



# CONNECT

SUMMER 2024 VOL: 26 NO.1



**Frank Donohoe Elected as  
President of CWU 2024-2026**



# CONNECT

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## Editorial

### ***CWU Conference 2024: a Tremendous Success!***

#### Colleagues,

The CWU Biennial Delegate Conference took place last month in the Galway Bay Hotel, Salthill, Galway. It was a tremendous success, with even the weather contributing to making it a thoroughly enjoyable event for our activists and guests. Organising Conference takes months of planning with the seamless operation belying the very hard work behind the scenes. Hats off to the Head Office Team astutely guided by Imelda Wall, going the extra mile and reaching new heights. From the very positive feedback I have received I also wish to acknowledge the Officers for their hard work, enthusiasm and professionalism. To all of our delegates I can but express my enormous gratitude for their stellar work on behalf of the CWU. Their participation, attention and attendance to the business of Conference reflects their ongoing commitment to the success of this fine Union.

The theme ***Respect Us, Protect Us, Pay Us*** was timely and appropriate for our Conference, embracing the value of workers, their contribution to the success of business and society whilst highlighting the obligation on employers and Government to respect this. The theme was underpinned by two significant pay agreements and two major Union campaigns, which the CWU is to the fore. The ***'Respect at Work'*** campaign which the CWU is working on with SIPTU, Mandate and the FSU, seeks to improve workers' rights by calling on Government to give workers the legal right to organise and collectively bargain through their unions. The campaign features testimonies from workers who have faced threats and intimidation from their employers when they try to organise a union in their workplace and is a stark reminder of just how weak our current legislation is when it comes to workers organising themselves into a union. The success of this campaign is fundamental to the ability of private sector unions like ours to organise and grow into the future.

The second campaign, ICTU's ***'Better in a Trade Union'*** initiative, features CWU activists from eir and An Post who have been chosen to highlight the benefits of their Union membership. This campaign is designed to ensure workers are better informed about the benefits of trade union membership and to highlight the positive impact that trade unions play in workers' lives and in society generally.

As General Secretary I have placed Organising workers centre stage and at the heart of what we do as a trade union. However the reality is in this country, we continue to face strong anti-union bias and opposition from many employers who try to prevent their workers from organising themselves. Employers see no difficulty in having their own professional representation and to actively campaign to apportion blame to unions for the improvements in pay and conditions secured for workers by their unions. They oppose transparency, and use fear, isolating and arbitrary processes against their workers. It smacks of hypocrisy and double standards, which

Seán McDonagh  
General Secretary, CWU



Government must not be allowed to cower to, again.

The only way to address this issue is to take it off the table. This can only be done by enshrining in law the rights of all workers to organise, and to access collective bargaining through the union of their choice. The Government has the opportunity to do this when they transpose the Directive on Adequate Minimum Wages later this year. They must not squander it and Government must not pander to or protect rogue employers and correct this wrongdoing from the last century. The Unions involved in the **Respect at Work** campaign are engaged in direct political lobbying for these rights to be enshrined in legislation.

The stark and very brave contribution at Conference by Sharon Gill in relaying her work experiences in the BT Emergency Call Answering Services (999 Service) underlines the need for the 'asks' of the Respect at Work campaign to be implemented by Government. It is a disgrace BT can be awarded and operate a state contract and then ignore the industrial relations machinery of the state, by refusing to attend the WRC or Labour Court.

Her bravery in speaking out about her experiences at work has resulted in securing the Union a meeting with the Minister.

Equally the difficulties experienced at DPD is a further example, where DPD Management are exercising a veto on who can be represented by a Union. Workers at the Clare DPD depot organised themselves over a year ago choosing to be represented by the CWU to campaign for basic employment conditions, a living wage and provision for sick pay. DPD is attempting to justify its refusal to recognise the Union by hiding behind archaic Irish legislation and a loophole in a European agreement. While DPD workers across Europe enjoy union representation, their Irish staff are treated like second class citizens, and this is further evidence that Ireland is an outlier in among our European peers. We are a pitiful exception to the norm that allows some employers to drive down terms and conditions in the sector which we will all pay for if it is not stopped. Decent employers do not hide behind loopholes.

I am pleased the pay proposals at eir and An Post have been endorsed overwhelmingly in separate ballots by members in both companies. In eir, agreement was finalised with the assistance of the Workplace Relations Commission and is a product of hard work and attention to detail by Ian McArdle, Deputy General Secretary, and John Clarke, National Officer. The deal, double the previous pay increases, provides

for a **11%** increase in base pay over 33-months from 1st July 2024 for those earning up to €50,000, and **10%** for members earning up to €70,000. The deal is front loaded delivering **6.5%/5.5%** in first 12 months.

The two-year pay agreement at An Post will deliver an **8%** increase, which is the highest pay increase agreed at the company in 20 years. I believe it is a just reward for the essential contribution of workers at An Post to the transformation of the Company which continues to provide a critical, first class service to its customers. This deal also comes off the back of the Transformation Agreement and Pension deal at An Post, all of which have delivered unprecedented improvements in pay and pensions.

Against the backdrop of high inflation, higher interest rates and increased pressures on household budgets for ordinary workers trying to support themselves and their families, these agreements provide much needed increases in pay. I believe both deals meet the objectives of the CWU pay strategy we outlined last year.

In the past two years the CWU has successfully implemented major changes throughout our organisation in record time which shape the trajectory for the next 5-10 years. Together we are moving forward with confidence and conviction, energised to build further on our successes. Over the next two years the newly elected National Executive, with a healthy injection of new members, is in very safe hands, being steered by Frank Donohoe (DPDB), President, and Tom Sheehan (Cork District Branch), Vice-President. I would like to extend my deep appreciation to the outgoing President, Ivor Reynolds, Dublin No. 1 Branch, who in reaching the highest office in the Union capped a lifetime of support, voluntarism and dedication to the CWU for which we are all grateful.

Finally, I extend very best wishes to Jarlath Heneghan, CWU Regional Officer, on his retirement. A lifelong friend and colleague who has worked tirelessly as a union activist, representing members in An Post.

As a Galway man, it was great to be back home and conclude with a verse from a favourite song of my Dad:

***"When you see the moon rise over Claddagh  
And the Golden sand kisses the sea,  
Then You're on the right road, Sir, for heaven,  
For its heaven around Galway Bay"***

It sure was heaven around Galway Bay for Conference 2024  
Thank you for your continued support.





## An Post JCC Update

The CWU engages on an ongoing basis with An Post on a range of issues and outlined below is an update on progress at the Sub-Committees.

### Health and Safety

#### SunSmart Policy

We have highlighted elsewhere in the journal the dangers of exposure to UV light particularly for those that spend 4 or more hours outdoor daily. For some time we have been working with the Company through the Health and Safety Committee to raise awareness of the dangers of exposure to UV including the risk of skin cancer. We recently agreed a policy to highlight the risks and to provide protective measures.

It is important that Managers, Workers' Union and Safety Representatives understand the risks from potential exposure to high levels of UV radiation and we will achieve this by working together and highlighting these risks. This policy will enable us to raise awareness of the issue and encourage the taking of protective measures by all employees.

Once the policy is circulated, employees should familiarise themselves with the policy and become aware of the dangers of exposure and the dangers of not taking preventative measures. The policy provides practical examples of protective measures that could be taken if UV levels exceed 3 to mitigate associated risks which includes:

- Communicating the UV levels forecasted on working days ahead of taking action on protective measures.
- Employees ensuring that clothing covers skin, long sleeves, collared shirts etc.
- Management ensuring that uniforms they provide are UV-rated.

- Provision and use of UV A + B rated Sunscreen at factor 50 level from May to September when UV exposure is typically at its highest.

We have also agreed to trial a number of items to gauge their suitability, which include:

- Provision of sun hats shading face, head, neck and ears that are UV-rated
- Provision and use of close-fitting, wraparound style sunglasses with a 100% UVA and UVB protection – 2024
- Provision and issue of lip balm at SPF30+ - 2024

In addition to the above, Managers are encouraged to act as positive role models and encourage compliance with the SunSmart five steps outlined elsewhere in this journal.

The Union and the Company will promote **SunSmart** awareness through our journal, social media etc. This policy and sun-awareness will remain an agenda item at all JCC Health and Safety Meetings and will be reviewed on an ongoing basis.

#### Accident Statistics

The Company provide the Union with regular updates on accident statistics at the Health and Safety Committee. This assists in addressing issues of concern in relation to accidents. The information is provided in two formats. The first is Lost Time Accidents (LTAs) and the second HSA Reportable Accidents IR1. (>3 days). All accidents must be reported to the Health and Safety Authority where an employee is out sick for more than 3 days following the accident. Recent information provided is detailed below.

### An Post – Top 3 Hazards – Based on Potential Risk + Incidents of High Concern

Slips, Trips & Falls	Manual Handling Activities	Fleet Vehicle Related
<ul style="list-style-type: none"> <li>• Offsite – Footpaths, Potholes, Kerbs, Stairs, Access/Egress – Public Realm <b>Less Controllable</b></li> <li>• Onsite – Hindered walkways, Strapping &amp; Wrapping, Stairs, Poor Housekeeping, Situational Awareness. <b>Totally Controllable</b></li> </ul>	<ul style="list-style-type: none"> <li>• Mails to Parcels Transition</li> <li>• Older/Aging Workforce</li> <li>• Manual Processes – Parcel Volumes.</li> <li>• Loading/Unloading Vans</li> <li>• Processing Activities</li> <li>• Delivery Activities</li> </ul>	<ul style="list-style-type: none"> <li>• Vehicle Rollaway</li> <li>• RTAs</li> <li>• Drive Off (HGV – Loading Bays)</li> <li>• Damage &amp; Repair</li> <li>• Pedestrians &amp; Vulnerable Road Users</li> <li>• Speed</li> <li>• Driver Behaviour</li> </ul>



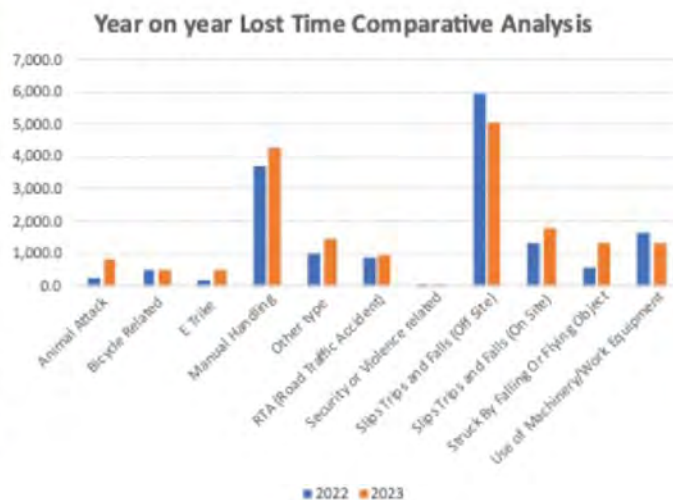
## Total Reported Accidents on Duty Counts 2023



**Reported Accidents on Duty 868**  
**Lost Time Accidents 348**  
**IR1 / HSA Reportable 239**

## AOD Year on Year Lost Time Comparative Analysis

Detail	Absence Duration Days	
	2022	2023
Animal Attack	240.0	788.50
Bicycle Related	491.5	492.00
E Trike	173.5	467.50
Manual Handling	3,695.5	4,277.00
Other type	1,013.5	1,473.00
RTA (Road Traffic Accident)	888.0	930.50
Security or Violence related	41.0	17.50
Slips Trips and Falls (Off Site)	5,927.5	3,054.50
Slips Trips and Falls (On Site)	1,320.0	1,772.00
Struck By Falling Or Flying Object	559.0	1,313.50
Use of Machinery/Work Equipment	1,677.0	1,345.00
<b>Grand Total</b>	<b>16,025.5</b>	<b>17,931.00</b>



A total of **17,931** days were lost in 2023 due to 'accidents on duty'  
**8,937** of these days were due to AOD's that occurred prior to 2022 ~  
 50% of all days lost



## Issues for Discussion

Further issues under discussion, which we will update members with progress include:

- Driver Safety Issues
- Fleet Replacement
- Safety Rep Forums
- EXO Issues
- Aging / Older Workforce
- Musculoskeletal and Work Related Injuries
- Psychosocial and Mental Health Issues

## Diversity & Equality Committee

### Parents' Leave

Parents' Leave is a statutory entitlement for Parents with the intention of allowing parents spend more time with their child or adopted child during their first year. When first introduced, two weeks' paid leave was provided. This increased to 5 weeks in April 2021 and to 7 weeks in July 2022. This leave can be taken within 2 years of the child's birth. This leave is unpaid but those availing of Parents' Leave may qualify for Parents' Benefit. An Post does not currently top this up, but this is the subject of discussion between the Union and the Company. It was announced in budget 2024 that this leave will be extended by 2 weeks to 9 weeks from August 2024.

### Review of Domestic Violence and Coercive Control Policy

The Work/Life Balance and Miscellaneous Provisions Act 2023 was signed into law on 4 April 2023. The Act introduces a range of measures which provide greater flexibility for employees seeking to balance their family life, work/life and caring responsibilities. The Act makes five important changes to employment legislation.

The Act introduced a new form of leave for victims of domestic violence which allows for five days' paid leave. However, prior to the introduction of the legislation we had already agreed a policy on Coercive Control and Domestic Violence which provides for access to up to 2 weeks of special paid leave to facilitate legal meetings, court attendance or other occurrences related to domestic abuse and coercive control.

