

# COMMUNICATIONS WORKERS' UNION

## 11th BIENNIAL CONFERENCE 2022

THE SHERATON HOTEL, ATHLONE  
Wednesday 4th & Thursday 5th May 2022

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# NOTES FOR DELEGATES

## **COVID-19**

All persons attending Conference are required, at all times, to adhere to HSE advice in relation to COVID-19.

## **ADMISSION TO CONFERENCE**

Before leaving home, make sure that you have your Delegate Pack.

## **SUBSTITUTE DELEGATES**

If you are a Substitute Delegate, be sure that you have a letter from your Branch Secretary confirming this.

## **OPENING OF CONFERENCE**

Conference opens at 9.30am on Wednesday 4th May 2022. Delegates are requested to be in the Conference Centre by 9.00am to ensure that all Delegates are seated before Conference opens.

## **OCCUPATIONAL CONFERENCES**

Delegates should note that all Occupational Conferences will be held in the Sheraton Hotel on Wednesday 4th & Thursday 5th May 2022. The Postal/ Courier Occupational Conference and the eComms Occupational Conference will commence at 2.00pm on Wednesday 4th May 2022.

## **STANDING ORDERS**

Delegates should read the Standing Orders carefully in order to avoid misunderstandings at Conference. If in doubt about any Standing Order, please consult the Standing Orders Committee, which will be available to Delegates from 6.00pm to 8.00pm at the Sheraton Hotel, Athlone on Tuesday 3rd May 2022 and during the hours of Conference.

# 11th BIENNIAL CONFERENCE 2022

Conference will commence at 9.30am on Wednesday 4th May 2022 in the Sheraton Hotel, Athlone, when the President of the Union takes the Chair and recites the Conference prayer.

The President shall call by Rule, as per Rule 4, for the election of Tellers.

James Moore, Chairperson, Standing Orders Committee.

*"I would like to welcome all the delegates to our 11th Biennial Conference here in Athlone. I propose that the Agenda and Standing Orders Reports for this Conference, No's. 1, 2, 3, 4 and 5 be adopted. Delegates please note that all Reports will be moved as one."*

Jim McCarron, Vice-Chairperson, Standing Orders Committee, to second.

The Standing Orders Committee requests that Delegates study carefully the recommendations set out in the Reports **and if there is any matter on which they require information or about which they wish to raise any query, they should communicate with the Chairperson, Standing Orders Committee, at Union Head Office.**

The Standing Orders Committee will also be available to assist Delegates during Conference in the Standing Orders room.

Delegates who wish to see the Standing Orders Committee regarding any matter they wish to raise in connection with the Standing Orders Reports can do so between the hours of 6.00pm and 8.00pm on Tuesday 3rd May 2022 in the Sheraton Hotel, Athlone. To expedite Conference proceedings, each session of Conference will commence at the times agreed in Standing Orders Report No.2.

**Queries or information on the enclosed Standing Orders Reports should reach me as soon as possible, but not later than 6.00pm on Tuesday 3rd May 2022, otherwise it will be assumed that the recommendations are acceptable to Delegates.**

## **STANDING ORDERS COMMITTEE, BIENNIAL CONFERENCE 2022**

The members of the Standing Orders Committee for 11th Biennial Conference 2022 are:

James Moore (Chairperson); Jim McCarron (Vice-Chairperson); Seán McDermott; Danny Hoare, David Stapleton, Pat Delaney.

May I, on behalf of the Standing Orders Committee, welcome all Delegates to the 11th Biennial Conference 2022 of the Union and express the Standing Orders Committee's wish that Conference will be a success.

Yours fraternally,

**James Moore**  
**Chairperson**  
**Standing Orders Committee**

# CWU 11th BIENNIAL CONFERENCE, ATHLONE 2022

## Standing Orders Committee Report No.1

### GENERAL CONFERENCE

**VENUE:** THE SHERATON HOTEL, ATHLONE

**DATES:** *Wednesday 4th & Thursday 5th May 2022*

James Moore, Chairperson of the Standing Orders Committee, will present a report on the Committee's work, the Conference Agenda, Standing Orders for the government of Conference proceedings and will move:

*"That the proceedings of the Standing Orders Committee be accepted and that the Agenda and Standing Orders now presented be accepted to form the Agenda and Standing Orders for this year's Biennial Conference."*

Jim McCarron, Vice-Chairperson, Standing Orders Committee to second.

