

REPORT ON THE DECISIONS OF OUR 11th BIENNIAL CONFERENCE 2022

4th & 5th May 2022

GENERAL CONFERENCE

Decisions taken on Wednesday, 4th May 2022

The 11th Biennial Conference of the Communications Workers' Union was held on Wednesday, 4th and Thursday, 5th May 2022 when the President of the Union took the Chair.

Mr Willie Mooney, President, presided over the Conference.

Cllr. Aengus O'Rourke, Deputy Lord Mayor of Athlone, delivered the Welcoming Address

It was announced that Tom Prendergast withdrew from the Standing Orders ballot.

ELECTION OF TELLERS:

Conference elected the following Tellers:

Mick Dineen, Cork District Branch
Kevin Keatinge, Dublin Postal Delivery

ADOPTION OF STANDING ORDERS REPORTS

It was noted that Alan Dempsey was not listed in the Standing Orders Report under NEC Nominations, but he was on the ballot paper.

The Standing Orders Reports No's 1, 2, 3, 4 and 5 were agreed.

PRESIDENTIAL ADDRESS

Mr Willie Mooney delivered his address to Conference.

Carol Scheffer, National Officer, highlighted the social media strategy for Biennial Conference and requested all delegates to use the designated hashtags if posting on their social media accounts:
#CWUBDC22 and **#ShapingTheFuture**

NATIONAL EXECUTIVE COUNCIL BALLOT

The decisions of the 2020 Biennial Conference were agreed.

NATIONAL EXECUTIVE REPORT – ITEM 1 – CHAPTER 1 – INTRODUCTION OF NATIONAL EXECUTIVE REPORT by the General Secretary

There were no Motions associated with this Chapter.

Chapter 1 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 2 – CHAPTER 2 – UNION STRUCTURE & ORGANISATION (*Private Session*)

Seán McDonagh, General Secretary, gave a presentation “*CWU Strategy – Shaping the Future Union*”

There were no Motions associated with this Chapter.

Chapter 2 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 3 – CHAPTER 4 – FINANCE (*Private Session*)

Ian McArdle, Deputy General Secretary, gave a presentation “*Finance*”

Laura McKenna, Industrial Organiser, gave a presentation “*Members’ Benefits*”

There were no Motions associated with this Chapter.

Chapter 4 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 4 – CHAPTER 3 – ORGANISING & CAMPAIGNING

Fionnuala Ní Bhrógáin, National Officer, gave a presentation “*Organising & Campaigning*”

1. Conference condemns the ongoing occupation of Palestine, blockade of Gaza, and the abhorrent crime of apartheid being committed by the Israeli state in the Occupied Palestinian Territories and Israel itself. Trade Unions must play a leading role in supporting Palestinians in their peaceful struggle for self-determination. Therefore, Conference instructs the incoming NEC to actively campaign for the introduction of the Occupied Territories Bill and conduct an awareness-raising campaign within our union around the consumer boycott, as tangible acts of solidarity with our brothers and sisters in Palestine.

WATERFORD POSTAL BRANCH

2. Conference condemns any system which allows ordinary working people to fall through the poverty safety net. Conference instructs the incoming NEC to commence, in conjunction with other progressive unions and the ICTU, a national campaign under the heading of “*Work Must Pay*” that utilises all tactics available to the union movement, including political engagement and, if necessary, mass national demonstrations, in order to secure legislation which would see a Living Wage as a basic entitlement for workers in Ireland.

DUBLIN POSTAL CLERKS BRANCH

3. Climate change is the single biggest issue we all have to face as a planet, as a country, and as workers. As well as supporting a just transition, the CWU should reflect on its own contribution to combatting climate change. Conference instructs the incoming National Executive Council to conduct a review of the environmental impact of the CWU, identify opportunities to lower its carbon footprint, including the use of solar energy, remote working/meetings, and electric vehicles, and to create an environmental policy to ensure that environmental impact is kept as minimal as possible.

VODAFONE BRANCH

4. Organising and recruitment is an essential part of the new CWU strategy and we should recognise the challenges that make this task difficult, especially in call centres and retail. Organising these workers should be treated as an ongoing concern as turnover of staff in these areas is high and motivating and engaging members, younger members in particular, to get more involved in the Union is not easy. Conference instructs the incoming National Executive Council to set up a 'Retail/Call Centre Organising Forum' to exchange common experiences and ideas regularly among these groups of workers to develop strategies to improve our organising campaigns.

VODAFONE BRANCH

ASSOCIATED MOTIONS:

Motion No.1	Waterford Postal Branch	PASSED
Motion No.2	Dublin Postal Clerks Branch	PASSED
Motion No.3	Vodafone Branch	PASSED
Motion No.4	Vodafone Branch	PASSED

Chapter 3 was agreed.

Karri Lybek, Coordinator/Organiser at UNI Global Union, addressed conference

NATIONAL EXECUTIVE REPORT – ITEM 5 – CHAPTER 5 – COMMUNICATIONS

Carol Scheffer, National Officer, highlighted the GDPR disclosure document provided to all Delegates ahead of Conference in relation to use of photographs etc.

Carol Scheffer, National Officer, gave a presentation "*Communications*"

There were no Motions associated with this Chapter.

Chapter 5 was agreed.

Patricia King, ICTU General Secretary, addressed Conference by video

NATIONAL EXECUTIVE REPORT – ITEM 9 – CHAPTER 8 – RETIREMENT BENEFITS

John Clarke, National Officer, gave a presentation "*Retirement Benefits*"

There were no Motions associated with this Chapter.

Chapter 8 was agreed.

RESULT OF THE NEC POSTAL/COURIER BALLOT

William Mooney Anthony McCrave Jason Caulfield Tara Ravenhill Frank Donohoe Ellen Moore Gerry Sexton Michael Wall	Adrian Scanlon Paul Kennedy Des Hopkins Deirdre Medlar Vincent Kilroy (Managers) Jonathan Donnelly (Private) Elaine Cockburn (Womens)
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RESULT OF THE NEC eCOMMS BALLOT

Ivor Reynolds Pascal Connolly Alan Dempsey John Dunleavy Tom Hayes Tom Sheehan	Shane Murphy Frank Joyce Seán Tighe Stephen Elliott Gerry Perry (Managers) Rachel Carton (Womens)
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12:40pm

GENERAL CONFERENCE ADJOURNED

POSTAL/COURIER OCCUPATIONAL CONFERENCE

Decisions taken on Wednesday, 4th May 2022

ADOPTION OF STANDING ORDERS REPORTS

The Standing Orders Reports No's 1 and 2 were agreed.

NATIONAL EXECUTIVE REPORT – ITEM 1 – CHAPTER 10 – PAY, PENSION & ALLOWANCES

5. That Conference instructs the incoming NEC to seek to have pay progression while acting-up to a higher duty in An Post based on reaching each year on an accumulative basis, rather than the current system of progressing each year on a continuous basis.

