

COMMUNICATIONS WORKERS' UNION

ITEM 8 PRIVATE SECTOR - Chapter 17

11TH BIENNIAL CONFERENCE 2022, ATHLONE

10 Systems





IO Systems

Pay

- Claim lodged in line with increase in An Post - Awaiting response
- PMC Shifts
 - Mediation finding not acceptable
 - No progress in PMC
 - DMC progressing issues
- Former Branch Sec - Liam Ryan

Sodexo





Sodexo



Living Wage in An Post - Comprehend contractors



GS pursuing matter with the Company



Hope to conclude agreement before move to the EXO

UPS





Pay Agreements

Pay Agreement 2020

- Introduction of new incremental scale
- Dispute in relation to application of 2.75% increase
- Issue referred to – and won at – Labour Court

Pay Agreement 2021

- Initial two-year pay proposal comprising:
 - 2 x 2.5% pay increase
 - Commitment to engage in discussions around roster changes
 - Pay proposal narrowly defeated

Following re-engagement

- One-year pay proposal comprising:
 - 2.5% pay increase
 - No strings attached
 - Pay proposal accepted by large majority

Pay Claim 2022

- 9% pay claim lodged comprising:
 - Two-year 2 x 4.5% pay increase
 - 1 additional day's leave
- Awaiting response from UPS





Outsourcing

Reduction in directly employed staff a major concern

Drives down cost of labour

Exposes worker to all the risk

De-unionises our sector and erodes employment rights & standards



Collective Bargaining – Context



Collective Bargaining coverage:

- Finglas
- Cork
- Shannon
- Waterford
- Eco Hubs Dublin 1 & 2



Recent attempts to have C&B comprehended by collective bargaining have resulted in an impasse in concluding a new framework agreement



Organising campaign in C&B to achieve collective bargaining



UPS Update

Context:

- Underlying issues following AGM:
 - Pay
 - ETAs
 - Workloads
 - Pressure
 - Culture
 - H&S concerns (Cruisers)
 - Discipline



UPS Update

- Targeting of Finglas Branch Chairperson
- Consideration of ballot for industrial action
- Emergency Motion to CWU Biennial Conference



"Shaping the Future Union" – Plan for 2022



DPD





DPD Employment Model

Context: Main parcel sorting hub in Athlone

DPD has 36 Delivery Depots around the country

Currently CWU has collective bargaining rights for Night Shift in Athlone Sorting Hub (all directly employed)

Previously no CWU breakthrough in Delivery Depots

DPD Employment Model

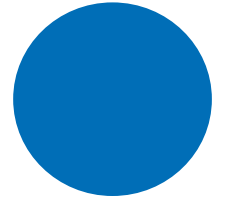
- Delivery Depots operate as separate entities under franchise agreement, although some have been taken back in-house
- This means **potentially 37 different employers**
- Franchisee operates in a number of ways:
 - Directly employed indoor and drivers
 - Directly employed indoor and self-employed drivers
 - Directly employed indoor and hybrid self/directly employed drivers



Athlone Sorting Hub - Pay

Two-year pay agreement comprising:

- 2 x 2% pay increase
- €500 One-for-All Voucher for each year
- Proposal overwhelmingly accepted by members
- Due to expire September 2022





DPD Delivery Depot, Tralee (in-house)

- Contacted by workers in Tralee - SIPTU
- Reluctance from DPD initially due to impending TUPE - DAS/Recognition
- Organising training provided
- Campaign issues defined by workers:
 - Pay
 - Sick Pay
 - OT Rates

***Big challenge with this is to get DPD to engage
- impending TUPE***

DPD Delivery Depot, Tralee (in-house)

- Successful in getting the company to engage with workers
- Following ongoing engagement and negotiation with DPD management:
 - DAS facility secured
 - Initial meeting arranged to address members' campaign issues
 - Agreement that recognition will transfer over to franchise as part of TUPE

Sets an interesting precedent for the other depots





“Shaping the Future Union” – Plan for 2022

Athlone Sorting Hub

Member survey underway

Provide Organising training to current Committee

Build an organising campaign around issues identified in survey

Expand into Day operation - Big Challenge

Continue to identify Leaders & Activists

Embed Organising ethos & self-sustaining structures

Progress Pay Claim



“Shaping the Future Union” – Plan for 2022

DPD Delivery Depot, Tralee

- Progress current campaign issues
- Hold inaugural AGM
- Provide Branch Committee training
- Embed Organising ethos

DPD Delivery Depot, Galway

- A number of members recruited
- Identify Leaders & Activists
- Provide Organising training
- Launch worker-led campaign



Thank you

11th Biennial Conference

Sheraton Hotel, Athlone

Wednesday 4th May 2022