

Education Grant Scheme

The CWU Education Grant Scheme seeks to support further education on behalf of our members and their dependents, in approved courses, through recognised third-level, second-level and Gaeltacht institutions. **Grants are awarded by means of a draw, presided over by the National Executive Council.** Further details on the Scheme and forms are issued via General Secretary Circular and are also available from the CWU website. The following application criteria apply to the Scheme:

1. Third-Level Education

The third-level category will offer up to four grants annually. The grant will be worth €2,000 for each year of study, up to a maximum of four years. These grants will be made to Union members or members' dependents involved in study or research at Diploma, Degree, Post-Graduate Diploma or Post-Graduate Degree level. Members who have already commenced approved courses can also apply. Grants are made on an annual basis for each year of study. Grants are not given for a repeat year.

2. Second-Level Education

Up to 30 grants will be made annually to second-level students. Each grant will be worth €400 to help with the purchase of schoolbooks and class materials. Members studying for Junior and/or Leaving Certificate as mature students can also enter the draw for this grant.

3. Gaeltacht Course

Up to 20 grants will be made annually to Union members or members' dependents, to help cover the cost of participation in a Gaeltacht course. The grant will help cover the course materials, tuition fees and accommodation for up to 22 days, to a maximum value of €350.

The Education Grant Scheme is open to all "In Benefit" members and their dependents; the Scheme is not available to members of the Retired Members' Section.

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Communications Workers' Union

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To find out more about the facilities at William Norton House, or to book your next event, please contact:

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Communications Workers' Union Value Added Benefits for Members

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Why choose the CWU?

The CWU is Ireland’s premier union for Postal, Logistics, Telecoms and Call Centre workers.

With members in eir, An Post, Vodafone, Post Insurance, UPS and many others, the CWU has a proven track record in representing members’ interests.

Mission Statement

“We will build an organising union that prospers through excellence in service and commitment to recruitment.

We will be innovative in our responses to change by being progressive in our outlook and determined in our efforts, to always act in the best interests of the Union and its members.

We will, in solidarity with other like-minded organisations, campaign for economic and social justice, for freedom of association and respect for human rights and dignity of all who suffer from oppression or prejudice, whatever its form.”

CWU Value Added Benefits at a Glance

The CWU has valuable added benefits for its members, which include the Medical Benefit Fund, Legal Aid, Social Benefit Fund, Mortality Fund and the Orphans’ Pension Scheme.

We also have our highly regarded Union magazine “**Connect**”, which will keep you updated on what is taking place in your industry, on industrial relations events, and any special discounts or services available to you as a member.

CWU members also benefit from professional advice on arranging or rearranging a mortgage, or choosing the most suitable discounted health insurance plan for your family.

As a CWU member, you can avail of discounts on essential insurance for your car, home and gadgets, along with special insurance schemes to protect you and your family, including life cover, illness cover, and accident cover. Visit www.cwu.ie for the most up-to-date information.

Social Benefit Fund

Subject to the CWU Rules & Constitution, and on production of the requisite documentation, an “In Benefit” member on reduced pay (inclusive of Social Welfare payments), following a continuous or accumulative absence of either 13 or 26 weeks from duty (in accordance with the sick pay regulations of the relevant company), resulting from an illness or accident, may be paid an amount up to 70% of their basic pay while a member of the Union. This payment may be paid for a ***maximum of 12 months in any period of 4 years***, in accordance with the following:

1 – 4 months	Up to 70% of member’s basic pay
5 – 8 months	Up to 65% of member’s basic pay
9 – 12 months	Up to 60% of member’s basic pay

Payments will cease after this period, except in the most extreme of hardship circumstances. Application for continuation or otherwise of Social Benefit outside of this period will be considered on its merits by the NEC Finance Committee, which will make a recommendation to the National Executive Council.

To apply, obtain a form from Union Head Office through the Branch/Section Secretary, complete same and return with payslip(s), medical certificate(s), consultant’s report or a doctor-to-doctor report. ***This Fund is available to those paying contributions of 1% of basic pay through Deduction at Source (Payroll).***

A member can only claim financial assistance from the Social Benefit Fund OR the Medisan Fund for the same illness.

Mortality Fund

An “In Benefit” member may be paid €635 on the death of their spouse/civil partner. The estate of an “In Benefit” member may be paid €5,080 on their death. A member may nominate during their lifetime to whom the sum shall be payable.

To apply, obtain a form from Union Head Office through the Branch/Section Secretary. Complete same and return with a copy of the Death Certificate. In certain cases, the Union may also require sight of the Grant of Probate or the Letters of Administration, whichever is applicable.

Orphans’ Pension Scheme

In the event of a member’s death in service, a sum of €20 per week (paid monthly) may be paid in respect of each child registered with the Scheme, until that child reaches the age of 18 years. The Scheme is a **FREE** benefit to all members.

Legal Aid

This Scheme, which is funded from the central funds of the Union, provides assistance to “In Benefit” members of the Union in certain circumstances and subject to certain conditions in relation to:

- **Offences under Road Traffic Acts**
- **Compensation claims**
- **Inquests**
- **Wills**
- **Certain legal advice**

Requests for assistance relating to matters covered by the Scheme must be submitted, with details of the case, through the Branch/Section Secretary, to Union Head Office. The case will then be forwarded to the Union’s solicitors.

Medical Fund

Members may make one claim in each category below and, subject to the limits outlined, the treatment date must be within a 12-month calendar year. All expenses must be claimed in the year that the expenditure is incurred. ***There is no retrospection of claims.***

Dental Grant	Up to €305
Optical Grant	Up to €152
Surgical & Medical Appliances	Up to €152

All claims must be made direct to Union Head Office. Members may claim for themselves, their spouse/civil partner, or their children, subject to the maximum of one claim per member in each category in the 12-month calendar year. Claims for children up to the date of their 18th birthday.

The cost for inclusion in the Medical Fund is:

€3.00 per week	by Deduction at Source
€6.00 per fortnight	by Deduction at Source
€13.00 per month	by Direct Debit

Asthmatic Inhalers are not covered as part of the Medical Fund under Surgical & Medical Appliances, and Laser Eye Surgery is not covered under the Optical Grant.

Please note, under no circumstances will medication, prescriptions, and/or doctor/consultant fees be paid.