DUBLIN MAILS MANAGERS' BRANCH

6. Mindful of the fact that some delivery duties are now performed on an e-trike, Conference instructs the incoming National Executive Council to seek agreement with An Post to introduce an allowance for e-Trike use.

DUBLIN POSTAL DELIVERY BRANCH

7. Conference instructs the incoming National Executive Council to seek agreement with An Post for an increase on the Eating-on-Route Allowance to reflect the recent increases in CPI and inflation.

**DUBLIN POSTAL DELIVERY BRANCH
CORK POSTAL BRANCH**

8. Conference acknowledges the pay inequality that exists in grades throughout An Post because of various productivity agreements. Conference further acknowledges the ongoing agreement around the continued 50:50 sharing of savings achieved and particularly the potential savings to be achieved during the proposed HQ relocation. In the event of these savings being achieved, Conference instructs the incoming NEC to seek a comparative pay rise equal to the percentage value of the consolidation of Change Allowances achieved for other grades, for the grade of Clerk.

DUBLIN POSTAL CLERKS BRANCH

9. Conference instructs the incoming National Executive Council to actively pursue An Post for pay parity for staff not in receipt of the C&D Allowance so that all postal staff are on the same money.

**LETTERKENNY POSTAL BRANCH
KILLARNEY/SOUTH-KERRY POSTAL BRANCH**

10. Conference instructs the incoming National Executive Council to pursue An Post for the reintroduction of the thirteen (13) week overtime average payment for all staff while on Annual Leave.

DUBLIN POSTAL AMALGAMATED BRANCH

11. Cognisant of the disparity in pay between members of staff in An Post that have a Change Allowance and those that do not, Conference instructs the incoming National Executive Council to seek further consolidation of the Change Allowance, in addition to seeking additional increments to the basic pay of all staff.

DUBLIN POSTAL AMALGAMATED BRANCH

12. Conference recognises the impact that the Pension Accord is having on our current pensioners and also the impact on future pensions as a result of that Accord, and in particular, increases in pensionable pay being linked to CPI, which is having a severe impact on pensionable pay. Conference also recognises that, as part of the current pay deal, there is a commitment to conclude the review of the pension scheme.

Therefore, Conference instructs the incoming National Executive Council to seek from An Post the abolition of pensionable pay being linked to CPI so that any future increases in pay are pensionable.

DUBLIN MAILS MANAGERS’ BRANCH

13. Conference notes that the current Pension Accord expires in 2023. This Conference instructs the incoming National Executive Council to seek from An Post the removal of the actuarial adjustment that is currently applied to both the pension and lump sum of members that retire before their normal retirement age.

DUBLIN POSTAL AMALGAMATED BRANCH

ASSOCIATED MOTIONS:

Motion No.5	Dublin Mails Managers	PASSED
Motion No.6	Dublin Postal Delivery Branch	PASSED
Motion No.7	Dublin Postal Delivery Branch/ Cork Postal Branch	PASSED
Motion No.8	Dublin Postal Clerks Branch	PASSED
Motion No.9	Letterkenny Postal Branch/ Killarney/Sth-Kerry Postal Branch	REMIT
Motion No.10	Dublin Postal Amalgamated	PASSED
Motion No.11	Dublin Postal Amalgamated	PASSED
Motion No.12	Dublin Mails Managers	PASSED
Motion No.13	Dublin Postal Amalgamated	PASSED

Chapter 10 was agreed.

NATIONAL EXECUTIVE REPORT - ITEM 2 – CHAPTER 11 – REGULATION

There were no Motions associated with this Chapter.

Chapter 11 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 3 – CHAPTER 12 – PARTNERSHIP & JOINT WORKING GROUPS

Pat Kenny, Staff-Side Secretary, gave a presentation “Partnership & Joint Working”

14. Conference instructs the incoming National Executive Council to seek agreement with An Post that members involved in an Accident on Duty should receive full pay and all due allowances for the duration of the sick absence associated with any such Accident on Duty.

DUBLIN POSTAL DELIVERY BRANCH

15. Conference instructs the National Executive Council to seek agreement from An Post to provide more durable, heavy-duty uniforms for HGV drivers.

CORK POSTAL BRANCH

16. Conference instructs the incoming National Executive Council to seek an agreement with An Post that there will be no further implemented changes (realignments, redesigns, etc) at DSUs where there are accommodation issues and that such changes will not take place in these DSUs until the accommodation issues are dealt with properly and they are fit for purpose.

NORTH-KERRY POSTAL BRANCH

17. Conference instructs the incoming National Executive Council to seek from An Post a review of Occupational Health Services so it can be made fit for purpose and be of a standard which fulfils the needs of members.

KELLS POSTAL BRANCH

ASSOCIATED MOTIONS:

Motion No.14	Dublin Postal Delivery Branch	PASSED
Motion No.15	Cork Postal Branch	PASSED
Motion No.16	North-Kerry Postal Branch	PASSED
Motion No.17	Kells Postal Branch	PASSED

Chapter 12 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 4 – CHAPTER 13 – AN POST GENERAL

Pat Kenny, Staff-Side Secretary, gave a presentation *“An Post General”*

18. Mindful of the fact that An Post is filling senior management positions with personnel from the private sector, this Conference instructs the incoming National Executive Council to insist with An Post management that those personnel are made fully aware of the long-standing relationship that the Company has with the CWU and that agreement with the CWU is necessary to progress any new changes.

DUBLIN POSTAL DELIVERY BRANCH

19. An Post senior management has stated its intention to move the Company HQ from the GPO to a new office location in Dublin and, in conjunction, introduce new ways of working for all staff involved. Conference instructs the incoming NEC to seek, in line with the ICTU policy, a pilot four-day working week for staff affected by this proposed relocation and the subsequent changes to their ways of working.

DUBLIN POSTAL CLERKS BRANCH

20. Conference acknowledges the ever-changing labour landscape and employers’ attempts to erode decent jobs through the use of exploitative business practices. Conference instructs the incoming NEC to oppose, by any means necessary, any future An Post company plans that involve bogus self-employment, the gig economy, or the outsourcing of clerical, mails processing or last-mile delivery work which currently is or can be carried out by our members.

DUBLIN POSTAL CLERKS BRANCH

21. Conference instructs incoming National Executive Council to seek agreement with An Post for a 'Post-COVID Strategy' for all mail streams, with particular focus on letter volumes.

GALWAY POSTAL BRANCH

22. Conference instructs the incoming National Executive Council to ensure that An Post shows staff their Annual Leave entitlement on their payslips.

WEST-CORK POSTAL BRANCH

23. Conference instructs the incoming National Executive Council to engage with An Post to have all hours of agreed overtime bankable and used as days in lieu up to ten (10) days.

BIRR/ROSCREA POSTAL BRANCH

24. Conference instructs the incoming National Executive Council to seek an agreement with An Post to review its process for deciding seniority in offices so that seniority does not keep changing in offices.