### STANDING ORDERS

1. The Conference shall commence at 9.30am on Wednesday 4th May 2022 when the President of the Union, Mr William Mooney, shall take the Chair. The President shall preside over all general sessions of Conference. If the President, for any reason, is indisposed, Mr Ivor Reynolds, Vice-President, shall take the Chair. If for any reason both the President and Vice-President are indisposed, a member of the National Executive Council shall take the Chair.
2. **BUSINESS OF CONFERENCE**
  - 2.1 The confirmation of minutes of the general sessions of the preceding Biennial Conference.
  - 2.2 Consideration of the Executive Report of the National Executive Council and of all propositions to be dealt with under the appropriate chapters of the Executive Report.
  - 2.3 Consideration of the audited accounts of the CWU and all reports connected therewith.
  - 2.4 Elect a National Executive Council.
  - 2.5 Elect a President and Vice-President.
  - 2.6 Elect a Standing Orders Committee for Conference 2024 as per Rule 4.4.
  - 2.7 Settle any other business which may be properly brought before Conference.

3. Conference will be conducted subject to the orders of business and other orders issued by the Standing Orders Committee.
4. In the event of the business of any item on the agenda being completed within the timetable, or in the event of any item being deferred pending the result of a card vote, Conference shall proceed immediately to the next item as outlined in the timetable. In the event of that item being completed within the timetable, Conference shall return to the unfinished business of the earliest uncompleted item of the agenda. If this is completed, Conference shall proceed to the next unfinished items in the order they were taken and if these are completed, Conference shall proceed to the next item on the agenda as outlined in the timetable.
5. **Procedures contained herein for speeches and motions shall apply to both General and Occupational Conferences.**
6. **All reports and documents which have been given to Delegates prior to the assembly of Conference shall be taken as read.**
7. **PROCEDURES FOR SPEECHES AND MOTIONS**
  - 7.1 The Reports standing in the name of the National Executive Council shall be moved chapter by chapter, where appropriate, by the Chairperson and in calling out the heading of a chapter the Chairperson shall be deemed to be formally moving the acceptance of that chapter. The Chairperson will call for a seconder from the floor of Conference.
  - 7.2 Following the moving and seconding of chapters of the National Executive Council Report, Motions, Amendments and Addenda to Motions relating to the chapters will be moved and seconded. The Motions, Amendments, Addenda and chapters will then be open for debate. A General Officer or a member of the National Executive Council may reply to the debate. The sponsoring Branch of a Motion has the right to reply. The Motions, Amendments, Addenda and chapters will then be voted on.
  - 7.3 Not more than one (1) item on the agenda shall be before Conference at any time.
  - 7.4 When further information on any chapter standing in the name of the National Executive Council is to hand, the information shall be given to Conference on behalf of the National Executive Council by one (1) of the General Officers or by a member of the National Executive Council immediately as the chapter is called. Questions on further information shall be answered on behalf of the National Executive Council under the direction of the Chairperson by one (1) of the General Officers or by a member of the National Executive Council.
  - 7.5 No Motion or Amendment shall be spoken upon except by the mover until it has been formally moved and seconded.
  - 7.6 The mover of a Motion, who must be a Delegate from the sponsoring Branch or the Chairperson of Conference, shall be allowed to speak for not more than five (5) minutes. Any other Delegate will be allowed to speak for not more than three (3) minutes on the business before Conference, except by the special permission of Conference. The sponsoring Branch's right to reply will not exceed three (3) minutes.