As a result, we reviewed the agreed policy to ensure that it was in line with the legislation. As part of the review, we agreed to rename the policy as the Domestic Violence Policy. We have also agreed to retain the ten days leave rather than reduce it to five. The section on confidentiality has been expanded to include issues relating to the retention of records.

### Term Time Review

Term Time working provides for special leave for the purposes of allowing working parents or primary

carers to match their working arrangements to the main summer holidays of their children or to care for a person who resides with them and who has a disability of such a nature as to give rise to the need for care on a continuing or frequent basis.

During COVID, Term Time was suspended and as a result we put the review on hold. In 2023 Term Time Leave resumed and a total of 704 employees availed of the leave. The Company advised that filling these vacancies was extremely challenging and they may need to reduce the number of staff allowed to take the leave in 2024. This remains the subject of discussion.

However we did agree that grandparents who are primary carers can apply for Term Time, and this will be considered along with other applications. The review is ongoing.

### Part-Time Working

The Work/Life Balance and Miscellaneous Provisions Act 2023 gives an employee a right to request a flexible working arrangement for the care of a child, spouse or civil partner, a cohabitant, a parent, a grandparent, a sibling, and any person who lives in the same household. For the purposes of the Act, a child must be less than 12 years of age or 16 years if the child is suffering from a disability or long-term illness.

As a result, we are engaged in further discussions on the introduction of a part-time work policy. While the introduction of work-sharing has alleviated some concerns we still have issues that need to be addressed and the Act gives us the means to do this. Of primary concern is the requirement that staff who apply for part-time work do not have the option of returning to full-time work after a period.

## Policy Documents Agreed or Under Review

### Review of Remote Working Policy

The Remote Working Policy was agreed several years ago that would allow for a range of options for staff. The agreed approach for staff with a five-day liability is a hybrid model, which enables them to work 2 days in the office, 2 days remotely with the fifth day determined if it could be worked remotely or not within a reasonable timescale.

The Workplace Relations Commission has recently published a Code of Practice for Employers and Employees on the right to request flexible working and the right to request remote working. As a result we are reviewing the remote working policy. As part of this review we intend to address areas where remote working is not allowed to date and also the specific arrangements in place, particularly where the Company are rigidly applying the 2:2:1 arrangements and not allowing any flexibility. This review is ongoing.

## Review of CCTV Policy

We agreed the CCTV Policy in 2016 and while we have reviewed it informally on several occasions, we believed there was a requirement to formally review this policy again. CCTV are installed internally and externally at An Post premises for specific reasons which include security and the prevention of crime, health and safety and for investigating accidents. It will not be used for the day-to-day supervision of employees. All information recorded must be retained in secure locations.

The Company has advised that they intend to extend the policy to cover the installation and use of cameras in vans. The CCTV will be directed externally and will be used solely for safety and security reasons. As part of the review, we raised concerns regarding the placement of monitors in offices where visitors or nosy parkers to the office may have inappropriate access and this has been addressed in the new policy.

## Communications

The manner in which the Company communicates the agreed policy documents and other information remains a concern for the Union. In our view there is an over-reliance on the An Post App and the intranet, which means that the majority of employees are not able to access policy documents. Our priority is to ensure that all employees regardless of where they work have equal access to communications and to policies once agreed with the Staff Side. Discussions are ongoing with the Company on this issue. We have requested the Company to provide all employees with an email address so that can access their own personal information and policies when they wish.

Until this happens the Company will continue to notify employees through Circulars.

**The Company has provided access to some Company policies on the Company website by following the link below:**

**<https://www.anpost.com/Working-with-An-Post/Employee-Policies>**

As we review policies we are adding to the number that can access and the ones currently available at the above link are:

- Adverse Weather Policy
- Dignity at Work
- Disability Inclusion Policy
- Domestic Abuse and Coercive Control Policy
- Equality Diversity and Inclusion Policy
- Menopause Support Policy
- Reasonable Accommodation Policy
- Retirement Policy
- Statutory Leave available to parents

## Contracts

The way the Company administers the issuing of contracts, remains a serious concern for the Union. There are far too many instances whereby staff on fixed term or specific purpose contracts do not receive their correct contract as stipulated in Section 8 (1) and 8 (2) of the Protection of Employees (Fixed Term) Work Act 2003.

Although we have persistently raised our concerns with the Company it is clear there is a complete lack of understanding of their obligation under law within the Company. The Union will continue to pursue this shortcoming with the Company but in the meantime, members should remember the following:

- Under the Monitoring Group Determination Temporary staff with over two years' continuous employment with the Company will be appointed subject to the condition that they are required for ongoing work requirements.
- Where temporary staff have intermittent broken employment during the two-year period which generally does not exceed four weeks in any year, they may be considered for appointment where the other conditions are met.
- In addition to the above, where a vacancy exists, then they will be filled without the requirement for the individual to wait two years. Where an employee is employed against a vacancy then they can be appointed once they complete their six-month probationary period.
- Staff once recruited and complete 13 weeks' employment should be provided with a contract which should set out the reason for their employment including either the date the contract ceases or the reason why the contract might cease.
- Once the initial contract ceases the Company should set out in writing the reason why they are not offering a permanent contract and provide them with another fixed term or specific purpose contract

If any member has an issue with regard to appointments or contracts they should contact their Branch Secretary for assistance.







## Update on National Route Design Programme

On 17th November 2023, the Union convened a National Route Design Programme (NDRP) Workshop, extending invitations to all Branch Secretaries in Phases 1 and 2. Ahead of the Workshop, Branches were urged to submit their input, shaping the day's agenda. The invaluable feedback from Branch Secretaries played a pivotal role in shaping the Union's national action plan.

The workshop served as a platform to systematically organise and prioritise the insights gathered, laying a solid foundation for future engagements with the Company. To tackle challenges encountered by Branches in Phases 1 and 2, the Union temporarily paused the National Route Design Program. Subsequently, after extensive discussions with the Company, a revised process was established for future phases of the redesign process. Importantly, the decision to pause the National Route Design Program underscores the Union's responsiveness to the needs and challenges faced by its Branches. By prioritising dialogue and partnership, the Union reaffirms its dedication to advocating for the interests of its members while working constructively with stakeholders to find sustainable solutions.

Looking ahead, the Union remains steadfast in its commitment to ensuring that the redesigned routes effectively serve the needs of both its members and the broader community. With the revamped process now in place, the Union is poised to navigate future challenges with agility and resolve.

**The revised agreement is summarised as follows:**

### Revised Process:

- The process timeline extends from 14 weeks to 18 weeks, primarily to address the re-sequencing issue and allow for a further 2 week post-implementation review.
- The planners will be more involved at local level and Branch Representatives will engage at an earlier stage in relation to pre-planning profile review and at first pass analysis stage.
- There will be no design implementation after the month of September.
- The Company has confirmed designed duties will factor in potential new development and growth.

### Collections:

If existing collections can be evaluated as efficient, where feasible, the Company will maintain the integrity of existing collections routes.

### Sequencing:

Additional time will be inserted into the implementation

process, to provide for resequencing of routes as required.

In order to provide for better feedback on issues such as sequencing and to ensure the Company have as much information as possible, as early as possible, the Company will share the Office profile with the local Branch from Week 1.

### Duty Competition:

The duty competition should be completed within two weeks, with duties assigned based on Seniority and license requirement.

### Post Implementation:

- Volume reports by office and route will be made available to the DSM.
- Additional on-site resource will be available to resolve issues promptly.
- Dedicated resource to manage post-implementation.
- Structured review meetings will be held within the first six weeks.

### Phase 1,2 and 3 Overview:

- Phase 1 Offices are now in the post-implementation period with route evaluations ongoing in some offices.
- Phase 2 Offices are predominantly now live and in the post-implementation phase. The small number of outstanding offices will have go live dates arranged shortly.
- Phase 3 Offices received a briefing on the process on Friday 26th April, with initial engagement to start shortly.
- Outstanding Dublin DSUs are the subject of ongoing HQ discussions.

### Post Test Methodology:

As outlined at Conference, the Union has agreed in principle to a new post test methodology that will use a combination of AIRS, Track and Trace, and Telematics Data. The Company will however continue on an ongoing basis to conduct physical post tests on 10% of all route evaluations to validate results as part of a quality control measure. The Company and Union will meet shortly to finalise the new methodology and application process. The Unions expectation is that the new approach will expedite the post test process thereby ensuring any issues with the route are addressed promptly. While this addresses any delay in the evaluation of a route

# POSTAL UPDATE



post-implementation, the focus and preference is to ensure workable posts are in place by design in the first instance.

## 5 over 6 days Attendance Liability:

In some cases, primarily where there are high volumes for delivery on Saturday, the company may table designs that include Saturday as a normal attendance.

## NDRP Programme 2024

Redesigns will not be implemented during the Election period, Bank Holiday weekends or after September. The schedule/target implementation dates for 2024 are as follows:

- Athlone, Longford and Waterford 19th August
- Kilkenny, Ballincollig and Macroom 26th August
- Carlow and Clonmel late August/early September

- Monaghan, Portlaoise and Maynooth mid/late September.

## Dublin DSU Process:

Given the number of delivery units across Dublin, discussions are at an advanced stage with a view to agreeing an accelerated process of implementation.

## Change Allowance (3% From 1st July 2024)

The first instalment of the Change Allowance is due for payment from the 1st July 2024. The Union and Company will meet with the Monitoring Group on the 12th June 2024 to review progress in respect of implementation of the changes. The Unions expectation is this is on track and it is imperative that we continue our ongoing cooperation with the transformation process to ensure this is achieved.

## An Post Members Accept Pay Proposal

CWU members accepted overwhelmingly the An Post Pay proposal, with 94.5% voting in favour. AHCPs and Forsa also confirmed their acceptance resulting in a strong endorsement by the Group of Unions. General Secretary, Seán McDonagh, said he was pleased the deal was ratified, as the 8% pay increase over two years will assist in offsetting some of the cost of living increases from inflation and price increases.

At the time of going to print, the Union requested

An Post to make early arrangements to apply the first phase increase of 4% from the 1st January 2024 as early as possible, together with the retrospection.

A 2% pensionable increase applies to the pensionable pay scales as per the agreed Pension Accord, also from the 1st January 2024. Given acceptance of the pay proposal by CWU members, the Union expects the agreed pensionable increase will also be paid to retired staff which is subject to Ministerial approval.

## Wear your UNION BADGE



## Get into Print!

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

email: [imelda@cwu.ie](mailto:imelda@cwu.ie)

or post to: Imelda Wall  
Communications Workers' Union,  
575 North Circular Road,  
Dublin D01 TR53

## An Post Worker Director Election 2024

The current term for Worker Directors on the Board of An Post expires this October. CWU has selected the following four candidates for nomination to the five Board seats.

**KEITH BUTLER**, Postman, Dublin Postal Delivery Branch

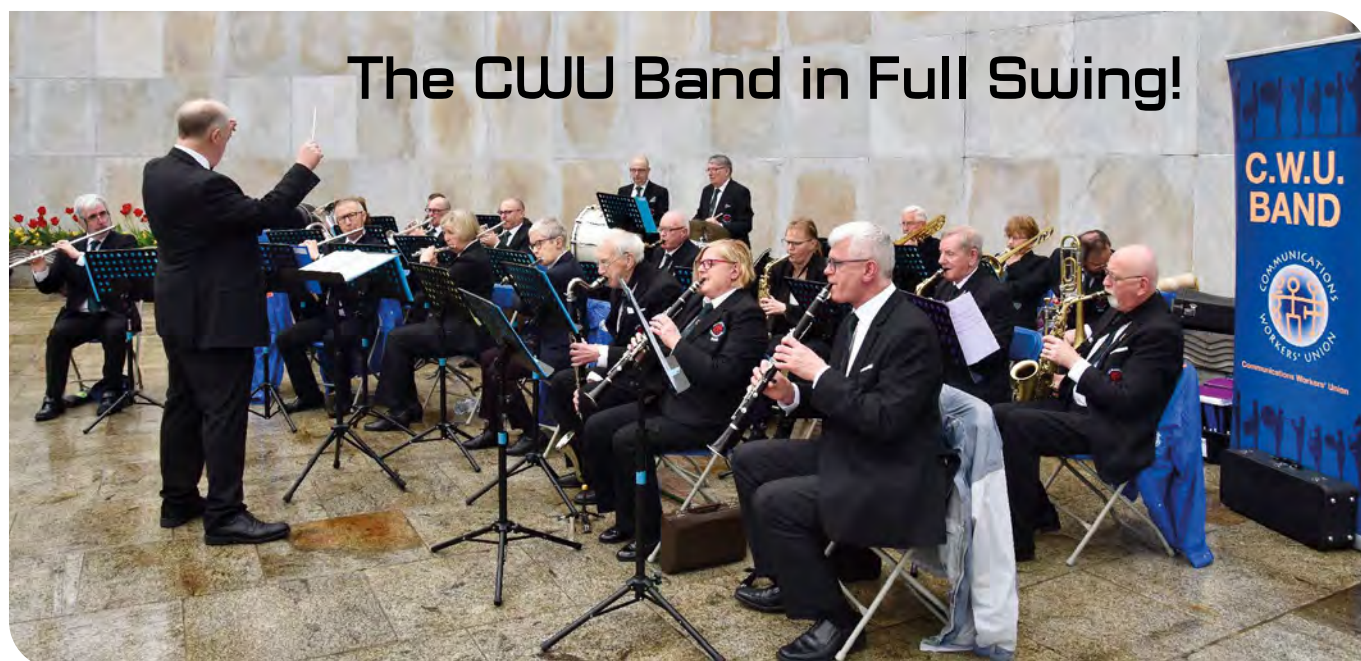
**DEIRDRE MEDLAR**, Post Office Clerk, Ballina Postal Branch

**ELLEN MOORE**, Postal Sorter, Portlaoise Postal Branch

**PAUL KENNEDY**, Postman, Galway Postal Branch

The CWU Executive selected four candidates consisting of two male and two female candidates, leaving the fifth Board nomination for AHCPs/Fórsa to decide. We adopted this approach in the best interest of all Union members in An Post, as it provides a voice at the Board for the Group of Unions. It is inclusive of all constituents and represents a strong statement from the CWU in relation to gender equality on the An Post Board.