NORTH-KERRY POSTAL BRANCH

25. Conference instructs the incoming National Executive Council to seek an agreement with An Post to review the seniority process in offices so that seniority is based on the date that the Postal Operative started employment and not when they were made permanent or hours accumulated, so that the seniority list in offices does not keep changing.

THURLES POSTAL BRANCH

26. Conference instructs the incoming National Executive Council to pursue An Post to make available to all members a HR manual outlining all the benefits and entitlements as part of their employment.

DUNDALK POSTAL BRANCH

27. Conference instructs the incoming National Executive Council to request from An Post an increase in Bereavement Leave in line with Civil Service departments.

SLIGO POSTAL BRANCH

28. Conference instructs the incoming National Executive Council to engage with An Post to update the Adverse Weather policy so that, when a Red Weather Warning is issued by Met Éireann, all services within that area are suspended for the duration of the Red Weather Warning.

WEST-CORK POSTAL BRANCH

CORK POSTAL BRANCH

29. Conference instructs the incoming NEC to seek to have the An Post policy on voluntary transfer for working locations (Mails & Parcels) extended to all our members in Mails & Parcels.

DUBLIN MAILS MANAGERS' BRANCH

30. Conference instructs the incoming National Executive Council to address the gross disparity nationally regarding Christmas overtime in An Post and bring a new proposal to the Company that gives all members of the Union equality.

KILKENNY POSTAL BRANCH

31. Conference instructs the incoming National Executive Council to secure from An Post an agreement that the national Christmas arrangements be concluded far earlier in the year.

KILKENNY POSTAL BRANCH

ASSOCIATED MOTIONS:

Motion No.18	Dublin Postal Delivery Branch	PASSED
Motion No.19	Dublin Postal Clerks Branch	PASSED
Motion No.20	Dublin Postal Clerks Branch	PASSED
Motion No.21	Galway Postal Branch	PASSED
Motion No.22	West-Cork Postal Branch	REMIT
Motion No.23	Birr/Roscrea Postal Branch	REMIT
Motion No.24	North-Kerry Postal Branch	WITHDRAWN
Motion No.25	Thurles Postal Branch	WITHDRAWN
Motion No.26	Dundalk Postal Branch	PASSED
Motion No.27	Sligo Postal Branch	PASSED
Motion No.28	West-Cork Postal Branch/ Cork Postal Branch	PASSED
Motion No.29	Dublin Mails Managers	PASSED
Motion No.30	Kilkenny Postal Branch	PASSED
Motion No.31	Kilkenny Postal Branch	PASSED

Chapter 13 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 7 – CHAPTER 16 – AN POST SUBSIDIARIES

There were no Motions associated with this Chapter.

Chapter 16 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 8 – CHAPTER 17 – PRIVATE SECTOR

47. Conference notes that An Post is in the process of moving its Head Quarters to the EXO Building. This Conference instructs the incoming NEC to ensure that all Sodexo staff, both in the GPO and DMC, are paid a Living Wage in advance of this move.

DUBLIN POSTAL AMALGAMATED BRANCH

ASSOCIATED MOTION:

Motion No. 47	Dublin Postal Amalgamated	PASSED
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Chapter 17 was agreed.

16:45pm

POSTAL/COURIER OCCUPATIONAL CONFERENCE ADJOURNS

POSTAL/COURIER OCCUPATIONAL CONFERENCE

Decisions taken on Thursday, 5th May 2022

William Mooney, President, sends deepest sympathies to the family, friends and colleagues of David Nolan (RIP), Ravensdale DSU, Dublin Postal Delivery Branch

John Clarke, National Officer, gave a presentation "*Managers' Pay*"

Cormac Ó Dálaigh, National Officer, gave a presentation "*Mails & Parcels*"

NATIONAL EXECUTIVE REPORT – ITEM 5 – CHAPTER 14 – MAILS & PARCELS

32. Mindful of the fact that rural duties receive multiple items of election/referendum material for individual households, Conference instructs the incoming National Executive Council to seek agreement with An Post that these duties are given extra resources for processing of this material during election/referendum campaigns.

DUBLIN POSTAL DELIVERY BRANCH

33. Conference instructs the incoming National Executive Council to ensure that An Post's new DSU redesign process includes resources that are required to enable members to complete their deliveries within their scheduled finishing time.

DUBLIN POSTAL DELIVERY BRANCH

34. With the new scanners now in place for over two (2) years, Conference instructs the incoming National Executive Council to pursue An Post to have a review of the scanners and identify any errors or upgrades that may need addressing.

DUNDALK POSTAL BRANCH

35. Conference instructs the incoming National Executive Council to seek to ensure that all new fleet vehicles, either bought or hired by An Post, are fitted with both an automatic gearbox and air conditioning.

KILMALLOCK & DISTRICT POSTAL BRANCH

36. Conference instructs the incoming NEC to have An Post immediately cease the reduction of vertical slot benches by way of inserting double slots where there were single slots, as this practice is making work more difficult for Postal Operatives.

WATERFORD POSTAL BRANCH

37. Conference instructs incoming National Executive Council to seek agreement with An Post to reintroduce Riposte arrangements in DSUs.

GALWAY POSTAL BRANCH

38. Conference instructs the incoming National Executive Council to explore with An Post all options associated with Home Garaging with a view to securing an outcome that is sustainable and of mutual benefit to both the Company and our members.

CARRICK-ON-SHANNON POSTAL BRANCH

39. Conference instructs the incoming NEC to seek Home Garaging for Postpersons in An Post and that the Company deduct no more than €10 from the Postperson's Driving Allowance to offset costs incurred, and for this to be strictly on an opt-in/opt-out basis.

CLONMEL POSTAL BRANCH

40. Conference instructs the incoming NEC to seek from An Post that duty ring-fencing be abolished after a term of five (5) years, applied retrospectively.

CLONMEL POSTAL BRANCH

41. Conference instructs the incoming NEC to seek permission from An Post to allow staff access and use of company charging stations.

**WATERFORD POSTAL BRANCH
GALWAY POSTAL BRANCH**

42. Conference instructs the incoming National Executive Council to seek an agreement with An Post that a duty holder has the right to refuse an unreasonable request from management to move off their duty to cover any absence leave without further consequences to them from the Company.

NORTH-KERRY POSTAL BRANCH

43. Conference notes the aspirations that members have to become HGV Drivers and existing Drivers that wish to of upskill their licence. This Conference instructs the incoming NEC to seek from An Post the rollout of a HGV Apprenticeship Programme and make it available to all members.

DUBLIN POSTAL AMALGAMATED BRANCH

44. Conference instructs the incoming National Executive Council to seek from An Post a waiver on re-direction fees for staff who are affected by the Mica/Pyrite crisis and who will have to relocate during the demolishing and re-building process of their family homes.