- 7.7 A Motion to refer back or reject a chapter or part thereof of the National Executive Council Report shall be in order. The mover shall have the right to reply.
- 7.8 When addressing Conference, Delegates must announce their name and name of their Branch. Delegates shall confine themselves strictly to the subject under discussion. If two (2) or more Delegates desire to speak at the same time, the Chairperson shall decide which Delegate has priority.

## 8. **VOTING**

- 8.1 Voting on all matters before Biennial Conference shall normally be by a show of hands of the accredited Delegates present. Following the announcement of a result from a show of hands any twelve (12) Delegates may rise immediately and demand a card vote. A card vote must then be taken. The Chairperson/Vice-Chairperson of the Standing Orders Committee will request the Delegates present and voting to indicate either for or against on the appropriate card as indicated by the Chairperson/Vice-Chairperson of the Standing Orders Committee.
- 8.2 The Standing Orders Committee shall be responsible for counting and recording the card vote of each Branch accredited and voting. Their decision on the result recorded on any vote will be final.
- 8.3 The voting strength of a Branch on a card vote will be in accordance with the accredited membership of the Branch, as circulated to Conference.
- 8.4 In the event of any item before Conference being the subject of a card vote, the result of which is necessary to enable Conference to proceed with other associated items, Conference will proceed to the next item of the National Executive Council Report unaffected by the card vote result or proceed as per paragraph 4 of this report. When the card vote result is announced, Conference will return to the original item provided it is within the timetable for that item or if it is not within the timetable for that item, Conference will later return to this item in preference to all other unfinished business.

## 9. **PROCEDURE**

- 9.1 Any Delegate who has not spoken on the matter before Conference may move that the Motion now be put, on the seconding of which the Chairperson of Conference may, without discussion, immediately put this to a vote. In the event of it being carried, Conference will proceed to vote on the question itself, subject to the right of one (1) of the General Officers to give any pertinent information and the mover's right to reply.
- 9.2 Any Delegate who has not spoken on the matter before Conference may move that Conference proceed to the next business, on the seconding of which the Chairperson may, without discussion, immediately put the Motion to a vote. In the event of it being carried, Conference shall at once proceed to the consideration of the next item on the agenda.
- 9.3 A Delegate wishing to question the proceedings of Conference may rise on a point of order and when called upon they shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for decision.

9.4 Where National Executive Council Supplementary Reports are submitted to Conference, it shall be in order for a Delegate seeking an explanation thereon to rise on a point of information and the question shall be put and replied to in precise terms. ***Delegates wishing to raise questions on the Accounts should, to avoid delays at Conference, submit their queries in writing to the General Secretary by 12 noon on Friday 29th April 2022.***

**10. BALLOTS – NATIONAL EXECUTIVE COUNCIL, PRESIDENT/VICE-PRESIDENT & STANDING ORDERS COMMITTEE**

**10.1 Election of National Executive Council**

The National Executive Council shall be elected at Biennial Conference by a ballot vote of the accredited Delegates in accordance with the Rules of the Union. Ballot papers for the election of the National Executive Council will be distributed to one (1) accredited Branch Delegate at registration on Tuesday 3rd May 2022, or in the event of late registration, ballots can be collected from a member the Standing Orders Committee no later than the opening of Conference at 9.30am on Wednesday 4th May 2022.

The ballot for the National Executive Council will close at 10.20am on Wednesday 4th May 2022.

**10.2 Election of Standing Orders Committee**

The ballot for election of the Standing Orders Committee for the 2024 Biennial Conference will be held in accordance with Rule 4. Ballot papers for the election of the Standing Orders Committee will be distributed to one (1) accredited Branch Delegate at registration on Tuesday 3rd May 2022, or in the event of late registration, ballots can be collected from a member the Standing Orders Committee no later than 1.00pm on Thursday 5th May 2022.

The ballot for the Standing Orders Committee will close at 2.20pm on Thursday 5th May 2022.

**10.3 Election of President**

Nominations for the position of the President of the Union will be invited from the floor of Conference. Only members of the National Executive Council can be nominated as per Rule 6. Election of the President will be by card vote based on the membership of Branches represented.