The Union also wishes to record its appreciation for the nominations received from Branches and to the outgoing Worker Directors for their work on behalf of the Company and Union.





# An Post Pensioners' Association



**The An Post Pensioners' Association was formed in 1986 for the interests of retired members of the Post Office Staff of all grades.**

The main aims of the Association are to keep under constant review the level of pensions, to work with the trade unions in the Post Office Staff Side Panel and the ICTU in improving the interests of pensioners, to circulate information from time to time on matters affecting Post Office pensioners, and to try and keep in contact with all retired staff.

On the social side the Association organises an Annual Outing in May/June and it also holds an Annual Dinner Dance in December each year.

The Association subscription is **50 cent per fortnight**.

If you wish to join the Association please complete the slip underneath and forward to:

**The Secretary  
An Post Pensioners' Association  
P.O. Box 3177, Ravensdale DO  
Dublin 3.**

**D Burke  
Hon SECRETARY**

## AN POST PENSIONERS' ASSOCIATION Application for Membership

I .....

Address .....

.....

Rank ..... Pension No .....

*wish to join the above Association and authorise deduction of Association subscription from my pension.*

Signed .....

Date .....

# Celebrating Solidarity: May Day in Ireland



*A piper leads the March in honour of Sam Nolan who recently passed away (RIP)*

May Day, observed globally on May 1st as **International Workers' Day** or **Labour Day**, holds a significant place in the hearts of the Irish people. Rooted deeply in both historical and contemporary contexts, May Day in Ireland is not just a public holiday; it's a potent symbol of the struggles and achievements of the labour movement both locally and worldwide.

The origins of May Day trace back to the labour movement in the United States in the 1880s, specifically the fight for an eight-hour workday. However, its significance quickly spread across the globe, becoming a focal point for demonstrations by workers and their unions. In Ireland, May Day has been officially recognised as a public holiday since 1994, acknowledging the day's importance to Irish workers.

The day serves not only as a reminder of the hard-won victories for workers' rights but also as a demonstration of solidarity with workers around the world.

At this year's May Day rally in Dublin, organised by the Dublin Council of Trade Unions (DCTU), speakers included Ethel Buckley, Deputy General Secretary, SIPTU, who spoke passionately about the **Respect at Work** campaign and the fight for improved protections for workers who want to organise their workplace. The rights to organise, unionise and collectively bargain are denied to most workers in the private sector and this May Day the starting gun was fired on a campaign that the CWU is firmly committed to, along with SIPTU, Mandate and the FSU, that will fight to change this.





*David Carroll, ICTU, Speaking on the importance of trade unions in the fight against facism.*



*Mags O'Brien, SIPTU, Speaking on behalf of Trade Union Friends of Palestine.*



*Ethel Buckley,  
Deputy General Secretary, SIPTU.*



*Finn Geaney,  
TUI & President DCTU.*



*Diarmuid O'Connell (CWU HQ), Robert Kent (Naas Postal), David Meehan (Dublin Postal Clerks), Ian McArdle (CWU HQ) & Brian Mullarkey (Naas Postal) attending the Rally.*



## Access Apprentice Programme

In 2023 – 55 new Access Network apprentices were recruited 54 remain. 24 additional apprentices commenced in April this year. The recruitment focused on areas where the level of faults demanded. On

completion of their apprenticeship, they receive a Level 6 Certificate. Their training involves 8 modules over two years in TU Dublin. The CWU would like to welcome our new apprentice members



### **Group A:**

**Back Row (L-R):** Jason McAssey, Archy Ryall, Sean Foley, Neil McGrane, Craig Hennessy, Shane Leavy, and Aaron Cassin.

**Front Row (L-R):** Carri O'Sullivan, Nadine Clarke, Conor Mulrennan, Kevin McCarthy, Aaron Smith, and Shane O'Dwyer.

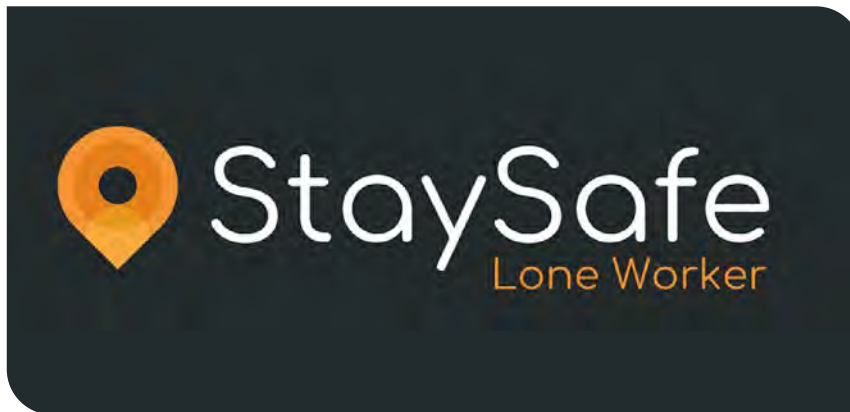


### **Group B:**

**Back Row (L-R):** Alex Hudziak, Kevin Roche, Martin Rudden, Sean Foley, Derek O'Donnell, and Brian Halpin.

**Front Row (L-R):** Kastriot Kasolli, Sophie Brennan, Peter Hinchcliffe, Dmitrijs Glinskis, and Paul Hamill.

## Physical Health, Safety & Wellbeing – Lone Worker Alert



The Safety, Health and Wellbeing of our members is a key priority for the CWU. We actively promote health and safety through the National Health & Safety Committee, District Safety Committees and Safety Representatives. For many years now the issue on lone working has been included as an agenda item on the National Health and Safety Committee meetings. Finally, a solution is found that will ensure that our members working alone will have a means, through monitoring or contact, to be safe in their work activities.



### What is a Lone Worker?

***“those who work by themselves without close or direct supervision”***

Work areas covered include Feet on the Street (FOTS) Open eir Field and CTO Field staff. The app features include:

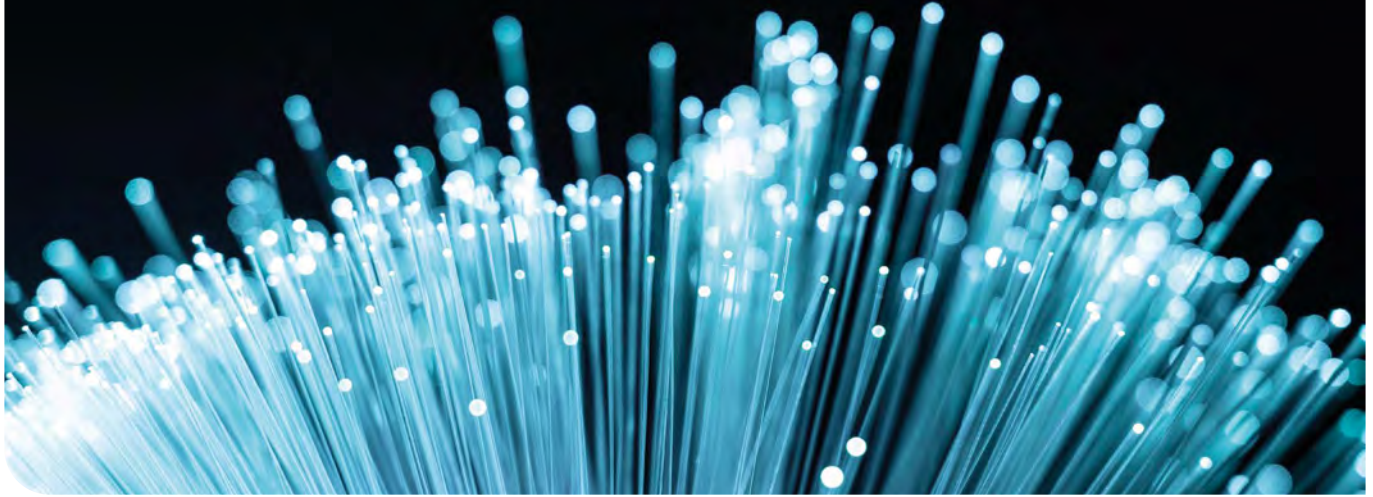
- Timed Sessions;
- Check in Panic;
- Fall detection;
- Non-movement;
- Duress;
- Low Signal Mode;
- Low Battery;
- Driving Mode;
- Reminders.

Monitoring will be covered by WCC/NMC and Fenix. The CWU stresses that this monitoring is solely for the purposes of our members' safety and health and must not be used to monitor performance, productivity, or workloads. The system operates to high levels of IT security and GDPR regulations. Data will be retained for 2 months (62days).

The roll out plan will be facilitated and monitored weekly by NHSC. The CWU welcome this Health and Safety initiative that will resolve a long outstanding concern where our members work alone.



# eir Access Network



FNI – Fibre Networks Ireland – received European Competition Authority (ECA) approval. There are no changes to terms and conditions of our members. Fibre to the Home (FTTH) passed a record 1m homes in 2023. The strategy is to enable all homes outside National Broadband Plan (NBP) footprint. New Housing developments are now planned for FTTH. We need to balance growth against the continued reduction in Access Build members due to retirements etc. FTTH is impacting the level of faults the rule of thumb is – one truck roll in every 20 years for fibre compared to one in 5 for copper.

## Fixed Access Service Teams

There was increased storm activity in 2023 and early 2024 leading to increased fault levels. Deployment and call outs are still issues raised by members.

## Deployment

**Process** – The deployment process is determined by the company's capacity planning. Capacity Planning is determined by two elements.

- **Demand** – fault levels.
- **Supply** – Resource availability.

When analysing **demand**, the following factors are gathered.

- Current fault volumes per work stack
- Production capacity per work stack (availability based on e-tips etc.)
- Overtime plans – plans for overtime in areas.
- Forecasted Fault arrivals – based on past analysis, weather forecasts etc.
- Storm weather – factors in an additional 10-15%

***Demand analysis determines how many resources are needed.***

**Supply** analysis determines resource availability. Resources include any planned overtime. Following demand work stacks with resource deficits and surpluses. The required number of staff from surplus areas are deployed to the deficit areas. Where the deployment is greater than 100km night overnight subsistence arrangements apply.

**Note:** NRT contract includes the following “*will be required to move at short notice to any other part of the country and stay there for as long as is required to complete an assignment*”.

## Deployment levels

Figures show that in 2023 there was **486 deployments**. This accounts for **2.3 deployments per tech** or **9 deployments per week**. The high fault months accounted for **387** of the deployments or 1.8 per tech and 16.1 per week.

## Call Outs

Current Data shows **495 callouts** in 2023 (some data missing for February/March).

- 161 techs had one call out
- 50 techs had two call outs
- 23 techs had 3 call outs
- 11 techs had 4 call outs
- 7 techs had 5 call outs
- 4 techs had 6 call outs
- 3 techs had more than 6 call outs

**Note** – where a call out is logged but does not issue is not included in above breakout.





GSE Circular No. 03/24

# INFORMATION

Re: eir Pay Proposal

15<sup>th</sup> April 2024

Dear Colleague,

As advised in Circular 02-24, the National Executive Council (NEC) decided that external assistance by the Workplace Relations Commission (WRC) would be useful in trying to conclude the extensive and protracted negotiations that have been ongoing with eir management in relation to pay and conditions of our members in eir.

I wish to advise you of the outcome of that process, the detail of which is set out in the attached correspondence from the WRC.

## Base Pay Proposal

The WRC proposal provides for a 33-month agreement from 1<sup>st</sup> July, 2024 to March 31<sup>st</sup>, 2027

Base Pay €	Pay and Applicable Allowances Proposal						Total
	Jul-24	Jan-25	Jul-25	Jan-26	Jul-26	Jan-27	
1. <50,000	3.0%	1.5%	2.0%	2.0%	1.5%	1.0%	11%
2. 50-70,000	2.0%	1.5%	2.0%	2.0%	1.5%	1.0%	10%
3. 70,000 +	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	6%

From 1<sup>st</sup> January, 2025 onward, these terms will apply to members in Retail and Core who received pay increases in January 2024.

## eir Pay Deal Accepted

Members across eir have voted by a large majority in favour of the pay proposals that were secured with the assistance of the Workplace Relations Commission (WRC).

This 33-month pay deal far exceeded previous pay agreements and was designed to achieve a number of outcomes. Firstly it had to address the cost-of-living effects on our members and secondly, it had to be front loaded and on both counts this agreement was a success. It provides for 11% and 10% increases for members up to €50,000 and up to €70,000 respectively, in addition to 6% for members who are earning over €70,000.

Between 6.5% and 5.5% of this will be in the pockets of members (under €70,000) within the

first twelve months of the agreement kicking in from July 1st 2024.

The agreement also provides for improved salary scales for former Access Apprentice and Core Technicians who are still on the scale as well as improved work/life balance conditions for those on the 1 in 4 rota.

The deal also provides for pay progression for FLM and SOM members who are earning less than 80% of the max of the scale with the potential to earn up to 3% in addition to the agreed pay increases.

This deal is the result of patience and hard work supported by the NEC who held firm when negotiations were challenging and is proof that union membership and collective bargaining is, simply put, the best and only way for workers to win their fair share.