LIFFORD/INISHOWEN POSTAL BRANCH

ASSOCIATED MOTIONS:

Motion No.32	Dublin Postal Delivery Branch	PASSED
Motion No.33	Dublin Postal Delivery Branch	PASSED
Motion No.34	Dundalk Postal Branch	PASSED
Motion No.35	Kilmallock & District Postal	PASSED
Motion No.36	Waterford Postal Branch	REMIT
Motion No.37	Galway Postal Branch	PASSED
Motion No.38	Carrick-on-Shannon Postal	PASSED
Motion No.39	Clonmel Postal Branch	WITHDRAWN
Motion No.40	Clonmel Postal Branch	WITHDRAWN
Motion No.41	Waterford Postal Branch/ Galway Postal Branch	PASSED
Motion No.42	North-Kerry Postal Branch	PASSED
Motion No.43	Dublin Postal Amalgamated	PASSED
Motion No.44	Lifford/Inishowen Postal Branch	PASSED

Chapter 14 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 6 – CHAPTER 15 – CLERICAL, ADMINISTRATION & RETAIL

45. That this Conference recognises the flexibility of An Post Retail staff in maintaining services where absence is regularly absorbed or business spikes during Peak increases workload within opening hours, and therefore instructs the incoming National Executive Council to negotiate tangible recognition of same from An Post by way of One4All vouchers or other reward, calculated by reference to notional serving hours warranted against measurement standards versus actual hours worked during Peak, or where absence is absorbed.

CARLOW POSTAL BRANCH

46. Conference instructs the incoming National Executive Council to pursue with An Post sufficient licences for the current Workflow Application System or a new system that is fit for purpose to process State Savings work.

GALWAY POSTAL BRANCH

ASSOCIATED MOTIONS:

Motion No.45	Carlow Postal Branch	PASSED
Motion No.46	Galway Postal Branch	PASSED

Chapter 15 was agreed.

11.45am ***POSTAL/COURIER OCCUPATIONAL CONFERENCE CONCLUDES***

eCOMMS OCCUPATIONAL CONFERENCE
Decisions taken on Wednesday, 4th May 2022

ADOPTION OF STANDING ORDERS REPORTS

The Standing Orders Reports No's 1 and 2 were agreed.

NATIONAL EXECUTIVE REPORT – ITEM 1 – CHAPTER 21 – EIR NETWORKS
CHAPTER 22 – APPRENTICE PROGRAMME
CHAPTER 25 – RETAIL/FOTS
CHAPTER 27 – TRANSPORT & FACILITIES

Ian McArdle (Deputy General Secretary), John Clarke (National Officer) & Laura McKenna (Industrial Organiser) gave a presentation " <i>eir Networks</i> "

- 48.** Conference recognises the disparity between the Annual Leave entitlements of COTs and that of NRT/NFTs (former apprentices). Conference instructs the incoming National Executive Council to amend this disparity and seek to increase with eir the Annual Leave entitlements of NRT/NFTs to that of their COT colleagues.

DUBLIN NO. 2 BRANCH

- 49.** Conference instructs the incoming National Executive Council to conduct a root and Branch review of the NRT model within eir with a view to:
- (a) Assessing the impact of deployment on our members
 - (b) Assessing the impact of being on-call on our members
 - (c) Reassessing the need for the current one-in-four rota
 - (d) Renegotiating the remuneration for NRT liabilities, as it is unjustifiably low

DROGHEDA DISTRICT BRANCH

- 50.** Conference instructs the incoming National Executive Council to seek a clear and transparent process to be implemented for members that work as NRT Technicians within eir who wish to return home after long-term periods of deployment.

CORK DISTRICT BRANCH

- 51.** Conference instructs the incoming National Executive Council to ensure that all future Apprentices, on successful completion of their training by eir, are permanently headquartered within 100km of their home address with their agreement.

SLIGO DISTRICT BRANCH

- 52.** Conference instructs the incoming National Executive Council to ensure that all future Apprentices employed by eir and who join the CWU be given the option to join their local Branch.

SLIGO DISTRICT BRANCH

53. Conference instructs the incoming National Executive Council to ensure that the Company continue with the Apprenticeship Programme in order to address the retirement/pension cliff the eir is facing.

SEÁN CONNOLLY WATERFORD DISTRICT BRANCH

54. Conference instructs the incoming National Executive to ensure that home location, family circumstances, and work/life balance within eir play a key role in determining Apprentice assignment to teams.

SEÁN CONNOLLY WATERFORD DISTRICT BRANCH

55. Conference instructs the incoming National Executive Council to review the requirement for NRT staff (former Apprentices) to work a one-in-four rota. In developing/agreeing a new rota schedule, consideration should be given to enhanced work/life balance.

GALWAY DISTRICT BRANCH

ASSOCIATED MOTIONS:

Motion No.48	Dublin No.2 Branch	PASSED
Motion No.49	Drogheda District Branch	PASSED
Motion No.50	Cork District Branch	PASSED
Motion No.51	Sligo District Branch	PASSED
Motion No.52	Sligo District Branch	PASSED
Motion No.53	SC Waterford District Branch	PASSED
Motion No.54	SC Waterford District Branch	PASSED
Motion No.55	Galway District Branch	PASSED

Chapter 21 was agreed.

Chapter 22 was agreed.

Chapter 25 was agreed.

Chapter 27 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 2 – CHAPTER 24 – EIR NATIONAL MANAGERS’ BRANCH

John Clarke, National Officer, gave a presentation “*eir National Managers’ Branch*”

There were no Motions associated with this Chapter.

Chapter 24 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 3 – CHAPTER 19 – EIR JCC

Ian McArdle, Deputy General Secretary, gave a presentation “*eir JCC*”

56. Conference instructs the incoming National Executive Council to negotiate with eir to have the Working from home Tax Free allowance of €3.50 paid to all staff that can avail of this facility.

EIR NATIONAL MANAGERS’ BRANCH

57. Conference instructs the incoming National Executive Council to seek to elevate all NFT staff and former Apprentice NRT staff to the grade of COT1 and move them to the relevant pay band once they have reached their maximum salary through increments.

DROGHEDA DISTRICT BRANCH

58. Conference instructs the incoming National Executive Council to ensure that all emergency call-outs be paid at double time.

SLIGO DISTRICT BRANCH

59. Conference instructs the incoming National Executive Council to negotiate with eir to have the relevant Revenue allowances/reliefs for remote/agile working catered for by the Company payroll at source so that members would automatically receive the relevant benefits.

DUBLIN NO.1 BRANCH

60. Conference instructs the incoming National Executive Council to engage with eir with a view to reviewing the pay/bonus/allowance structure in the OECC to make it more beneficial to the staff there.

