toilets for girls and two toilets for boys have now been completed. The aim of the project is to increase school attendance amongst the poor and disadvantaged village children, many of whom are girls and orphans.



Combined Services Third World Fund

Receipts and Payments Account
Year Ending 31st December 2017

Receipts	2017	2016
	€	€
Members Subscriptions	268,752 (Note 1)	306,394
Deposit Interest	6	7
TOTAL RECEIPTS	268,758	306,401
Payments		
Projects	306,940 (Note 2)	269,262
Office Expenses	13,387	11,120
TOTAL PAYMENTS	320,327	280,382
Excess Receipts over Payments	(51,569)	(26,019)
Opening Bank Balance	85,483	59,464
Closing Bank Balance	33,914	85,483

Prepared by the Fund's Registered Auditors
from the 2017 accounts
of the Combined Services Third World Fund

Natalie Kelly Brady McQuillans DFK
Chartered Accountants & Registered Auditors
Iveagh Court Harcourt Road Dublin 2

- Agriculture
- Health
- Water
- Community Development
- Education

CSTWF grants made in 2017
[€000's]



The Fund awarded **46** grants in **18** developing countries during 2017 totalling **€306,940**. The pie chart shows **€116,000** was awarded to education projects. The provision of small pre-schools, the supply of additional classrooms for existing schools, as well as providing vital school equipment is of utmost importance. Many schools have no proper sanitary facilities resulting in poor hygiene with health problems for pupils and teachers. The sum of **€61,000** was awarded for the provision of toilet facilities, health centres and essential equipment including generators and solar lighting. Poorer communities benefitted with the granting of **€37,000** for micro agriculture projects, including the supply of a maize grinding mill, provision of a bakery, and refurbishment of community centres. **€67,000** went to the provision of water with boreholes, and rain water harvesting for schools, hospitals and orphanages. **€26,940** went into community development and the spread of funds, in so many countries, demonstrates CSTWF's willingness to help communities in need with micro-programme support. This is only made possible through the very kind generosity of the Fund's loyal supporters.

www.cstwf.ie

Combined Services Third World Fund
76/78 Harcourt Street
Dublin 2 Ireland

Telephone: (+353) 01 408 2473/75
Email: thecstwf@hotmail.com

CSTWF Application Form

Please help us to continue our work in the developing world.

Part 1 Please complete in **BLOCK CAPITALS** and return it to your Payroll Section

Authorization for deduction of pay at source:

To the Payroll Manager until further notice:

Date—/—/—/

Please deduct from my salary/pension
[delete as appropriate]

(a) Ordinary Rate 0.1% — [one cent from each €10 or

(b) Higher Rate 0.2% — [two cent from each €10]

and pay such sum to the account of the Combined Services Third World Fund.

Full Name

Payroll/Pension number

Dept./Company/Agency

Work Address

Signature

Part 2 This should be completed in **BLOCK CAPITALS** and returned to the Fund

Until further notice commencing from date
—/—/— I have instructed my Payroll Manager to deduct 0.1% 0.2% (tick as appropriate) from my basic pay/pension and pay such sums to the Account of the Combined Services Third World Fund.

Full Name

Payroll/Pension number

Dept./Office

Work Address

Signature



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