# European Parliament gives bogus self-employment the boot

In a historic move, the European Parliament has today adopted the Platform Work Directive, a major victory for millions of people working through digital platforms. This directive ensures that they will finally obtain minimum wages, sick pay, and other essential employment safeguards.



## Key Provisions:

1. **Presumption of Employment:** Trade unions successfully secured that presumption of employment will become reality everywhere across Europe. Instead of individual workers navigating lengthy court processes to prove their status, the burden of proof now rests with platform corporations to demonstrate that workers are not employees.
2. **Recognition of Trade Unions:** The directive explicitly recognizes the pivotal role of trade unions across all facets of the platform economy, including critical issues like algorithm management. Despite calls for weakening these provisions, they remain intact, underscoring the urgent need for collective bargaining in the platform sector.

The number of people working through digital platforms is rapidly growing and projected to reach 43 million by year-end, according to the European Council.

Ludovic Voet, Confederal Secretary of the ETUC, said:

“The Platform Work Directive is adopted. We did it. We won. The European Parliament voted the

final agreement. This is excellent news for millions of digital platform workers who will no longer be deprived of minimum wages, sick pay, holiday pay, and social security.

“This is a historic trade union win. The scandal of bogus self-employment spreading to other sectors was a real threat and we will make sure that it will stop with implementation of this directive. In the near future, workers will be able to negotiate how algorithms works.

“Trade unions have long fought back and are making the difference. While digital platform corporations threw millions to sway legislation in their favour, it is workers and their unions who emerge victorious.

“After a terrible decision on fiscal rules yesterday, we see that everything is to fight for at EU level. Nothing is given to us. For an EU that delivers for workers, we all need to vote for a social Europe that concretely improves the lives of Europeans. Today’s victory is an important legacy.”





# CWU Sectoral Executive

## Postal Sectoral



**Back Row l to r:** Des Hopkins, Tara Ravenhill, Dave Sheehy, Maurice Noonan, Gill Burns, Mickey Wall, Maxine Scanlon and James Moore.  
**Front Row l to r:** Jason Caulfield, Martin Duffy, Sean O'Donnell, Frank Donohoe (President), Ellen Moore, Paul Kennedy and Deirdre Medlar.

*Missing from photo Anthony McCrave.*

## eComms Sectoral



**Back Row l to r:** Adam Farrell, Fiona Woods, Stephen Elliott and Frank Joyce.  
**Front Row l to r:** Alan Dempsey, Pascal Connolly, Tom Sheehan (Vice President), Sabrina Kirwan and Adam Kavanagh.

*Missing from the photo, Tom Hayes.*



# CWU Conference elects new President of the Union



*Postman, Frank Donohoe, from the Dublin Postal Delivery Branch elected CWU President for 2024-2026.*

The Communications Workers' Union, representing workers across the postal/courier and eComms sectors, elected its new President at its 12th Biennial Delegate Conference which took place in Galway.

Frank Donohoe, a postman from the CWU's Dublin Postal Delivery Branch has been elected CWU President for the next two-year period. Frank (57) is a veteran of the postal delivery services provided by An Post with 40 years' service. Originally from Walkinstown, Frank works out of the An Post Ravensdale Road facility at East Wall, Dublin. Frank is married to Niamh and has two sons, Conor and Seán, and a granddaughter, Molly.

Commenting, **CWU President, Frank Donohoe**, said:

*"It has been a great honour to serve as Vice-President of the CWU for the last two years, and now to be elected President for the next two years. We have a challenging mission ahead of us, which is to provide effective representation to workers across the postal/courier and eComms sectors and to defend their rights in the face of a challenging economic and industrial relations climate.*

*The 'Respect Our Work' campaign, that the CWU, SIPTU, Mandate and the FSU are driving, will be at*

*the heart of what we do. We will support and defend workers organising in the work place and in securing collective bargaining rights with their employers on pay and conditions. This is even more urgent and challenging in defending the rights of workers working in the private sector for international brands in the postal and eComms sectors. We need these rights to be enshrined in law so that workers and employers can get down to business in dealing with the issues rather than arguing about whether they have rights to talk, or not!"*

Commenting, **CWU General Secretary, Seán McDonagh** said:

*"I congratulate Frank Donohoe on his election as President of our Union. The strength of our Union is in our members, and in the leadership and determination that our elected officers provide on behalf of their fellow workers. Frank is a great example of that commitment to the work the Union does. He is a long-time activist and has been at the forefront of dealing with difficult changes in the business but always with the interests of our members at the heart of what he does. I can assure him of the full support of myself and my fellow National Officers.*

# CWU Conference elects new Vice-President of the Union



*Technician, Tom Sheehan, from the Cork District Branch elected CWU Vice-President for 2024-2026.*

Tom Sheehan joined the Department of Posts and Telegraphs in September 1981 as a trainee technician. On that same day he joined the IPOEU which later became the CWU. During his career in the P&T/eircom/eir, Tom worked in the Access Network, Core Network and IT Department.

Tom became Secretary of the Mallow section of the Cork District Branch in 2003 and was elected to join the NEC in early 2014 replacing former Branch Secretary, Joe Moore. He was elected at Conference 2014 and has

been re-elected at every Conference since.

In 2021, following the untimely death of his good friend John Egan, he was appointed Staff Side Secretary for eir. Tom is proud to have been elected to serve as Vice-President at conference 2024. *"It's a huge honour, for me personally, for my family and for my Branch. I am looking forward to serving in the role over the next 2 years and hope to vindicate the trust invested in me by the delegates".*

We wish Tom all the best in his new role.



*Thanks to Standing Orders for all their hard work.  
James Moore, Danny Hoare, Jim McCarron, Pat Delaney and Davy Stapleton*

## The Hard-working Standing Orders Committee

# Pensions Landscape



There are two surveys worth noting:

1. **2021 CSO survey** shows 73% of those aged 20-69 in employment had an occupational pension.
2. **2021 Pension Authority** research showed 86k occupational pensions with nearly 1m members. Of that 70% identified as DC schemes 28% as DB Scheme – 3% hybrid.

The latest Pension Authority figures show a decline in the number of workers with an occupational pension, at a time when more people are in employment than ever before. It is also not surprising that there is a move from Defined Benefit to Defined Contribution Schemes.

Following a review in 2022 by the Pensions Authority 600 schemes had some form of restrictions/controls placed on them. This demonstrates that if schemes are not managed carefully, they may face the imposition of financial controls etc.

**Master Trusts** are a new and growing element in our pensions landscape. They were established following an EU Directive – IORPSII. This Directive introduced complex regulations and increased demands on trustees and employer sponsors of traditional trust – based occupational schemes. As a result, many defined contribution (DC) schemes are now exploring **Master Trusts** as an alternative approach, while most new plans are being established under a master trust. A master trust is a multi-employer DC pension scheme governed by a single professional trustee board.

**Master Trusts** help to meet IORP II and other challenging regulatory obligations. The CWU Staff Pension Scheme is now a **Master Trust**.

**Master Trusts** still come under the control of the Pension Authority to ensure compliance and member engagement standards.

## Retirement

Moving to retirement, it is important to outline the WRC Code of Practice on how to manage Retirement age. The code addresses the engagement between employer and employee prior to retirement.

A retirement age must be “objectively justified with the purpose of achieving a legitimate aim and the means of achieving that aim are appropriate and necessary”- crucial sentence and guidance.

The WRC code outlines the retirement process as follows.

- Employers must notify the employee of their intention to retire him/her on the contractual retirement date.
- The employee can request to work longer – in writing no less than 3 months before retirement date.
- Decisions must be communicated asap.
- If the decision is to offer a fixed-term contract the duration must be specified.
- Refusals must be explained at a meeting with employee.
- There must be an appeal mechanism.
- Right to have union/work colleague attend meetings.

What is meant by Legitimate aim of the employer?  
What is objectively justified in the eyes of the WRC?

Retirement is justified as legitimate:

- to allow younger workers to progress – (Apprentice programme in eir);
- with the view that staff will be more motivated if there are promotional opportunities;



- for Health and Safety reasons;
- for balanced age structure in the workforce;
- to avoid capability issues with older employees;
- to enable succession planning.

## Auto Enrolment

In 2025 auto enrolment will be introduced. Its aim is to get people contributing to pensions earlier. It finally brings to an end the failed voluntary approach to pensions savings. The CWU fully support the ICTU to enact the Automatic Enrolment Retirement Savings System Bill. They are calling on politicians from all parties to “get the bill done”.

The introduction of Auto Enrolment in UK in 2012 has been an extraordinary policy success. The proportion of employees with a workplace pension jumped from 47% to almost 80% today.

Employees aged between 23 and 60 earning over €20k and not contributing to a pension scheme will be auto enrolled. For every €3 contributed the employer will match and Government will contribute €1. Contributions will increase over a 10-year period. The

New Authority will ensure investment management, communications, GDPR, compliance etc.

## Investments

To protect members’ funds and entitlements investment strategy has to pay close attention to economic and financial data. We all know the small print on all investments – investments can go up or down!! Currently inflation in euro area is heading to their target rate of 2%. US inflation is described as sticky and not reducing to the levels forecasted. The view now is that Europe could reduce rates before the US. Whoever moves first has other financial implications. Global equity markets are up. German economy “engine of Europe” is struggling. Recession fears are allayed.

The Pensions Landscape is continually changing whether it be through EU Directives (IROPS II) or Government Legislation (Auto Enrolment). How funds are invested are heavily dependent on financial markets. The important thing to remember is that two thirds of today’s private sector workers are exposed to a significant drop in their normal living standards in old age. Having a pension is vital to bridge this gap.

## Have Your Say in Safety Representatives Survey

Section 25 of the 2005 Act entitles employees to decide on, select and appoint Safety Representatives or by agreement with their employer more than one Safety Representative. Employers have no role in selecting Safety Reps. Safety Representatives have a statutory basis which includes functions, entitlements and protections.

There can be confusion over their role, with many workers assuming that they are responsible for Health and Safety in their workplace. In other cases management appoint Safety Representatives which is against both the spirit and the letter of the law. The ICTU Health and Safety Committee, as does the CWU recognise the importance of Occupational Safety and Health representative as a trade union role.

The CWU in conjunction with ICTU engage

in a Working Group with the Health and Safety Authority, to review the supports that are available to Safety Representatives. To support this work and to inform the agenda for a National Conference that will be held in Dublin Castle in November, the HSA has launched a survey.

This survey, which is anonymous, will provide the HSA with valuable information regarding the role of the safety representatives, consultation in the workplace and the perception among employers and employees on the role. The survey can be completed by safety representatives, union representatives, workers, employers and Safety Professionals. We would encourage as many as possible to take the survey. **The closing date for completing it is 3rd June and can be accessed at the link below:**

<https://forms.office.com/e/NAZy1Dx5Ut>

## DPD Update

### DPD Kerry – Pay Claim Update

The DPD Branch Committee in conjunction with CWU Head Office have lodged a pay claim for a Living Wage for Members in DPD Kerry.

The claim was lodged with the franchisee who operates the Kerry Depot, Dynamic Delivery Limited (DDL), in advance of the expiry of the last pay agreement which ran until the 1st March 2024. That deal was signed at the same time as a new collective agreement back in 2022.

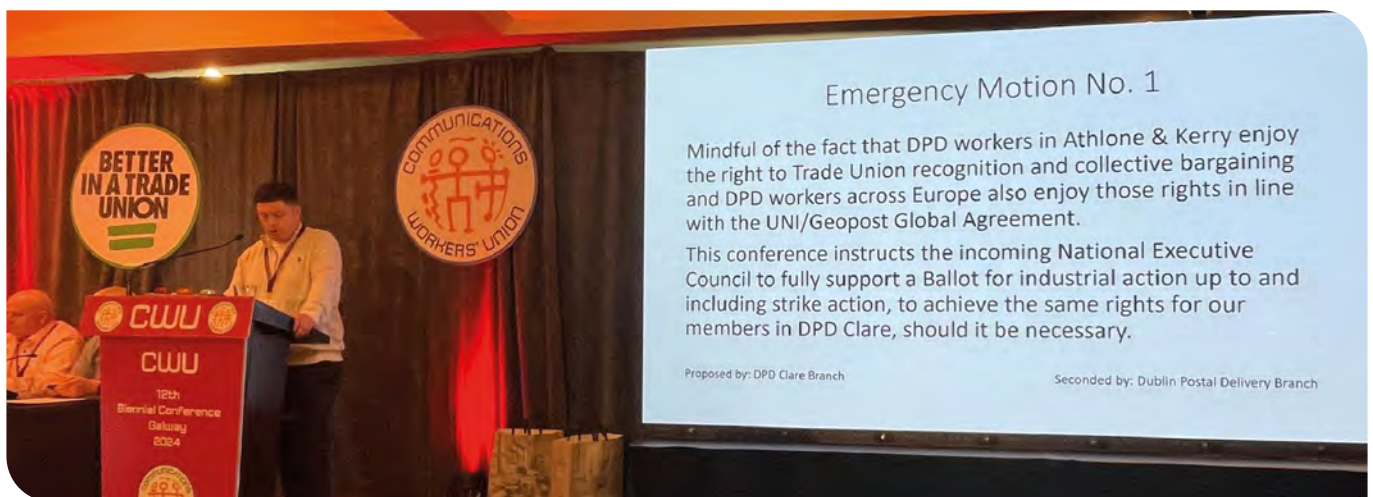
The Branch has made several attempts to engage

with DDL in order to progress the pay claim, including several meeting requests, but have not received any sort of meaningful response to date.