DUBLIN NO.1 BRANCH

61. Conference instructs the incoming National Executive Council to negotiate with eir to seek to ensure that NRT Technicians have the opportunity to progress to the same maximum pay scales as the COT1. NRT Technicians carry out the same range of duties as the COT1 and therefore should have the opportunity to achieve the same maximum wage. All NRT Technicians should have the opportunity to progress to this maximum wage within five (5) years.

LIMERICK DISTRICT BRANCH

62. Conference instructs the incoming National Executive Council to engage with eir to provide a comprehensive health insurance package for all employees and their families.

CORK DISTRICT BRANCH

63. In light of the immense importance of the health and wellbeing of staff and in order to reduce staff churn, Conference instructs the incoming National Executive Council to negotiate with eir a fully-paid health insurance plan for all employees.

LIMERICK DISTRICT BRANCH

ASSOCIATED MOTIONS:

Motion No.56	eir National Managers' Branch	PASSED
Motion No.57	Drogheda District Branch	PASSED
Motion No.58	Sligo District Branch	PASSED
Motion No.59	Dublin No.1 Branch	PASSED
Motion No.60	Dublin No.1 Branch	PASSED
Motion No.61	Limerick District Branch	PASSED
Motion No.62	Cork District Branch	PASSED
Motion No.63	Limerick District Branch	PASSED

Chapter 19 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 4 – CHAPTER 18 – PAY & BONUS

Seán McDonagh, General Secretary, introduced this Chapter

64. Conference instructs the incoming National Executive Council to immediately re-engage with eir on a special cost of living pay increase to compensate for the high inflation rate for all staff who were covered in the current pay deal.

LIMERICK DISTRICT BRANCH

65. Conference instructs the incoming National Executive Council to ensure that the FLM and SOM pay band, min and max, move in line with annual pay awards across the Company and that the NEC acquire from the Company its plan on delivering on its commitment of movement for FLMs and SOMs to the max of their pay band within 4-5 years.

EIR NATIONAL MANAGERS' BRANCH

66. Conference instructs the incoming National Executive Council to negotiate a once-off salary increase of 10% for all CWU members. The once-off increase is to help combat the cost of living due to inflation running at nearly 5% this year.

EIR NATIONAL MANAGERS' BRANCH

ASSOCIATED MOTIONS:

Motion No.64	Limerick District Branch	DEFEATED
Motion No.65	eir National Managers' Branch	PASSED
Motion No.66	eir National Managers' Branch	REMIT

Chapter 18 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 5 – CHAPTER 20 – EIR SUPERANNUATION SCHEMES

67. Conference instructs the incoming National Executive Council to seek an enhanced pension benefit between age 60 and the qualifying age for a contributory state pension for those members of staff that are also members of the eircom Defined Benefit Pension Scheme but paying Full-Rate PRSI contributions. As Full-Rate PRSI contributors, their pensionable salary is reduced by twice the value of the contributory state pension as per scheme rules. However, this leaves a shortfall for retirees between age 60 and the qualifying age for a contributory state pension.

CORK DISTRICT BRANCH

68. Conference instructs the incoming National Executive Council to negotiate with eir an increase to their yearly contribution to the Eircom Pension Fund No.2, to ensure the Fund has the monies available to increase pension payments to at least match cost of living increases.

LIMERICK DISTRICT BRANCH

69. Conference instructs the incoming National Executive to make the NRT (former Apprentice) allowance/payment DC pensionable.

DUBLIN NO.2 BRANCH

70. Conference instructs the incoming National Executive Council to seek agreement with eir on a policy process for Death in Service, that will lay out a clear, transparent and timely procedure to be applied following a worker's death.

DUBLIN NO.1 BRANCH

ASSOCIATED MOTIONS:

Motion No.67	Cork District Branch	PASSED
Motion No.68	Limerick District Branch	PASSED
Motion No.69	Dublin No.2 Branch	PASSED
Motion No.70	Dublin No.1 Branch	PASSED

Chapter 20 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 6 – CHAPTER 23 – EIR CUSTOMER SERVICE CENTRES

71. Conference instructs the incoming National Executive Council to negotiate with eir that the present two (2) year loyalty bonus offered to call centre staff be made permanent.

SLIGO DISTRICT BRANCH

ASSOCIATED MOTION:

Motion No.71	Sligo District Branch	REMIT
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Chapter 23 was agreed.

17:20pm

eCOMMS OCCUPATIONAL CONFERENCE ADJOURNS

eCOMMS OCCUPATIONAL CONFERENCE
Decisions taken on Thursday, 5th May 2022

NATIONAL EXECUTIVE REPORT – ITEM 8 – CHAPTER 31 – VODAFONE

There were no Motions associated with this Chapter.

Chapter 31 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 9 – CHAPTER 32 – PHONEWATCH

There were no Motions associated with this Chapter.

Chapter 32 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 10 – CHAPTER 26 – HEALTH & SAFETY

72. Conference instructs the incoming National Executive Council to ensure that the tools (testing, etc) are to a standard that is expected for our members in eir to undertake their daily work.

GALWAY DISTRICT BRANCH

ASSOCIATED MOTION:

Motion No.72 Galway District Branch

PASSED

Chapter 26 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 11 – CHAPTER 28 – EQUALITY

73. Conference recognises that the current bereavement leave in eir is inadequate, therefore Conference instructs the incoming National Executive Council to engage with eir management to increase Bereavement Leave to such levels as enjoyed by our colleagues in the Civil Service.

DUBLIN NO.2 BRANCH

74. Conference instructs the incoming National Executive Council to negotiate with eir to have sixteen (16) weeks' paid parental leave for all employees to be taken within the first 104 weeks (2 years) of the child's birth.

CORK DISTRICT BRANCH

75. Conference instructs the incoming National Executive Council to negotiate with eir such changes to its Bereavement Policy that would extend the definition of immediate relative to cover inclusion of siblings-in-law, so that members would be granted leave in the event of the death of a sibling-in-law.

DUBLIN NO.1 BRANCH

76. Conference instructs the incoming National Executive Council to engage in discussions with eir management as a matter of urgency to seek to attain meaningful employment within eir for our members who have unfortunately become differently abled as a result of injury or illness.

DUBLIN NO. 2 BRANCH

ASSOCIATED MOTIONS:

Motion No.73	Dublin No.2 Branch	PASSED
Motion No.74	Cork District Branch	PASSED
Motion No.75	Dublin No.1 Branch	PASSED
Motion No.76	Dublin No.2 Branch	PASSED

Chapter 28 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 12 – CHAPTER 30 – KN CIRCET

77. Conference, mindful of the high levels of non-fluid work and “no replys” dispatched to the field (that seriously impacts the earning potential of our members), instructs the incoming National Executive Council to pursue a reduction in overall levels of non-fluid work.

KN NETWORKS

78. Conference instructs the incoming National Executive Council to negotiate a % pay increase in line with inflation for our KN Branch Membership.

KN NETWORKS

79. Conference instructs the incoming National Executive Council to pursue a Call-out Allowance and minimum payment for our KN Network members who are requested to respond after-hours to network emergencies.