**10.4 Election of Vice-President**

Following announcement by the Standing Orders Committee of the nominations received for the position of President, nominations for the position of Vice-President will be invited from the floor of Conference. Only members of the National Executive Council can be nominated as per Rule 6. The election of the Vice-President will be by card vote based on the membership of the Branches represented.

**11. BALLOTS/CARD VOTES – GENERAL**

11.1 Counting of ballots and/or card votes for NEC, President, Vice-President and Standing Orders Committee shall be conducted by the Standing Orders Committee.

11.2 Results of all ballots and/or card votes will be given by the Chairperson/Vice-Chairperson of Standing Orders Committee to Conference.

**12. SUSPENSION OF STANDING ORDERS**

The Chairperson of Conference may accept a motion for the suspension of Standing Orders provided it is submitted in writing to them by a proposer and seconder who are Delegates to Conference. The request must clearly, but briefly, state the nature and urgency of the business, the number of the Standing Orders affected and the length of time, not exceeding ten (10) minutes, they desire such suspension to last. The Chairperson shall immediately submit the request to the Standing Orders Committee and after the Standing Orders Committee has reported to Conference, the motion shall be put to a vote.

A motion to suspend Standing Orders will require the consent of two-thirds of the Delegates present and voting. In the event of Standing Orders being suspended, no subsequent motion for the variation of the timetable to compensate for time lost by the suspension of Standing Orders or discussion of such suspension shall be admissible.

**13. EMERGENCY MOTIONS**

Emergency Motions may be submitted to the Standing Orders Committee on behalf of a Branch, with the Branch Representative's signature, or on behalf of the National Executive Council, with a General Officers' signature. The Motion must be submitted in writing on the authorised form, available from the Standing Orders Committee prior to 13.00pm on Thursday 5th May 2022. A decision on the validity of such Motions shall be made by the Standing Orders Committee and the decision presented to Biennial Conference. Amendments to Emergency Motions will not be accepted.

**14. GENERAL**

14.1 On the final day of Conference, reports and decisions taken at the Occupational Conferences will be circulated for adoption by the General Conference.

14.2 The decision of the Chairperson on any matter not covered by Standing Orders will be final.



# CWU 11th BIENNIAL CONFERENCE, ATHLONE 2022

## Standing Orders Committee Report No.2

### HOURS OF GENERAL AND OCCUPATIONAL CONFERENCES

#### **General Conference**

It is recommended that Conference adjourns not later than 1.00pm on Wednesday 4th May 2022.

Conference will reassemble at 2.00pm on Thursday 5th May 2022 and conclude not later than 5.30pm.

#### **Postal/Courier Occupational Conference**

In accordance with Rule 4.3, this Occupational Conference will be held in the Sheraton Hotel, Athlone, on Wednesday 4th May 2022 at 2.00pm and will recommence at 9.00am on Thursday 5th May 2022 and conclude not later than 1.00pm.

#### **eComms Occupational Conference**

In accordance with Rule 4.3, this Occupational Conference will be held in the Sheraton Hotel, Athlone, on Wednesday 4th May 2022 at 2.00pm and will recommence at 9.30am on Thursday 5th May 2022 and conclude not later than 1.00pm.

#### **Standing Orders Reports – Occupational Conferences**

Standing Orders Reports for Postal/Courier Occupational Conference will be moved for adoption, according to Rule 4.3, at 2.00pm on Wednesday 4th May 2022.

Standing Orders Reports for the eComms Occupational Conference will be moved for adoption, according to Rule 4.3, at 2.00pm on Wednesday 4th May 2022.

***NB: The above timetable will be rigidly adhered to***

CWU 11th BIENNIAL CONFERENCE, ATHLONE 2022

# Standing Orders Committee Report No.3

## GENERAL CONFERENCE

**VENUE:** THE SHERATON HOTEL, ATHLONE

**DATES:** *Wednesday 4th & Thursday 5th May 2022*

The Standing Orders Committee has ruled no Motions out of order.