The Branch are of the view that the internal procedures which are set out in the relatively newly signed collective agreement have now been exhausted. As a result, the matter has been referred externally to the conciliation services of the Workplace Relations Commission for their assistance.

Members will be kept up-to-date with developments.

### DPD Clare – Campaign Update



*John O'Donoghue moving the Emergency Motion*

As previously reported, Workers in DPD Clare have organised themselves in to the CWU and have been campaigning for union recognition and collective bargaining rights along with improvements to their pay and conditions.

Unlike the majority of other DPD depots around the country which operate on a franchise basis, the staff in Clare are currently directly employed by DPD Ireland as the Depot is 'in house'.

Local Representatives from the Branch Committee and CWU officials met with the CEO of DPD in November 2023 and outlined their campaign issues and their desire to collectively bargain with their employer.

The Company were also presented with a cost-of-living survey which outlined the severe impact that the crisis has had on the lives of staff and how their living standards have been eroded.

Some of the key findings included:

- 86% of respondents indicated that their wages have failed to keep up with the cost of living which

has significantly reduced their disposable income

- The living costs that respondents are struggling with most are Energy Bills (81%), Rent /Mortgage (78%) and Food (63%)
- 69% indicated that the Cost of Living Crisis is having a negative impact on their mental health
- 96% of respondents indicated that they believed that DPD has not done enough to financially assist them with the cost of living

The Company gave assurances that the issues would be addressed but noted that there would have to be a "meeting of minds" in order to progress matters. This is a reasonable position in any negotiation and the Branch took this in good faith and were willing to engage positively on that basis.

The Union were eager to progress matters and address the concerns of members by achieving a pay increase. However, despite the stark findings in the cost-of-living survey, Company management delayed re-engaging until February 2024 – three months after

receiving the findings of the survey.

On re-engagement in February 2024, in an act of bad faith, Company management changed their approach and indicated that they would not be addressing any of the concerns that had been outlined to them, despite their previous reassurances that they would.

The Company position shifted from 'a meeting of minds' to we want to deal directly with our staff and that they don't want to deal with a union.

Up to this point of the campaign, CWU Members in Clare had demonstrated great patience and great perseverance with the process. However, that patience is limited and contingent on genuine engagement on the Company's part.

While Members' patience might be wearing thin, their perseverance certainly is not.

In response to the Company's bad faith actions, a staff petition was organised calling for a ballot for industrial action up to and including strike action. The petition was fully supported by Members in the Clare depot and was forwarded to DPD management.

In the meantime, the Company have outsourced the depot to a franchisee in an attempt to outsource their responsibility for the staff. This is an ironic development given that, when it comes to union recognition and collective bargaining, they claim that they want to deal directly with their staff.

The Company have also sent senior management to the depot at short notice to conduct group and one-to-one meetings in addition to promising staff tax-free vouchers. These 'sweeteners' are tactics designed to break the resolve of CWU Members in Clare in their

pursuit of a genuine voice in their workplace through union recognition.

DPD Ireland's approach to the workers' campaign in Clare is contrary to the Global agreement that exists between their parent company Geopost and UNI Global Union. That agreement provides for freedom of association and collective bargaining for DPD workers and that DPD management should place no obstacles in the way of workers who wish to unionise their workplace.

Despite an intervention from Geopost, DPD Ireland have continued to take a hardline approach and have placed numerous obstacles in the way of their staff in Clare achieving what DPD workers in Athlone, Kerry and right across Europe enjoy - union recognition and collective bargaining.

CWU Members in Clare don't want to have to fight for the right to collective bargaining, but DPD management are making them do so.

As a result, the CWU Biennial Conference passed an emergency motion fully supporting a ballot for industrial action up to and including strike action.

The motion was resoundingly supported by the Conference and sends a strong message of solidarity from CWU comrades right across the Union that they stand with their colleagues in pursuit of their fundamental right to a union in their workplace.

The motion received a fair degree of media attention and was covered by RTÉ News (see below).

A meeting has now been convened with DPD management and Members will be kept up-to-date with developments.

## CWU threatens industrial action at DPD Ireland



*By Brian O'Donovan  
Work & Technology Correspondent  
rte.ie Business News*

***The CWU has tabled an emergency motion at its conference in Galway to ballot workers at DPD for industrial action - up to and including strike***

The Communications Workers' Union (CWU) has threatened industrial action at courier company DPD Ireland.

The CWU has tabled an emergency motion at its Biennial Conference in Galway to ballot workers at DPD for industrial action, up to and including strike.

The Union has accused the Company of refusing to

engage with workers at its Clare depot regarding union recognition.

The CWU said it has had a long-standing relationship with DPD Ireland, which includes a collective agreement for night staff at its Athlone sorting hub and with its franchisee operating its Kerry Depot.

The CWU's global union federation, UNI Global,





has a European-wide union recognition and collective bargaining agreement with DPD's parent company, Geopost.

The CWU said DPD has failed to engage in a meaningful way with workers at its depot in County Clare and has outsourced the facility to a franchisee.

"The recognition of basic workers' rights should not be the cause of industrial relations disputes and should be taken off the table," said CWU General Secretary, Seán McDonagh.

"The CWU is calling on the new Minister for Enterprise Peter Burke to enshrine in law the rights of workers to organise and to collective bargaining," Mr McDonagh said.

"We are calling on the Minister to do this when the Government transposes the EU Directive on Average Minimum Wages which must be done this year," he

added.

DPD Ireland said its partnership with the CWU over the past 25 years has been instrumental in nurturing a collaborative and productive work environment.

"DPD Ireland consistently upholds all relevant laws to safeguard the well-being and statutory rights of our employees, including sick pay and the freedom of association and will continue to do so," a spokesperson said.

"Operating under a franchise model, each of our depots functions as a distinct legal entity, ensuring efficient operations while adhering to legal and regulatory standards," the company said.

"We have extended invitations to CWU for constructive discussions and remain committed to fostering a positive and mutually beneficial relationship," it added.

## American Airlines

In 2022, CWU Officials and AA Union Representatives entered into discussions on a three-year pay agreement for our members in American Airlines. Following these negotiations, the below pay proposal was put to a ballot and accepted by our members. Year two and three of the agreement, provided for a basic pay increase of inflation plus 1.5%.

### 2022

- 4.5% increase to the base rate of pay
- An early shift premium – extra €3 per hour from 5-7am

### 2023

- 10.3% increase to the base rate of pay
- €25 dry cleaning allowance per month

In May, the CWU concluded negotiations with AA management on the terms of the third year of the pay plan.

### 2024

- 7.8% increase to the base rate of pay

The above improvements in pay and conditions over the last three years could only be achieved by the hard work of the CWU AA reps and the dedication of our members in American Airlines.

## PHONEWATCH

In February, CWU Officials and the PhoneWatch branch concluded negotiations with PhoneWatch Management on a new two year pay agreement (1st Jan 2024 – 31st Dec 2025) for our members.

Following these discussions, the following pay proposals were put to a ballot and overwhelmingly accepted by CWU members in PhoneWatch.

### 2024

- Basic pay increase of 3.75%, backdated to 1st of January 2024
- An additional Annual Leave Day on Good Friday each year (anyone rostered to work in the ARC will receive a day in lieu)
- Increase to KPI Banding of 3.75% for field staff
- Increase to Field Ops On-Call Allowance from €114 to €140
- Increase to ARC shift allowance of 3.75%, backdated to January 2024

### 2025

- Basic pay increase of 3% from 1st January 2025
- A further increase of 0.75% from 1st of May 2025
- Increase of KPI Banding of 3.75% for applicable staff
- Increase to Field Ops On-Call Allowance from €140 to €150
- Increase to ARC shift allowance of 3.75%

The above increases are in line with those negotiated in other industries and within the guidelines of pay claims recommended by The Irish Congress of Trade Unions. This is a very strong outcome and was only made possible by commitment and hard work of the CWU PhoneWatch Committee and continued support of the CWU members in PhoneWatch.



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## CWU Delivers Comprehensive Training Strategy

As a communications union it is essential that we have a communications strategy as we continue to stake our role as the voice of workers in our sector. This, in effect, means that communications are mainstreamed into the overall aims and objectives of the Union and is part of growing union capacity. At our the 2022 BDC, the Union presented our communications strategy, and this has developed significantly since then. We see our communications strategy in all facets of our work from organising and campaigning to training and development.

We know that to further develop we must be a leader in how we communicate with:

- Members
- Representatives
- Employers
- Government, Political Parties & the Minister for Communications
- Media
- Other Trade Unions
- NGOs and other stakeholders

Our communications strategy is critical to that, and we have developed the following 5 step plan.

### 5-Step Strategy

1. Identifying objectives
2. Developing our messages in line with Union Mission
3. Ensure effective timing
4. Enhance media & channels
5. Review and monitor for best practice

## Website Development

The first workstream we identified was enhancement of the Union website. To drive this work, we conducted a survey of the NEC and Branch Secretaries on how we could enhance the website. Overall, the feedback we received was positive and we took on board the suggestions on the changes we could make to the website. We also conducted a comparative analysis on the “best in class” trade union websites, on a national and international basis, to see how we could enhance our own offering and a final report was produced.

We now have dedicated resources to upgrading and maintaining the website with latest news and innovations. We have enhanced the functionality of the website considerably with increased downloadable content and with latest news being posted regularly.

One of our website projects was to have an interactive section on employment rights. This was also identified as a need through the survey that we conducted on the website. In that regard we developed a frequently asked questions section on key employment rights issues for our members. The employment rights section is in an A-to-Z format and covers subjects such as parental leave, redundancy situations and many other forms of statutory entitlements that affect our members’ working conditions.

This employment rights section is updated regularly in line with changes to legislation and we have included key questions that we feel are relevant to our members and based on queries to union head office. The employment rights section of the website is available in members area of the Union website as per below.

<https://www.cwu.ie/being-a-member/employment-rights/>





## CWU Social Media

We are now on workstream 2 which is a thorough examination of our social media offering. We now have 5 platforms that we use and maintain on a regular basis. These include Facebook, Instagram, X (Twitter), LinkedIn and Tik Tok. Our recently conducted a social media survey which was sent to the entire membership by email. The results will inform us further as to what platforms, content and other activities that we should be engaging with.

All four platforms are updated simultaneously with latest news which is also reflected on the Union's website. A considerable amount of resourcing is required for this and our thanks to the administration team for ensuring that this is achieved.

One of our key objectives going forward will be to have further training and upskilling on the usage of social media so that we can adapt it fully in order to get our message across to our members in a timely and effective manner while at the same time ensuring that our messages are concise and relevant.

## Allocating Resources

Our administration team have been exceptional in supporting out work. This has involved upskilling

on social media, as well as website maintenance among others in order to support our work and deliver our communications strategy effectively. This has been led by National Officer Carol Scheffer with the support of our Office Manager, Imelda Wall. We are also open to implementing new technology and continuing to upskill in order to meet our needs.

## Future Workstreams

Since the implementation of our strategy, we are confident that we have made significant inroads on how we communicate not only with our membership but with other stakeholders. By breaking the work down into individual workstreams, we have ensured that we have gradually focused on critical areas and have given them the necessary resources to ensure that they are fully developed.

As a communications union we must have the best strategy and resources in place to continue as the premier union for our sector. We must also provide channels so that our members can engage with us further.

We at all times encourage feedback and can be contacted through the e-mail address:

**communications@cwu.ie**

## Using QR Codes to Connect

**Members can scan the QR codes below to connect to our social media and we encourage our members to engage with our social media as much as possible.**





# Workers' Memorial Day 2024



***Workers' Memorial Day is an International Day of Remembrance for those who have been killed or seriously injured in work-related incidents. The Irish Congress of Trade Unions has taken the lead for many years in marking International Workers' Memorial Day (IWMD) which takes place every year on the 28th April.***

The National Commemoration for Workers' Memorial Day took place on Monday, 29th April 2024 in the Garden of Remembrance, Dublin. This commemoration was led by ICTU and supported by Government, IBEC, the Health and Safety Authority and CIF. The General Secretary of ICTU, Owen Reidy, was accompanied by the CEO of the Health and Safety Authority, Conor O'Brien, and Minister of State, Emer Higgins

Last year in Ireland, 43 workers were killed in work-related incidents and many more were either injured or were made ill while working. This is more than a 50% increase on the previous year, demonstrating we cannot be complacent when it comes to workplace safety. This does not tell the full story, as Road Safety analysis of road traffic collision data between 2018 and 2022, found that 8% of drivers killed and 12% of those seriously injured, were driving for work. Separately, the Irish Cancer Society has stated that 5% of all cancer deaths are linked to occupation.

At the commemoration both ICTU and the Health and Safety Authority appealed for more employers to appoint worker selected Safety Representatives to foster a culture of workplace safety and in turn prevent workplace injuries, illnesses and deaths.

**Owen Reidy, General Secretary of ICTU**, speaking at the event said *"All of the evidence shows workplace*

*safety works best when there is genuine partnership, consultation and collective bargaining between employers and trade unions. Under the current legislation, employees are entitled to elect a safety representative to represent them on safety and health matters with their employer. There are thousands of trade union safety representatives in workplaces nationwide, but we need more. Together we can honour the memory of fallen workers, create safer workplaces, and protect lives."*

**Seán McDonagh, General Secretary of the CWU**, speaking on Workers Memorial Day said *"As we remember our colleagues who have lost their life, injured or ill as a result of work, it is important that we highlight the requirement for strong and robust Safety Consultation with Trade Unions and their members in the Workplace. This can be achieved through the selection by workers of Safety Representatives who are then properly trained and resourced. We welcome the continued focus on Safety representatives by the Health and Safety Authority who in conjunction with ICTU are continually developing the resources available to Safety Representatives. It has been shown again and again that employers who invest in workplace safety and health and engage in proper consultation with their workers can expect to reduce fatalities, injuries and ill health. Workers are entitled to work in a safe workplace and their families are entitled to expect that when they go to work that they are entitled to return to their families."*

## **Better in a Union/Safer in a Union**

The event was also attended by Denise McCann whose father was killed in a workplace accident when he fell from a height on a construction site in Ringsend Co.