KN NETWORKS

ASSOCIATED MOTIONS:

Motion No.77	KN Networks Branch	PASSED
Motion No.78	KN Networks Branch	PASSED
Motion No.79	KN Networks Branch	PASSED

Chapter 30 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 7 – CHAPTER 29 – REGULATION

There were no Motions associated with this Chapter.

Chapter 29 was agreed.

12:05pm

eCOMMS OCCUPATIONAL CONFERENCE CONCLUDES

GENERAL CONFERENCE

Decisions taken on Thursday, 5th May 2022

NATIONAL EXECUTIVE REPORT – ITEM 6 – STATUS OF MOTIONS PASSED AT BIENNIAL CONFERENCE 2020

Item 6 was agreed.

STANDING ORDERS BALLOT RESULTS 2022

Tom Prendergast withdrawn from the Standing Orders Ballot.

DEEMED ELECTED	
eComms Panel	Postal/Courier Panel
Pat Delaney, Limerick District	Danny Hoare, Dublin Postal Clerks

ELECTION OF PRESIDENT

Ivor Reynolds

Proposed by: William Meegan, Dublin No. 1 Branch

Seconded by: Michael Wall, North-Kerry Postal Branch

Elected unopposed.

NATIONAL EXECUTIVE REPORT – ITEM 7 – CHAPTER 6 – EQUALITY & DIVERSITY

There were no Motions associated with this Chapter.

Chapter 6 was agreed.

NATIONAL EXECUTIVE REPORT – ITEM 8 – CHAPTER 7 – TRAINING & EDUCATION

There were no Motions associated with this Chapter.

Chapter 7 was agreed.

Presentation to Carol Scheffer, National Officer
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ELECTION OF VICE-PRESIDENT

Frank Donohoe

Proposed by: Paul Kennedy, Galway Postal Branch

Seconded by: Pascal Connolly, Sligo District Branch

Elected unopposed.

NATIONAL EXECUTIVE REPORT – ITEM 10 – CHAPTER 9 – HEALTH & SAFETY

There were no Motions associated with this Chapter.

Chapter 9 was agreed.

EMERGENCY MOTIONS

EMERGENCY MOTION NO.1

“Due to the extraordinary rise in inflation, our members will be financially worse off after this pay agreement.

To offset the financial loss, Conference instructs the incoming NEC to pursue An Post for an additional payment to all its members.”

Proposed by: Dundalk Postal Branch

Seconded by: Cork Postal Clerks Branch

PASSED

EMERGENCY MOTION NO.2

“This Conference instructs the incoming NEC to condemn the actions of UPS management in its harsh, unfair, and punitive treatment of our members in UPS and to fully support a ballot for industrial action, up to and including strike action, should it be necessary.”

Proposed by: UPS Branch

Seconded by: Dublin Postal Delivery Branch

PASSED

CLOSING CEREMONY

Letter from Uachtarán na hÉireann, President of Ireland, Michael D. Higgins (recited by DGS)

Video addresses by:

- INMO
- Alone
- Nursing Homes Ireland
- Hotel Solutions
- Sutton Park School

Remembrance Presentation for Deceased Members and Retired Activists
Poem “We Remember Them” recited by Christy Brannigan

Presentation to former CWU President, Mike O’Connor

VOTE OF THANKS TO THE OUTGOING PRESIDENT

John Dunleavy, Dublin No. 2 Branch, proposed a vote of thanks to Willie Mooney, outgoing President.

Tara Ravenhill, Athlone Postal Branch, seconded.

RATIFICATION OF CONFERENCE REPORT & DECISIONS

Conference Report & Decisions ratified.

"Joe Hill" sung by Pat Compton accompanied by CWU Band
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17:15pm

GENERAL CONFERENCE CONCLUDES

NEC BALLOT RESULTS 2022-2024

Postal/Courier Sector – General Panel

Willie Mooney	-	7,858
Anthony McCrave	-	7,447
Jason Caulfield	-	7,413
Tara Ravenhill	-	7,208
Frank Donohoe	-	7,154
Ellen Moore	-	7,004
Gerry Sexton	-	6,562
Michael Wall	-	6,542
Adrian Scanlon	-	6,383
Paul Kennedy	-	6,234
Des Hopkins	-	5,284
Deirdre Medlar	-	5,228
Ken Good	-	4,796
Liam O’Callaghan	-	2,758
Catriona Dewane	-	2,575
Kevin Molloy	-	1,986
Tony Harnett	-	1,096
Seán Morrissey	-	1,038
Andrew Kenneally	-	1,012

Postal/Courier Sector – Women’s Panel

Elaine Cockburn	-	7,906
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Postal/Courier Sector – Manager’s Panel

Vincent Kilroy	-	7,009
Myles Burke	-	974

Postal/Courier Sector – Private Sector Panel

Jonathan Donnelly	-	7,906
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eComms Sector – General Panel

Pascal Connolly	-	2,801
Alan Dempsey	-	2,801
John Dunleavy	-	2,801
Tom Hayes	-	2,801
Tom Sheehan	-	2,801
Shane Murphy	-	2,680
Ivor Reynolds	-	2,640
Frank Joyce	-	2,328
Seán Tighe	-	2,324
Stephen Elliott	-	2,252
Pat Sheridan	-	1,781

eComms Sector – Women’s Panel

Rachel Carton	-	2,190
Sive Corrigan	-	611

eComms Sector – Manager’s Panel

Gerry Perry	-	2,801
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STANDING ORDERS BALLOT RESULTS 2022-2024

Postal/Courier Panel

Danny Hoare	-	7714
Gareth Daly	-	7191
Tom Prendergast	-	WITHDRAWN

eComms Panel

Pat Delaney	-	5771
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BRANCH VOTING STRENGTH 2022

Postal/Courier Sector

Administrative Managers' Branch	170
An Post Insurance	41
Athlone Postal	249
Ballina Postal	78
Ballinasloe Postal	59
Birr/Roscrea Postal	50
Bray Postal	128
Carlow Postal	92
Castlebar Postal	56
Castlerea & District	51
Cavan Postal	62
Ck-on-Shannon Postal	75
Claremorris Postal	42
Clonmel Postal	53
Cork Area Postal Managers	54
Cork Clerks	56
Cork Postal	471
Donegal South-West	59
DPD Athlone	90
DPD Cork	1
DPD Galway	14
Drogheda Postal	102
Dublin Mails Managers	125
Dublin Postal Amalgamated	1,029
Dublin Postal Clerks	399
Dublin Postal Delivery	1,406
Dublin Postal Managers	78
Dundalk Postal	122
Ennis Postal	153
Enniscorthy Postal	65
Galway Area Postal Managers	27
Galway Postal	287
Kells Postal	69
Kilkenny Postal	94
Killarney/Sth-Kerry Postal	112
Kilmallock & District	49
Letterkenny Postal	98
Lifford/Inishowen	70