### **Composited Motions**

Motion No.7

Motion No.9

Motion No.28

Motion No.41

**CWU 11th BIENNIAL CONFERENCE, ATHLONE 2022**

**Standing Orders Committee  
Report No.4**

**GENERAL/OCCUPATIONAL CONFERENCES**

**VENUE: THE SHERATON HOTEL, ATHLONE**

***DATES: Wednesday 4th & Thursday 5th May 2022***

Candidates for election to the National Executive Council who wish to withdraw from the ballot must do so no later than 9.30am on Wednesday 4th May 2022.

Candidates wishing to withdraw must inform the Standing Orders Committee in writing.

# CWU 11th BIENNIAL CONFERENCE, ATHLONE 2022

## Standing Orders Committee Report No.5

### GENERAL CONFERENCE – TIMETABLE

VENUE: THE SHERATON HOTEL, ATHLONE

*DATES: Wednesday 4th & Thursday 5th May 2022*

The Standing Orders Committee recommends the following timetable and that the National Executive Council Report – General and Associated Motions be taken and decided on in the order and at the times shown herein:

### WEDNESDAY 4th May 2022

09.30 – 09.40	<b>Conference Opening Ceremony</b>
09.40 – 09.45	<b>Election of Tellers</b>
09.45 – 09.50	<b>Adoption of Standing Orders</b>
09.50 – 10.10	<b>Presidential Address</b>
10.10 – 10.20	<b>NEC Ballot</b>
10.20 – 10.30	<b>Confirmation of Minutes of the General Sessions of Conference 2020</b>
10.30 – 10.45	<b>Item 1 – Introduction of National Executive Report by General Secretary</b> Chapter 1 – Foreword NEC Report
10.45 – 11.30	<b>Item 2 – Union Structure &amp; Organisation (Private Session)</b> Chapter 2 – Union Structure & Organisation NEC Report

- 11.30 – 12.00      **Item 3 – Finance (Private Session; no media in the room)**  
 Chapter 4 – Finance  
 NEC Report
- 12.00 – 12.30      **Item 4 – Organising & Campaigning**  
 Chapter 3 – Trade Union Organising  
 NEC Report and Associated Motions
- 12.30 – 13.00      **Item 5 – Communications**  
 Chapter 5 – Communications  
 NEC Report

**Wednesday 4th May 2022, 12.00 – 12.30**

## **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**

## **THURSDAY 5th May 2022**

14.00 – 14.10	<b>Item 6 – Status of Motions passed at Biennial Conference 2020</b>
14.10 – 14.20	<b>Ballot for Election of Standing Orders Committee</b>
14.20 – 14.30	<b>Nominations for Election of President</b>
14.30 – 15.00	<b>Item 7 – Equality &amp; Diversity</b> Chapter 6 – Equality & Diversity NEC Report
15.00 – 15.30	<b>Item 8 – Training &amp; Education</b> Chapter 7 – Training & Education NEC Report
15.30 – 15.40	<b>Nominations for Election of Vice-President</b>
15.40 – 16.10	<b>Item 9 – Retirement Benefits</b> Chapter 8 – Retirement Benefits NEC Report
16.10 – 16.40	<b>Item 10 – Health &amp; Safety</b> Chapter 9 – Health & Safety NEC Report
16.40 – 17.00	<b>Emergency Motions</b>
17.00 – 17.05	<b>Ratification of Conference Report and Decisions</b>
<b>17.05 – 17.30</b>	<b>CLOSING CEREMONIES</b>

# CWU 11th BIENNIAL CONFERENCE, ATHLONE 2022

## Standing Orders Committee Report No.1

### OCCUPATIONAL CONFERENCE – POSTAL/COURIER

VENUE: THE SHERATON HOTEL, ATHLONE

*DATES: Wednesday 4th & Thursday 5th May 2022*

James Moore, Chairperson of the Standing Orders Committee, will present a report on the Committee's work, the Conference Agenda, Standing Orders for the government of Conference proceedings and will move:

*"That the proceedings of the Standing Orders Committee be accepted and that the Agenda and Standing Orders now presented be accepted to form the Agenda and Standing Orders for this year's Postal/Courier Occupational Conference."*

Danny Hoare, Standing Orders Committee, to second.