Dublin in 2019. John was a member of the CWU at the time of his death. Denise and her family laid a wreath in his honour all workers killed in workplace accidents. Denise said, "When dad went out to work that morning, we could not have imagined he would never return but sadly, thousands of families across the country have suffered the same pain and loss we are going through as a result of a workplace incident, injury or illness. The vast majority of these incidents were preventable. For all employers listening today, I beg of you, make health

and safety your top priority. Carry out risk assessments and put the necessary measures in place to protect lives. Together, let's build a future where every worker returns home safely, their loved ones awaiting them with open arms."

There was a large number of CWU representatives in attendance on the day and music was performed by the CWU band. The Union also took the opportunity to highlight health and safety concerns through our social media platforms.



Minister Emer Higgins (on the right) and Denise McCann, lay a wreath in honour of Denise's father, John McCann, who was killed in a workplace accident.

# Say it loud, say it big: YOU'RE BETTER IN A TRADE UNION



CWU head office proud to carry the message.  
All workers deserve Respect at Work.





**RESPECT**  
at work

*Deputy General Secretary, Ian,  
and National Officer, Fionnuala,  
with Gareth Murphy and  
Brian McDowell from FSU,  
and Jonathan Hogan  
from Mandate.*



A new campaign, **RESPECT AT WORK**, is calling on the Government to ensure that workers have a legal right to organise a trade union in their workplace and are protected from discrimination and dismissal while doing so.

The campaign is a joint effort by the CWU, together with SIPTU, FSU and Mandate, demanding legal protections that would ensure that employee representatives and union Shop Stewards have the protections they need while representing the interests of their colleagues.

The campaign is timed to coincide with the required transposition of an EU Directive on minimum wages and collective bargaining, which the Irish Government must write into law by November of this year. The Directive requires countries where less than 80% of workers are covered by collective agreements to introduce new measures to promote collective bargaining between unions and employers. It is estimated that around 34% of workers in Ireland currently have their wages and conditions bargained collectively.

We are calling for legislative change and the strongest possible transposition of this Directive in workers' best interests, not a watered-down version that renders it meaningless.

Ireland has the weakest workers' protections in Western Europe. The right to organise a trade union in the workplace and a raft of the associated protections against discrimination and dismissal for workers and employee representatives is the norm across Europe. This is not the case in Ireland.

Ireland is also out of step with European norms when it comes to a worker's right to access information in the workplace, including access to information about

unions. In many European countries workers have a right to access a union official in their workplace in order to get advice and support.

The campaign is calling on all political parties to support the introduction of legislation this year to ensure greater protections for employees in the workplace.

CWU members are encouraged to engage with Local and European election candidates to get a commitment from politicians that companies who have a track record of denying workers access to a Trade Union should not be in receipt of Government contracts.

**Delegates at our recent Conference in Salthill, Galway, heard powerful testimony from CWU member Sharon Gill about her time working for BT in the ECAS (999) service, where workers fighting to have their union recognised were told that their efforts to unionise were "an act of self-harm". Union-busting has no place in Irish workplaces, and companies who deny union recognition should not be in receipt of state contracts.**

It is time to protect the right of workers to engage in collective bargaining, and to protect workers and trade union representatives from acts of anti-union discrimination and interference, including union busting.

**Visit the [www.respectatwork.ie](http://www.respectatwork.ie) website, watch the campaign video and sign up to support the campaign.**



*Taking the message around Dublin.*



*Sharon Gill, Delegate BT ECAS, at CWU Conference.*



## We're building a national campaign to win Respect at Work

Our demands are:

### **The Right to Protection**

No one should be punished for organising a union for better pay and conditions at work. We want employee representatives protected in law, and given facilities and support to do their role, when they stand up for themselves or their colleagues – and an end to victimisation.

### **The Right to Access a Trade Union**

Everyone should be able to access information about their rights at work through a trade union.

Ignorance isn't bliss – and employers shouldn't be able to keep you in the dark about your entitlements or how to organise for better workplace conditions and respect at work.

### **The Right to Discussion**

Everyone should have the right to discuss their terms and conditions with their colleagues.

Too many employers are trying to ban these discussions through draconian contracts – it's time to end these gag clauses.

## Join the campaign!

**RESPECT**  
at work

**In the coming weeks, we'll be taking our message to the communities across the country.**

We're going to expose the bleak reality of many Irish workplaces.

Shine a light on the rogue employers who engage in union busting.

And fight for the Respect at Work that we deserve.



**To find out more and to get involved, sign up at:**  
**RespectAtWork.ie**



Supported by:







## Communications Workers' Union EDUCATION GRANT SCHEME 2024

The Union is pleased to invite applications for our Education Grant Scheme which is open to members and their dependants.

For the purposes of the CWU Education Grant Scheme, "dependant" is defined as:

- A child or adopted child of a member
- The husband, wife, civil partner, or co-habiting partner of a member; and/or

A person for whom a member is acting in the place of a parent (including but not limited to a child or adopted child of a member's husband, wife, civil partner, or co-habiting partner)

The CWU Education Grant Scheme is now made up of the following four categories:

### 1. Primary School Awards

Up to 30 awards will be made annually to primary school students. Each award will be worth €350 to help with the purchase of schoolbooks and class materials.

For those successful in the draw, it will be necessary to get the Union's confirmation form signed and stamped by the primary school confirming the grant winner is a student for the upcoming September 2024 term. The form will be provided by the Union to the grant winners.

Please note that this award will be piloted for this year and reviewed thereafter.

### 2. Gaeltacht Awards

Up to 20 awards will be made each year for Gaeltacht students to help cover the cost of their participation in a Gaeltacht course. The grant will help cover course materials, tuition fees and accommodation for up to 22 days to a maximum value of €350. This payment will be made to those successful in the draw retrospectively on production of the course receipt. The Gaeltacht award is for courses held this **summer, 2024 only**.

### 3. Second Level Awards

Up to 30 awards will be made annually to second level

students. Each award will be worth €400 to help with the purchase of schoolbooks and class materials.

Members studying for the Junior and/or Leaving Certificate as mature students can also apply for this award.

For those successful in the draw, it will be necessary to get the Union's confirmation form signed and stamped by the secondary school confirming the grant winner is a student for the upcoming September 2024 term. The form will be provided by the Union to the grant winners.

### 4. Third Level Education Awards

The third level category will offer up to four awards annually. The award will be to a **maximum** value of €2,000 for each year of study to a **maximum** of four years. These awards will be made to Union members or members' dependants involved in study or research at Diploma, Degree, Post-Graduate Diploma or Post-Graduate Degree level. In line with the aforementioned levels of study, if members are not sure which course, they or their dependant will be doing they may indicate this on the enclosed application form as "to be decided".

Members who have already commenced approved courses can also apply.

Awards will be made on an annual basis for each year of study. Awards will not be given for a repeat year or for transition/advancement to another course.

For those successful in the draw for the third level award, it will be necessary to provide evidence of registration and/or receipts as appropriate for the course by the college which confirms that the grant winner is a student for the upcoming 2024 academic year.

### Application Criteria for the four Grant Scheme Categories:

1. The successful applicant must be in benefit when both the application and the payments are made. For the third level scheme, the member must be in benefit for each year that they are claiming the award.





2. For transparency purposes, applications must be made on the **current 2024** official form and no other version of the form will be processed. Photocopies of the forms and emailed copies are acceptable.
3. The form must be dated and **signed** by the member applying.
4. Members may not send in duplicate applications i.e., only one application per member, per dependant, per category will be accepted. However, members may enter each of the four categories if they or their dependants are attending the Gaeltacht, primary school, second level or third level institutions. (For example, if a member has more than one dependant in second level they should send in a separate application for each dependant)
5. Grants will be awarded by means of a draw which will take place at a date and time to be decided by the National Executive Council.
6. The decision of the National Executive Council on all matters relating to this scheme shall be final.
7. Grants will be non-transferable and must be claimed by **December 2nd, 2024**.

## Review and Monitoring of Scheme

This scheme will be launched to coincide with the upcoming academic year from September 2024. Again, for the Gaeltacht award this refers to courses held this summer, 2024. The Union is committed to monitoring this scheme and it will be reviewed on an annual basis by the Education Committee considering the applications received, budgeting and requirements of members. Comments and feedback from members on the operation of the scheme is invited.

Members must ensure that they fill out the correct form for the relevant category. Also, due to the volume of forms received by Head Office it will not be possible to confirm receipt of individual applications on behalf of members.

It will be the responsibility of each member to ensure that their forms are returned on time to Union Head Office as late applications will not be accepted. In that regard we would ask members to post their forms directly to Union HQ.

## Queries

Members who have any queries on the scheme or the application process are encouraged to contact Union Head Office directly for further assistance.

Forms are also available for download on the CWU website  
<https://www.cwu.ie/being-a-member/forms-booklets/>

**All forms must be returned to Union Head Office by Friday, June 14th, 2024, to the following address:**

Communications Workers' Union  
William Norton House  
575-577 North Circular Road  
Dublin 1

# BETTER IN A TRADE UNION





## CWU GAELTACHT GRANT 2024 ENTRY FORM

*I hereby declare that I am an in-benefit member of CWU and I wish to enter my application below for inclusion in the draw for the Gaeltacht Grant which is to take place in accordance with the conditions stipulated in CWU General Circular 8/24*

(PLEASE COMPLETE IN BLOCK LETTERS)

**NOTE:** Closing date for entries is Friday, June 14th 2024 and only successful applicants from the draw will be notified.

Name of Applicant.....

Address.....

.....

Name of Union Member .....

Address.....

.....

Contact Telephone Number .....

Relationship to Applicant\* .....

Place of Employment .....

Address.....

.....

Union Branch ..... Staff Number .....

I agree to be bound by all conditions and decisions of the National Executive Council.

### DATA PROTECTION:

The information collected here will only be used for the purpose of entering the Education Grant Scheme draw and will not be shared with any third-party. If you consent to the use of your data for this purpose, please sign the form below.

**Signed:** ..... **Date:** .....

### \* For the purposes of the CWU Education Grant Scheme, “dependant” is defined as:

- A child or adopted child of a member;
- The husband, wife, civil partner or co-habiting partner of a member; and/or
- A person for whom a member is acting in the place of a parent (including but not limited to a child or adopted child of a member’s husband, wife, civil partner or co-habiting partner).



## CWU PRIMARY LEVEL AWARDS 2024 ENTRY FORM

*I hereby declare that I am an in-benefit member of CWU and I wish to enter my application below for inclusion in the draw for the Primary Level Awards which is to take place in accordance with the conditions stipulated in CWU General Circular 8/24*

(PLEASE COMPLETE IN BLOCK LETTERS)

**NOTE:** Closing date for entries is Friday, June 14th 2024 and only successful applicants from the draw will be notified.

Name of Applicant.....

Address.....

.....

Name of Union Member .....

Address.....

.....

Contact Telephone Number .....

Relationship to Applicant\* .....

Place of Employment .....

Address.....

.....

Union Branch ..... Staff Number .....

I agree to be bound by all conditions and decisions of the National Executive Council.

### DATA PROTECTION:

The information collected here will only be used for the purpose of entering the Education Grant Scheme draw and will not be shared with any third-party. If you consent to the use of your data for this purpose, please sign the form below.

**Signed:** ..... **Date:** .....

### \* For the purposes of the CWU Education Grant Scheme, “dependant” is defined as:

- A child or adopted child of a member;
- The husband, wife, civil partner or co-habiting partner of a member; and/or
- A person for whom a member is acting in the place of a parent (including but not limited to a child or adopted child of a member’s husband, wife, civil partner or co-habiting partner).





## CWU SECOND LEVEL AWARDS 2024 ENTRY FORM

*I hereby declare that I am an in-benefit member of CWU and I wish to enter my application below for inclusion in the draw for the Second Level Awards which is to take place in accordance with the conditions stipulated in CWU General Circular 8/24*

(PLEASE COMPLETE IN BLOCK LETTERS)

**NOTE:** Closing date for entries is Friday, June 14th 2024 and only successful applicants from the draw will be notified.

Name of Applicant.....

Address.....

.....

Name of Union Member .....

Address.....

.....

Contact Telephone Number .....

Relationship to Applicant\* .....

Place of Employment .....

Address.....

.....

Union Branch ..... Staff Number .....

I agree to be bound by all conditions and decisions of the National Executive Council.

### DATA PROTECTION:

The information collected here will only be used for the purpose of entering the Education Grant Scheme draw and will not be shared with any third-party. If you consent to the use of your data for this purpose, please sign the form below.

**Signed:** ..... **Date:** .....

### \* For the purposes of the CWU Education Grant Scheme, “dependant” is defined as:

- A child or adopted child of a member;
- The husband, wife, civil partner or co-habiting partner of a member; and/or
- A person for whom a member is acting in the place of a parent (including but not limited to a child or adopted child of a member’s husband, wife, civil partner or co-habiting partner).



## CWU THIRD LEVEL AWARDS 2024 ENTRY FORM

*I hereby declare that I am an in-benefit member of CWU and I wish to enter my application below for inclusion in the draw for the Third Level Awards which is to take place in accordance with the conditions stipulated in CWU General Circular 8/24*

(PLEASE COMPLETE IN BLOCK LETTERS)

**NOTE:** Closing date for entries is Friday, June 14th 2024 and only successful applicants from the draw will be notified.