Limerick Postal	235
Longford Postal	60
Mallow Postal	135
Monaghan Postal	67
Mullingar Postal	124
Mullingar/Dundalk Area Managers	45
Naas Postal	203
Navan Postal	77
Nenagh Postal	41
North-Kerry Postal	140
Nth-Wexford/Sth-Wicklow Postal	87
Portlaoise Postal	367
Portlaoise/Naas Area Managers	63
Postal Maintenance Branch	24
Roscommon Postal	33
Sligo Area Postal Managers	18
Sligo Postal	99
Thurles Postal	55
Tipperary Postal	55
Tuam Postal	33
Tullamore Postal	68
UPS Ballymount	1
UPS Cork	34
UPS Finglas	106
UPS Shannon	27
UPS Sligo	1
UPS Waterford	1
Waterford Postal	197
Waterford/Limerick Area Managers	21
West-Cork Postal	91
Westport Postal	48
Wexford Postal	71

eComms Sector

Cork District	257
Drogheda District	95
Dublin No.1	490
Dublin No.2	207
eir National Managers' Branch	161
Galway District	121
KNN Contractors' Branch	490

Limerick District	216
PhoneWatch	133
Portlaoise District	88
Seán Connolly Waterford District	87
Sligo District	315
Vodafone	215

Private Sector

3 Ireland	35
ABIT Communications	3
Accenture	2
BAM FM Ireland	1
BillPost	13
BT Ireland	59
Call Centre Branch	101
Chill Insurance	1
Ciscom	1
Citizens Information Board	1
Cork General	3
Cornmarket Group	3
Covalen	4
Covidien	3
CWU	7
Cycle Couriers	2
Data Ireland	1
DEBRA Ireland	1
Delcom	1
Dell Ireland	1
Denali (WNS)	1
Digital River Ireland	1
DPD Couriers	1
DPD Ireland	1
Dublin Professional & Mgrs	13
eComms	8
Fastway Couriers	21
FDK Engineering	1
First Tech Credit Union	8
FM Downes	5
GLS	1
Halligan Insurances	7
IBM	11

Infosys BPM	4
Intrum Justitia	2
IPM Potato Group	1
Ipsos MRBI	1
Kedington Branch	30
Lufthansa InTouch	5
MCI	5
Nightline	35
Noonan Cleaning	1
PLK Engineering	1
PrintPost	8
Regional Broadband	1
Relate Care	1
Research & Markets	1
Rhenus Logistics	1
Rigney Dolphin Waterford	3
Sabeo	1
Secto Services	9
Sinn Féin	1
Spectrum	1
Susquehanna	1
Symantec	1
Synchro	35
Telecom External Contracts	6
Translation.ie	2
Unemployed Branch	4

Delegates to Conference 2022

eComms Sector Delegates

Name	Branch
Andrew O'Neill	Cork District
Dónal O'Driscoll	Cork District
John Barry	Cork District
Michael Scully	Cork District
Mick Dineen	Cork District
Bernard Foley	Drogheda District
Sive Corrigan	Drogheda District
Abiola Olayokun	Dublin No.1
David Stack	Dublin No.1
Deirdre O'Hara	Dublin No.1
Dejan Grkcevic	Dublin No.1
Pat Broderick	Dublin No.1

Rachel Carton	Dublin No.1
Will Meegan	Dublin No.1
Anthony Farrelly	Dublin No.2
Barry Shankland	Dublin No.2
Patrick Feeney	Dublin No.2
Yvonne Heffernan	Dublin No.2
Andy O'Neill	eir National Managers
Christopher Tyrrell	eir National Managers
William Slevin	eir National Managers
Martin Regan	Galway District
Seán Tighe	Galway District
Christy Rowland	Galway District
James Crowley	Limerick District
Jeremiah Daly	Limerick District
John Andrew Cahillane	Limerick District
Patrick Teahan	Limerick District
Alan O'Keeffe	PhoneWatch
Anthony Cuddihy	PhoneWatch
John McEvoy	PhoneWatch
P.J. McNicholas	Portlaoise District
Paul McKelvy	Portlaoise District
Patrick Duggan	Seán Connolly Waterford District
Aaron Molloy	Sligo District
Ciara Wade	Sligo District
Damien Duignan	Sligo District
Joseph Brennan	Sligo District
Michael McKenzie	Sligo District
Caroline Schween	Vodafone
Edward Flannery	Vodafone
Marc Blackett	Vodafone

Postal/Courier Sector Delegates

Name	Branch
Myles Burke	Administrative Managers
Niall Phelan	Administrative Managers
Sinead Power	An Post Insurance
Fiona Smyth	An Post Insurance
Caroline Heavin	Athlone Postal
Gareth Daly	Athlone Postal
Peter Conlon	Athlone Postal
Robert Keegan	Athlone Postal
John Armstrong	Ballina Postal
Michael Brannelly	Ballina Postal
Ann-Marie Murray	Ballinasloe Postal
Paul Bleahan	Ballinasloe Postal
John Lyons	Birr/Roscrea Postal
Tom Murtagh	Birr/Roscrea Postal
Barry Keogh	Bray Postal

Darren Clucas	Bray Postal
Bernard Doyle	Carlow Postal
John Byrne	Carlow Postal
Eddie Heslin	Carrick-on-Shannon Postal
Seán Murtagh	Carrick-on-Shannon Postal
Michael Brophy	Castlebar Postal
Stephen Lynch	Castlebar Postal
John Bligh	Castlerea & District Postal
John Sharkey	Castlerea & District Postal
Alan Mc Loughlin	Cavan Postal
Matt Finnegan	Cavan Postal
Pat Butler	Claremorris Postal
Brian Coffey	Clonmel Postal
Bridget Peters	Clonmel Postal
Gerard Lynch	Cork Area Postal Managers
Paul Hurley	Cork Area Postal Managers
Denis McCarthy	Cork Postal
Des Hopkins	Cork Postal
Eamonn Browne	Cork Postal
Fiona Quinlan	Cork Postal
Gavin Aston	Cork Postal
Jason Radford	Cork Postal
Ray Hallissey	Cork Postal
Maxine Scanlon	Cork Postal Clerks
William O'Callaghan	Cork Postal Clerks
Hugh Quinn	Donegal South-West Postal
P.D. Crawford	Donegal South-West Postal
Ciarán Reilly	Drogheda Postal
Patrick Reilly	Drogheda Postal
Frank Burke	Dublin Mails Manager
Brendan Keating	Dublin Mails Managers
Pat Hawkins	Dublin Mails Managers
Paul Keenan	Dublin Mails Managers
Anthony Larkin	Dublin Postal Amalgamated
Brian Ryan	Dublin Postal Amalgamated
Lesley Sheridan	Dublin Postal Amalgamated
Mark Browne	Dublin Postal Amalgamated
Paul Darcy	Dublin Postal Amalgamated
Paula Martin	Dublin Postal Amalgamated
Pauline Breen	Dublin Postal Amalgamated
Russell Gummerson	Dublin Postal Amalgamated
Sharon Kelly	Dublin Postal Amalgamated
Stephen Comiskey-O'Keeffe	Dublin Postal Amalgamated
Tony McGrath	Dublin Postal Amalgamated
William Ellis	Dublin Postal Amalgamated
Brian Deegan	Dublin Postal Clerks
David Bell	Dublin Postal Clerks
David Meehan	Dublin Postal Clerks
David Sheehy	Dublin Postal Clerks
Joseph Daly	Dublin Postal Clerks