### STANDING ORDERS

1. The Occupational Conference shall commence at 2.00pm on Wednesday 4th May 2022.
2. **BUSINESS OF CONFERENCE**
  - 2.1 Consideration of the Executive Report of the National Executive Council dealing with matters related to Postal/Courier services, and of all propositions to be dealt with under the appropriate sections or sub-sections of the Executive Report.
  - 2.2 Settle any other business which may be properly brought before Conference.
3. Conference will be conducted subject to the orders of business and other orders issued by the Standing Orders Committee.
4. In the event of the business of any item on the agenda being completed within the timetable, or in the event of any item being deferred pending the result of a card vote, Conference shall proceed immediately to the next item as outlined in the timetable. In the event of that item being completed within the timetable, Conference shall return to the unfinished business of the earliest uncompleted item of the agenda. If this is completed, Conference shall proceed to the next unfinished items in the order they were taken and if these are completed, Conference shall proceed to the next item on the agenda as outlined in the timetable.
5. All reports and documents which have been given to Delegates prior to the assembly of Conference shall be taken as read.

# CWU 11th BIENNIAL CONFERENCE, ATHLONE 2022

## Standing Orders Committee Report No.2

### POSTAL/COURIER OCCUPATIONAL CONFERENCE – TIMETABLE

VENUE: THE SHERATON HOTEL, ATHLONE

*DATES: Wednesday 4th & Thursday 5th May 2022*

The Standing Orders Committee recommends the following timetable and that the National Executive Council Report – Postal/Courier and Associated Motions be taken and decided on in the order and at the times shown herein:

### WEDNESDAY 4th May 2022

14.00 – 14.10	<b>Election of Tellers, Adoption of Standing Orders</b>
14.10 – 15.30	<b>Item 1 – Pay, Pension &amp; Allowances</b> Chapter 10 – Pay, Pension & Allowances in An Post NEC Report and Associated Motions
15.30 – 15.45	<b>Item 2 – Regulation</b> Chapter 11 – Regulation NEC Report
15.45 – 16.45	<b>Item 3 – Partnership &amp; Joint Working Groups</b> Chapter 12 – Partnership & Joint Working NEC Report and Associated Motions
16.45 – 17.30	<b>Item 4 – An Post General</b> Chapter 13 – An Post General NEC Report and Associated Motions



Wednesday 4th May 2022, 14.10 – 15.30

## Pay, Pensions & 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**

**Wednesday 4th May 2022, 15.45 – 16.45**

## **Partnership & Joint Working Groups**

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**

**Wednesday 4th May 2022, 16.45 – 17.30**

## **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 imparity 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**

# THURSDAY 5th May 2022

- 09.00 – 11.00      **Item 5 – Mails & Parcels**  
Chapter 14 – Mails Processing & Parcels  
NEC Report and Associated Motions
- 11.00 – 12.00      **Item 6 – Clerical, Administration & Retail**  
Chapter 15 – Clerical & Administration  
NEC Report and Associated Motions
- 12.00 – 12.30      **Item 7 – An Post Subsidiaries**  
Chapter 16 – An Post Subsidiaries  
NEC Report
- 12.30 – 13.00      **Item 8 – Private Sector**  
Chapter 17 – Private Sector  
– Sodexo  
– UPS  
– DPD  
– IO Systems  
NEC Report and Associated Motion
- 13.00                  Postal/Courier Occupational Conference Concludes**

Thursday 5th 2022, 9.00 – 11.00

## 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**

**Thursday 5th May 2022, 11.00 – 12.00**

## **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**

**Thursday 5th May 2022, 12.30 – 13.00**

## **Private**

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**

# CWU 11th BIENNIAL CONFERENCE, ATHLONE 2022

## Standing Orders Committee Report No.1

### OCCUPATIONAL CONFERENCE – eCOMMS

**VENUE:** THE SHERATON HOTEL, ATHLONE

**DATES:** *Wednesday 4th & Thursday 5th May 2022*

Jim McCarron, Vice-Chairperson of the Standing Orders Committee, will present a report on the Committee's work, the Conference Agenda, Standing Orders for the government of Conference proceedings and will move:

*"That the proceedings of the Standing Orders Committee be accepted and that the Agenda and Standing Orders now presented be accepted to form the Agenda and Standing Orders for this year's eComms Occupational Conference."*

Pat Delaney, Standing Orders Committee, to second.