Name of Applicant.....

Address.....

.....

Name of Union Member .....

Address.....

.....

Contact Telephone Number .....

Relationship to Applicant\* .....

Place of Employment .....

Address.....

.....

Union Branch ..... Staff Number .....

I agree to be bound by all conditions and decisions of the National Executive Council.

### DATA PROTECTION:

The information collected here will only be used for the purpose of entering the Education Grant Scheme draw and will not be shared with any third-party. If you consent to the use of your data for this purpose, please sign the form below.

**Signed:** ..... **Date:** .....

### \* For the purposes of the CWU Education Grant Scheme, “dependant” is defined as:

- A child or adopted child of a member;
- The husband, wife, civil partner or co-habiting partner of a member; and/or
- A person for whom a member is acting in the place of a parent (including but not limited to a child or adopted child of a member’s husband, wife, civil partner or co-habiting partner).

# TRADE UNION WEEK

From April 29th to May 6th, unions across Ireland celebrated the first ever Trade Union Week.

In 2024, the Irish Congress of Trade Unions launched a nationwide campaign – Better in a Trade Union, the main focus of which is to promote the values and benefits of trade union membership.

The CWU played a key role in developing the campaign and bringing this critical initiative to fruition. In our **Shaping the Future Union** strategic plan we placed organising and recruitment central to the future of the trade union movement. As a leading private sector union within the Irish Congress of Trade Unions, the CWU understands both the challenges and opportunities presented by the large number of workers who don't yet enjoy the benefits of trade union membership.

Investing in our future, attracting new members,

thereby maximising our influence can only be achieved by providing workers with the confidence that we will be at their side in representing their interests.

Featuring workers from across the island of Ireland, the **Better in a Trade Union** campaign highlights union benefits such as enhanced job security, advice and support, improved terms and conditions of employment and better pay.

As part of the campaign, Unions all over Ireland held events in and out of workplaces, together with a coordinated social media campaign, to highlight the benefits of being part of a trade union.

You can visit [www.unions.ie](http://www.unions.ie) to learn more about the Campaign, where you can check out the video testimonials from CWU members Andrew Keehan and Adam Kavanagh.



**BETTER  
IN A TRADE  
UNION**  
=



*eir workers know they're  
better off in a trade union.*







*An Post workers know they're better off in a trade union.*



*Vodafone Workers know they're Better in a Trade Union.*





Dave Sheehy and Adrian Scanlon.



Willie Mooney and Frank Burke.



James Moore



John Clarke and Cormac O Dalaigh.



*An Post workers know they're better off in a trade union.*

Members are encouraged to visit CWU social media platforms via the QR codes below, to keep up to date with CWU #BetterInATradeUnion activities.



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# CAN YOU HELP?

## History of "THE RELAY"

**The Relay** was the Union journal of the IPOEU/CUI prior to its amalgamation with the PTWU in 1989 which led to the creation of the CWU.

The IPOEU first discussed the publication of a union journal in June 1947. The first issue took place in October 1947. Its intention was to provide information to members on industrial issues in addition to providing information from Branches on their activities. The first volumes were twenty-pages, A4 folded, with an attractive front-page logo designed by Tim Healy, Cork. However, lack of funds meant that the Relay was only published on a quarterly basis from January 1948. There were complaints that not enough members offered contributions especially from outside Dublin.

In December 1949, Seán O Ceallaigh became editor. In January 1951, readers' attention was drawn to Regulation 977(a) of the PO Engineering Department Regulations which stated:

*'Criticism in staff journals, or otherwise of methods of supervision or of Supervising Officers, calculated to impede Officers of the Department in the proper performance of their duties, is strictly forbidden. Any offence against this Regulation will involve the withdrawal of Official Recognition from the Branch or Association concerned, and the suspension from duty of the Branch Secretary or other officer responsible'.*

*Steps had previously been taken against The Relay but the Executive assured members that its editorial policy would 'continue to be governed by a consideration of what is in the best interests of the membership'. This 'rather than threats' would 'be the deciding factor'.*

A new version of **The Relay** appeared in January 1951, larger in page size but in layout very similar to the **Postal Worker**. It carried more detail and looked more impressive. In 1952, the journal complained that 'beyond the few 'old reliables' – Tralee, Limerick, etc – other Branches are simply not interested in supplying copy for publication'. **The Relay** failed to appear for lengthy periods in 1954 and 1955 citing lack of content from Branches. The Annual Conference in 1956 called for a quarterly publication which began in January 1957. It continued to be published in an intermittent basis.

The June 1961 issue was volume 13, numbers 1-3. Volume 13, number 4 did not, however, appear until October 1963. It wasn't until September 1967 that it started to appear on a permanent and regular basis. **The Relay** continued to be published quarterly but continued to struggle for content. Continuing problems led the 1973 Conference to move for the appointment of an Honorary Editor. When A.F. 'Gus' Canavan (Dublin No 6) took the reins, **The Relay** finally appeared on a regular, unbroken basis from January 1974. Canavan was popular and his interests were quickly reflected in international news from PTTI and Europe, details of social welfare and taxation entitlements, humour, and significantly increased Branch news. **The Relay** continued to be published with the last issue published in July/August 1989. Following the amalgamation to form the CWU in 1989 the first issue of the new journal **The Communications Worker** was published in December 1989.





## Looking for old copies of *The Relay*

While we have the majority of copies of **The Relay** in the office, we are still missing some. We are hoping to bind all the copies so they can be retained. If anyone has any of the following copies, we would be grateful if they could provide them to us. It is quite possible that it was not issued during some of the periods mentioned. The copies we are seeking are:

<b>1947</b>	Issue 1
<b>1949</b>	We have no issues
<b>1950</b>	We have no issues
<b>1952</b>	Issues 7-9
<b>1953</b>	Issues 5-6 and 9-10
<b>1958</b>	April to December
<b>1960</b>	We have no issues

<b>1961</b>	We have no issues
<b>1962</b>	We have no issues
<b>1963</b>	We have no issues
<b>1964</b>	We have no issues
<b>1965</b>	We have no issues
<b>1966</b>	We have no issues
<b>1967</b>	We have no issues
<b>1968</b>	Issue 2
<b>1973</b>	We only have the issue from June to August
<b>1974</b>	Issue 3 and 6
<b>1982</b>	We are missing the September issue
<b>1989</b>	We are missing issue 3

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# Anticipated Debenhams decision issued by the Labour Court on Collective Redundancies – what does in “good time” mean?

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## **Jane Crowe v Debenhams Retail (Ireland) Limited & Debenhams Retail (Ireland) Limited in Liquidation.**

The recent decision of the Labour Court provides useful insights into and clarifications regarding the collective redundancy obligations for employers that arise under the Protection of Employment Act, 1977 (“the 1977 Act”), which organisations should be alert to when proposing to implement a collective redundancy. In brief, employers are obliged to inform and consult with employees over a minimum period of 30 days in advance of a collective redundancy. A collective redundancy will be triggered if it is proposed to make 5 employees redundant out of a workforce of 21- 49 or typically 10 per cent of the workforce.

The background to this case is well traversed, when at the commencement of the Covid-19 pandemic in 2020, Debenhams Retail (Ireland) limited announced it was closing its stores in Ireland. It became quickly apparent that, in addition to the closure of the shops and a pending liquidation, the employer would not be honouring enhanced redundancy packages for long serving staff, which resulted in extended industrial action at the Debenhams premises.

### **The Law**

Section 9 of the 1977 Act requires an employer to consult with representatives in “good time” and at least 30 days before the issuing of notice of termination with employees’ representatives. Section 10 of the

1977 Act provides that employers must also supply representatives with “relevant information” during the consultation process, to avoid and minimise the effect of any redundancies. A breach of either section may result in an award by the WRC of 4 weeks’ pay for each affected employee.

### **WRC Decision May 2023**

Jane Crowe/Mandate issued proceedings against 2 respondents, Debenhams Retail (Ireland) Limited and Debenhams Retail (Ireland) Limited in Liquidation as separate respondents, alleging contravention of sections 9 and 10 of the Act, representing 4 claims on behalf of each member. This was litigated on the basis of one main test case together with the logistical feat of lodging over 750 individual claims on behalf of Mandate members in the WRC. The WRC found that Debenhams as the employer had failed to comply with their consultation obligations under both Sections 9 and 10 of the Act and awarded 8 weeks’ pay. The Adjudication Officer found that the legal personality of the employer did not change when the liquidator was appointed and found that there were only 2 valid complaints against one respondent, Debenhams Retail (Ireland) Limited only.

### **Labour Court Decision April 2024**

On appeal to the Labour Court, Debenhams challenged both findings under Sections 9 and 10. The Labour



Court agreed with the Adjudication Officer's decision that there was in fact only one entity pre and post liquidation, that the legal identity of Debenhams as the employer continued.

The Labour Court also upheld the WRC decision pursuant to Section 9 on the basis that Debenhams failed to commence the consultation process "in good time/ earliest opportunity" as required by the Directive 98/59/EC and the 1977 Act. The consultation process commenced on 17 April 2020 at the height of Covid-19 shutdown. The Labour Court found that in reality there was an opportunity to commence the consultation process earlier on or around 9 April 2020 when collective redundancies were a real possibility. It was noted that correspondence issued on 9 April 2020 from one of the directors, confirming that the Board of Management had ceased to trade in response to confirmation from the UK that they would no longer be in a position to fund the Irish operations. It was submitted and accepted that, as of this point, Debenhams were contemplating redundancies.

There was also evidence that Debenhams had received legal advice on the implementation of collective redundancies. Therefore, at that point in time, when it became clear that collective redundancies were going to be a feature, it was suggested that this is when consultation should have begun. The court said there had been an incorrect assumption that the liquidator had to be appointed before the consultation could begin and that it was not in good time or reasonable to delay the consultation until after the liquidators 'had been appointed'. The Labour Court made an important point that there is no requirement on a company to have all relevant information before commencing a consultation process. The bottom line is that the Labour Court found that, by failing to consult sooner rather than later, this narrowed the options for the staff in the context of a collective redundancy consultation.

Unlike the Adjudication Officer in the WRC, the Labour Court did not uphold the decision that Debenhams had failed to provide the relevant information as required under Section 10 of the Protection of Employment Act 1977 and considered that queries submitted by Mandate acting on behalf of the workers were mainly addressed by the liquidator.



**“ The Labour Court made an important point that there is no requirement on the Respondent to have all relevant information before commencing the consultation process. ”**

# BETTER IN A TRADE UNION



**CC Solicitors is one of the leading, specialist employment law firms in Ireland. Please do not hesitate to contact a member of the team should you require any advice on collective redundancies or industrial relations matters.**

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## BE SunSmart!

Skin Cancer is the most common cancer in Ireland with almost 11,000 cases diagnosed annually. The number of people being diagnosed with skin cancer in Ireland is rising rapidly. Yet skin cancer is largely preventable by protecting skin from UV rays and not using sunbeds. Protecting your skin from the sun whether at home or abroad can reduce your risk of skin cancer. Exposure to UV radiation is the main risk factor for skin cancer. UV radiation is emitted naturally from the sun and is also generated from artificial sources such as sunbeds. UV radiation is a known carcinogen in the same category as asbestos and tobacco.

The UV level is measured in a scale called the UV index. In Ireland the UV index is generally moderate to high i.e., 3 or above between 11am and 3pm from April to September. If working outdoors during this



time, protective measures should be taken. You should protect your skin by using shade, wear clothing that covers the skin, a wide brimmed hat, sunglasses and sunscreen of SPF 30+.

***If you work outdoors, you are exposed to 2-3 times higher amounts of UV from the sun than people who work indoors, putting you at higher risk of developing skin cancer. If you spend 4 or more hours outdoors daily, then you have a higher risk skin cancer. Research has found that outdoor workers are more likely to comply with sun safety practices (applying sunscreen, wearing a hat) if they feel that their employer and colleagues encourage it.***

### Follow the SunSmart 5 S's to reduce your risk of skin cancer



**S**lip on clothing that covers your skin



**S**lop on sunscreen on exposed areas using factor 30+ for adults and 50+ for children



**S**lap on a wide-brimmed hat



**S**eek shade – especially if outdoors between 11am and 3pm



**S**lide on sunglasses

Do not deliberately try to get a suntan. Avoid getting a sunburn. Never use a sunbed.

Be SunSmart  
[www.hse.ie/sunsmart](http://www.hse.ie/sunsmart)



nccp National Cancer Control Programme

### Facts about Sunscreen



Choose a broad-spectrum (provides UVA and UVB protection) water-resistant sunscreen:



SPF 30 plus for adults  
SPF 50 plus for children  
SPF protects against UVB



Reapply every 2 hours, or more often after swimming, towel drying or sweating



Star rating of 4 or more to protect against UVA or has a UVA logo on the bottle



The higher the price of sunscreen does not mean a better product or better protection



Apply 20 minutes before going into the sun



No sunscreen offers 100% protection from UV radiation; it should be used as the last line of defence after clothing, a wide-brimmed hat, sunglasses and shade.



Apply generously and use more than you think you need



Check the sunscreen's expiry date and store in a cool dry place



nccp National Cancer Control Programme



For more information on being SunSmart visit [www.hse.ie/sunsmart](http://www.hse.ie/sunsmart)



# My Leaving Cert Construction Project – A Full-size Telefón Box

*by Tadhg Gaffney,  
St. Joseph's Secondary School, Rush.*



*The finished project*

My name is Tadhg Gaffney, and I am a 6th year student in St. Joseph's Secondary School, Rush, Co. Dublin. I chose Construction as one of my seven subjects to do for my Leaving Certificate this June, and as part of this subject every student is required to make whatever they like in school out of timber, which is accompanied with a portfolio.