Andrew Keehan	Dublin Postal Delivery Branch
Colm Byrne	Dublin Postal Delivery Branch
David Thornton	Dublin Postal Delivery Branch
Greg Mulhall	Dublin Postal Delivery Branch
Ian O'Rourke	Dublin Postal Delivery Branch
Joe McDonald	Dublin Postal Delivery Branch
Karl Donohoe	Dublin Postal Delivery Branch
Keith Butler	Dublin Postal Delivery Branch
Kevin Keatinge	Dublin Postal Delivery Branch
Michael Kearney	Dublin Postal Delivery Branch
Paul Syder	Dublin Postal Delivery Branch
Richard Edgeworth	Dublin Postal Delivery Branch
Seán Berry	Dublin Postal Delivery Branch
Seán Boylan	Dublin Postal Delivery Branch
Seán Coultry	Dublin Postal Delivery Branch
Seán O'Donnell	Dublin Postal Delivery Branch
William Keehan	Dublin Postal Delivery Branch
Colin Moore	Dublin Postal Managers
Jim Gaynor	Dublin Postal Managers
Damien Babington	Dundalk Postal
John McCoy	Dundalk Postal
Mark Gilmore	Dundalk Postal
Leonard Coote	Ennis Postal
Derek Horan	Ennis Postal
James Hassett	Ennis Postal
Martin Doyle	Enniscorthy Postal
Paul O'Rourke	Enniscorthy Postal
William Bell	Galway Area Postal Managers
Damien Corcoran	Galway Postal
Geraldine Thompson	Galway Postal
Paul Pender	Galway Postal
Tom Geraghty	Galway Postal
Catherine Farrell	Kells Postal
Peter Duffy	Kells Postal
John MacClean	Kilkenny Postal
Seán Morrissey	Kilkenny Postal
Andrew Kenneally	Killarney/South-Kerry Postal
John O'Shea	Killarney/South-Kerry Postal
Tom O'Donoghue	Kilmallock Postal
Tony Harnett	Kilmallock Postal
Liam O'Grady	Letterkenny Postal
Michael Gallagher	Lifford/Inishowen Postal
Séamus McLaughlin	Lifford/Inishowen Postal
Dermot Leddin	Limerick Postal
Gerard Hanrahan	Limerick Postal
Niall McGowan	Limerick Postal
Ray Neville	Limerick Postal
Ben Marsh	Longford Postal
Patrick Creamer	Longford Postal

Anthony Cronin	Mallow Postal
Timothy Noonan	Mallow Postal
Aidan McCormack	Monaghan Postal
Kieran Keenan	Monaghan Postal
Gordon Ward	Mullingar Postal
Ray McDonnell	Mullingar Postal
Martin Duffy	Mullingar/Dundalk Area Managers
Marie Kelly	Naas Postal
Patricia Power	Naas Postal
Ray Murphy	Naas Postal
Tom Behan	Naas Postal
Mark Brady	Navan Postal
Ronan Murtagh	Navan Postal
Bert Nevin	Nenagh Postal
Alan McCormack	North-Kerry Postal
Paul O'Sullivan	North-Kerry Postal
William O'Sullivan	North-Kerry Postal
Kevin Molloy	Nth-Wexford/Sth-Wicklow Postal
Phil McKeon	Nth-Wexford/Sth-Wicklow Postal
Clare Delaney	Portlaoise Postal
David Kelly	Portlaoise Postal
Don White	Portlaoise Postal
Patrick Rafferty	Portlaoise Postal
Tom Prendergast	Portlaoise Postal
Ann Burke	Portlaoise/Naas Area Managers
Willie Kehoe	Portlaoise/Naas Area Managers
Maurice Noonan	Postal Maintenance Branch
Adrian Coyle	Roscommon Postal
Patrick Bohan	Sligo Postal
Declan Ryan	Thurles Postal
Fergal Horgan	Thurles Postal
Jer Harnett	Tipperary Postal
Michael Ryan	Tipperary Postal
Jarlath Fallon	Tuam Postal
Colin Boland	Tullamore Postal
Paul Sheehy	Tullamore Postal
Anthony Horan	Waterford Postal
Chris Jones	Waterford Postal
Peter O'Dwyer	Waterford Postal
Breeda Galvin	West-Cork Postal
Declan Fitzgerald	West-Cork Postal
Paul Farren	Westport Postal
Patrick Meyler	Wexford Postal
Philip Canning	Wexford Postal

Private Sector Delegates

Name	Branch
Matthew Rogers	BT Ireland
Christopher Coyne	DPD Ireland

Paddy Finnerty	DPD Ireland
Darren Rigney	KN Networks
Joseph Cox	KN Networks
Paul Davy	KN Networks
Derek Lynch	UPS
Keith O'Neill	UPS
Lawrence Mullen	UPS
Robert Cosgrave	UPS

NEC Delegates

Name	Sector
Alan Dempsey	eComms
Deborah Flannery	eComms
Frank Joyce	eComms
Gerry Perry	eComms
Ivor Reynolds	eComms
John Dunleavy	eComms
Pascal Connolly	eComms
Pat Sheridan	eComms
Shane Murphy	eComms
Steven Elliott	eComms
Tom Hayes	eComms
Tom Sheehan	eComms
Adrian Scanlon	Postal/Courier
Anthony McCrave	Postal/Courier
Catriona Dewane	Postal/Courier
Deirdre Medlar	Postal/Courier
Ellen Moore	Postal/Courier
Frank Donohoe	Postal/Courier
Gerry Sexton	Postal/Courier
Jason Caulfield	Postal/Courier
Jonathan Donnelly	Postal/Courier
Ken Good	Postal/Courier
Michael Wall	Postal/Courier
Paul Kennedy	Postal/Courier
Tara Ravenhill	Postal/Courier
Vinny Kilroy	Postal/Courier
Willie Mooney	Postal/Courier
Elaine Cockburn	Postal/Courier Observer

Standing Orders Delegates

Name	Sector
Jim McCarron	eComms
Pat Delaney	eComms
Seán McDermott	eComms
David Stapleton	Postal/ Courier
Danny Hoare	Postal/Courier
James Moore	Postal/Courier