### STANDING ORDERS

1. The Occupational Conference shall commence at 2.00pm on Wednesday 4th May 2022.
2. **BUSINESS OF CONFERENCE**
  - 2.1 Consideration of the Executive Report of the National Executive Council dealing with matters related to eComms services and of all propositions to be dealt with under the appropriate sections or sub-sections of the Executive Report.
  - 2.2 Settle any other business which may be properly brought before Conference.
3. Conference will be conducted subject to the orders of business and other orders issued by the Standing Orders Committee.
4. In the event of the business of any item on the agenda being completed within the timetable, or in the event of any item being deferred pending the result of a card vote, Conference shall proceed immediately to the next item as outlined in the timetable. In the event of that item being completed within the timetable, Conference shall return to the unfinished business of the earliest uncompleted item of the agenda. If this is completed, Conference shall proceed to the next unfinished items in the order they were taken and if these are completed, Conference shall proceed to the next item on the agenda as outlined in the timetable.
5. All reports and documents which have been given to Delegates prior to the assembly of Conference shall be taken as read.



# CWU 11th BIENNIAL CONFERENCE, ATHLONE 2022

## Standing Orders Committee Report No.2

### eCOMMS OCCUPATIONAL CONFERENCE – TIMETABLE

**VENUE:** THE SHERATON HOTEL, ATHLONE

**DATES:** *Wednesday 4th & Thursday 5th May 2022*

The Standing Orders Committee recommends the following timetable and that the National Executive Council Report – eComms and Associated Motions be taken and decided on in the order and at the times shown therein:

### WEDNESDAY 4th May 2022

14.00 – 14.10	<b>Election of Tellers, Adoption of Standing Orders</b>
14.10 – 15.15	<b>Item 1 – eir Networks</b> Chapter 21 – eir Networks Chapter 22 – Apprentice Programme Chapter 25 – Retail/FOTS Chapter 27 – Transport & Facilities NEC Report and Associated Motions
15.15 – 15.30	<b>Item 2 – eir National Managers’ Branch</b> Chapter 24 – eir National Managers’ Branch NEC Report
15.30 – 16.15	<b>Item 3 – eir JCC</b> Chapter 19 – eir JCC NEC Report and Associated Motions
16.15 – 17.00	<b>Item 4 – Pay &amp; Bonus</b> Chapter 18 – eir Pay & Bonus NEC Report and Associated Motions

17.00 – 17.30

**Item 5 – eir Superannuation Schemes**  
Chapter 20 – eir Superannuation Schemes  
NEC Report and Associated Motions

**Wednesday 4th May 2022, 14.10 – 15.15**

## **eir Networks**

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**

**Wednesday 4th May 2022, 15.30 – 16.15**

**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. Construct 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**

**Wednesday 4th May 2022, 16.15 – 17.00**

## **Pay & Bonus**

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**

**Wednesday 4th May 2022, 17.00 – 17.30**

## **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**

## THURSDAY 5th May 2022

09.30 – 10.15	<b>Item 6 – eir Customer Service Centres</b> Chapter 23 – eir Customer Service Centres NEC Report and Associated Motion
10.15 – 10.30	<b>Item 7 – Regulation</b> Chapter 29 – Regulation NEC Report
10.30 – 10.45	<b>Item 8 – Vodafone</b> Chapter 31 – Vodafone NEC Report
10.45 – 11.00	<b>Item 9 – PhoneWatch</b> Chapter 32 – PhoneWatch NEC Report
11.00 – 11.15	<b>Item 10 – Health &amp; Safety</b> Chapter 26 – eir Health & Safety NEC Report and Associated Motion
11.15 – 12.00	<b>Item 11 – Equality</b> Chapter 28 – eir Equality NEC Report and Associated Motions
12.00 – 12.30	<b>Item 12 – KN Circet</b> Chapter 30 – KN Circet NEC Report and Associated Motions
<b>12.30</b>	<b>eComms Occupational Conference Concludes</b>

Thursday 5th May 2022, 9.30 – 10.15

### 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**

**Thursday 5th May 2022, 11.00 – 11.15**

## **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**

**Thursday 5th May 2022, 11.15 – 12.00**

## **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**

**Thursday 5th May 2022, 12.00 – 12.30**

## **KN Circet**

77. Conference, mindful of the high levels of non-fluid work and "no replies" 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**

# 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

# NEC Nominations 2022

## Postal/Courier Sector – General Panel

<b>Name</b>	<b>Branch</b>
Catriona Dewane	Administrative Managers' Branch
Tara Ravenhill	Athlone Postal Branch
Deirdre Medlar	Ballina Postal Branch
Des Hopkins	Cork Postal Branch
Liam O'Callaghan	Cork Postal Clerks Branch
Adrian Scanlon	Dublin Postal Amalgamated Branch
Willie Mooney	Dublin Postal Clerks Branch
Gerry Sexton	Dublin Postal Delivery Branch
Frank Donohoe	Dublin Postal Delivery Branch
Anthony McCrave	Dundalk Postal Branch
Paul Kennedy	Galway Postal Branch
Seán Morrissey	Kilkenny Postal Branch
Andrew Kenneally	Killarney/South-Kerry Postal Branch
Tony Harnett	Kilmallock & District Postal Branch
Ken Good	Letterkenny Postal Branch
Michael Wall	North-Kerry Postal Branch
Kevin Molloy	North-Wexford/South Wicklow Postal Branch
Ellen Moore	Portlaoise Postal Branch
Jason Caulfield	Waterford Postal Branch

## Postal/Courier Sector – Women's Panel

<b>Name</b>	<b>Branch</b>
Elaine Cockburn	Clonmel Postal Branch

## Postal/Courier Sector – Manager's Panel

<b>Name</b>	<b>Branch</b>
Myles Burke	Administrative Managers' Branch
Vincent Kilroy	Portlaoise/Naas Area Postal Managers

## Postal/Courier Sector – Private Sector Panel

<b>Name</b>	<b>Branch</b>
Jonathan Donnelly	UPS

## **eComms Sector – General Panel**

<b>Name</b>	<b>Branch</b>
Tom Sheehan	Cork District Branch
Steven Elliott	Drogheda District Branch
Ivor Reynolds	Dublin No.1 Branch
John Dunleavy	Dublin No.2 Branch
Seán Tighe	Galway District Branch
Tom Hayes	Limerick District Branch
Frank Joyce	Portlaoise District Branch
Pat Sheridan	Seán Connolly Waterford District Branch
Pascal Connolly	Sligo District Branch
Shane Murphy	Vodafone Branch

## **eComms Sector – Women’s Panel**

<b>Name</b>	<b>Branch</b>
Sive Corrigan	Drogheda District Branch
Rachel Carton	Dublin No.1 Branch

## **eComms Sector – Manager’s Panel**

<b>Name</b>	<b>Branch</b>
Gerry Perry	eir National Managers’ Branch

# Standing Orders Nominations 2022

## Postal/Courier Sector

<b>Name</b>	<b>Branch</b>
Gareth Daly	Athlone Postal
Danny Hoare	Dublin Postal Clerks
Tom Prendergast	Portlaoise Postal

## eComms Sector

<b>Name</b>	<b>Branch</b>
Pat Delaney	Limerick District

# Delegates to Conference 2022

## eComms Sector Delegates

<b>Name</b>	<b>Branch</b>
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

<b>Name</b>	<b>Branch</b>
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'Keefe	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

<b>Name</b>	<b>Branch</b>
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

<b>Name</b>	<b>Sector</b>
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

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