I am lucky enough to be part of a family of carpenters and have gained much experience over the last few years working with timber with my father, uncle and late grandfather. With this, I decided that I wanted to make something unique for my Leaving Cert project. One thing that had always interested me was the old green and white P&T Telefón boxes that had been built and dotted around Ireland in almost every town, village and city. As time moved on however and technology improved, these phone boxes began to become obsolete, with many being removed or falling into disrepair. A restored box stands in a neighbouring town of mine, the Naul, and around a year ago I managed to find a picture of the one in my hometown of Lusk which used to stand just around the corner from my house, both of which really interested me. With this I decided that for my project, I was going to build a full sized replica Telefón box with a few changes which I felt would improve the overall look.

Last September I brought all the materials I needed into school and began making my project with the great help of my teacher Mr. Skelly. I began with a basic frame of two side screens with a plywood sheet for a back. This made up the gaps for two windows and also the frame for the door which I would make soon after.



Next it was time to paint up this frame, by first applying a coat of primer and then several coats of white. At the same time, I was painting up the green slips that would go around the edges of the glass on the windows and door and also be used for glazing bars on the windows.



Once fully painted, it was time to both put a roof on the phone box and also put the glass windows in. For the roof I used joists of a similar size that would be used on the roof of a house, and then sheeted it in plywood, which I would paint white. As for the glass I tacked on an internal slip in each opening and used double sided glazing tape which I would peel off once I inserted the glass before fully securing the glass with external slips. What followed was probably the most time consuming part of this project was applying each and every glazing bar, both inside and outside of the three panes of glass which took hours. Once finished though it really did begin to look like a phone box.



The final key element of the project was the writing which went on top of the phone box. Usually this was done on a white background with simply just the word Telefón written on the four sides. This is one part of the design which I decided to make my own. I chose to have the writing engraved using a programmed wood burner onto oak boards which we would finish in a clear finish



and then add green trimmings around. I also decided to just have Telefón written on one side, and then the three neighbouring towns closest to myself, Lusk, Rush and Skerries written as Gaelge on the other three sides as Lusca, Ros Eó and Na Sceirí.

By now most of the work was done I just had a bit of touching up to do and adding small but important features such as the clamshell handle on the door. Then after weeks of searching from both myself and the team at the Communication Workers Union, I managed to finally acquire a genuine Eircom telephone for the box, supplied by Eir themselves which I will fit into the box. This will really set off this project.

So that is the story of the phone box for the time being, I must wait for my exam results to be released at the end of August this year before I can take it out of school as it must be graded, and I think that this will perhaps be the biggest challenge just getting it out of the building due to its size and weight! Nevertheless when we do eventually get it out I hope to put it in the garden of my grandparents house in a sheltered area so that it can retain its current state for many years to come. I hope you have enjoyed reading the story of the phone box.

**Congratulations to Tadhg on a great job!**



# Knowing the Signs of Oesophageal Cancer



*Padraig Harrington and Gerry Martin help launch the "Lollipop Day" for Ireland's Oesophageal Fund.*

Charity patron and golf legend **Padraig Harrington** joined **Gerry Martin**, CWU's Finance Officer, who is a patient ambassador for Ireland's **Oesophageal Cancer Fund (OCF)**, to launch 'Lollipop Day' which raised €170,000. This money funds OCF's patient support and awareness programme, as well as cancer research and funding the **Barrett's Oesophagus Biobank and Register**. Barrett's can be a precursor to oesophageal cancer and was in Gerry's case. He had surgery to remove his oesophagus in 2011 and is one of the lucky ones to survive this difficult cancer.

Unfortunately, Ireland has one of the highest rates of oesophageal cancer in Europe with over 500 people diagnosed each year. Oesophageal cancer is the sixth leading cause of cancer mortality worldwide and is much more common among men than women. The good news is that **survival rates show a 50% improvement in Ireland**, a figure that can be really improved by encouraging early detection and driving awareness of the symptoms of this cancer.

Primarily, these symptoms include difficulty

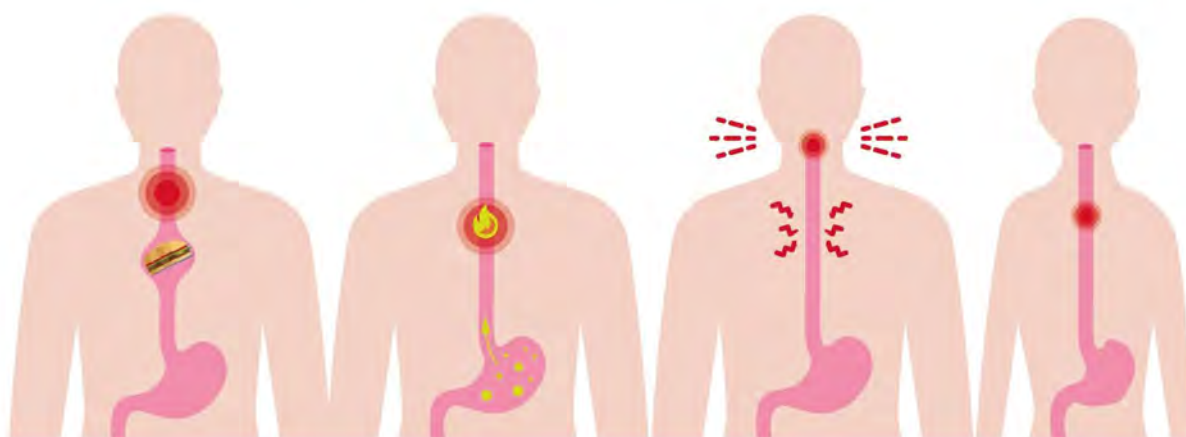
swallowing, persistent acid indigestion, heartburn and reflux and unexplained weight loss. Unfortunately, 70% of patients experience these symptoms for 3 months before contacting their GP and **OCF is urging people to go to their GP early, just to get checked.**

Padraig Harrington, Patron of the Oesophageal Cancer Fund said: "I'm delighted to meet Gerry and his family and to support the work of the OCF in raising awareness about the symptoms of this terrible cancer and to encourage people to book an early GP appointment. Unfortunately, my family has experienced the devastation of this cancer, having lost my Dad to it in 2005. He had been experiencing symptoms for quite some time and an earlier diagnosis could have made a big difference. **What we do know for sure is that early detection saves lives and that's why awareness building is so important.**"

OCF, which receives no State funding, needs to raise €500,000 this year to do its work around patient support, awareness and funding research. People can find out more **via [www.ocf.ie](http://www.ocf.ie)**



## OESOPHAGEAL CANCER - KNOW THE SYMPTOMS

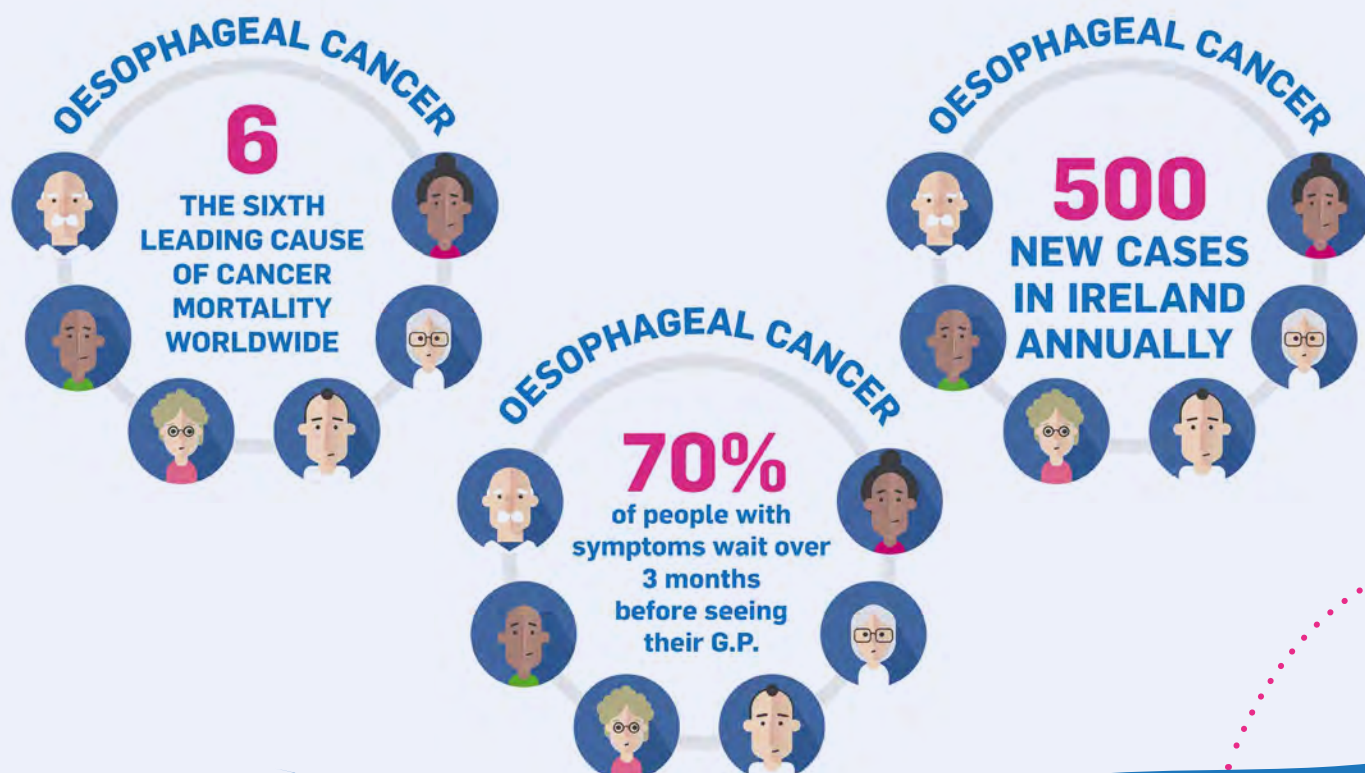


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# CWU 12th Biennial Delegate Conference

## The Galway Bay Hotel



*Two Presidents: Frank and Carol.  
President of the Universe  
and World President!*



*Seán congratulates Jarlath  
on his service to the CWU.*



*Lord Mayor, Eddie Hoare, with Seán.*

*First time attendee,  
John O'Donoghue,  
proposes  
Emergency Motion.*



### Emergency Motion No. 1

Mindful of the fact that DPD workers in Athlone & Kerry enjoy the right to Trade Union recognition and collective bargaining and DPD workers across Europe also enjoy those rights in line with the UNI/Geopost Global Agreement.

This conference instructs the incoming National Executive Council to fully support a Ballot for industrial action up to and including strike action, to achieve the same rights for our members in DPD Clare, should it be necessary.

Proposed by: DPD Clare Branch

Seconded by: Dublin Postal Delivery Branch





*Delegates highlight the two campaigns: "Better in a Trade Union" and "Respect at Work".*



*Gerard Kehoe, John Blight and John Sharkey.*



*Vodafone Branch.*



*Ivor makes a Presentation to Oliver Roethig, UNI.*



*Seán makes a Presentation to Owen Reidy, ICTU.*



*Cork District:  
Ciara, Donal and Alannah.*



*A big thanks to Galway Postal Branch for all their work bringing Conference to Galway.*





*Dublin No. 1 Branch Delegates.*



*Frank Joyce, PJ McNichols and Paul McKelvey.*



*Dave Sheehy addresses Conference.*



*Bernadette Burke, Angela Fanelli and Sharon Gill.*



*Ian McArdle, Deputy General Secretary.*



*KN Branch Delegates.*



*Limerick Postal Branch.*



*Tom Hayes and Sabrina Kirwan.*



*Flan Enright and Jackie McNamara.*



*Delegates at Biennial Delegate Conference.*





*Dublin Postal Delivery Branch Delegates  
with newly-elected President, Frank.*



*Brian Mullarkey.*



*Fiona Woods.*



*Mid-Northwest District Branch Delegates.*



*Tom Sheehan,  
Vice-President.*



*Pat Hawkins and Ian Wall.*



*Maxine Scanlon.*



*Anthony Clogher.*



*Pat Sheridan.*





*Delegates listen to a welcome to Galway from Lord Mayor Eddie Hoare.*



*Ian finalising some last minute details before Ivor calls delegates to order.*



*Diarmuid presents DPDB member Liam Keehan with a clock on his retirement.*



*Seán and Pat are pictured presenting Joe Coote, Ennis Postal, with a clock to mark his retirement.*



*Imelda presents Kevin Keatinge, DPDB, with a clock to mark his recent retirement.*



*Dublin No 1 stalwarts, Jerome Barrett & John Chaney, present Outgoing President, Ivor Reynolds, with a clock to mark his retirement.*



*Team awesome members Lena, Fan, Lorraine, Ruth and Sarah getting ready for Delegates to arrive in Galway.*





*Outgoing President, Ivor Reynolds and General Secretary, Seán McDonagh, enjoy a light-hearted moment at Conference.*



*The General Secretary addresses Conference.*



*Deputy General Secretary, Ian McArdle, makes a point.*



*Ray Lawlor and Imelda Wall.*



*Claire Brady and Roisín Doughty.*



*Breda Galvin, Tim Noonan, Ray Neville & Maryse O'Connor Mackessy.*



*Fionnuala Ní Bhrógáin - National Officer.*

## CHILDREN'S BENEFIT SCHEME REPORT



The Union has a fund called the **Children's Benefit Scheme** which is funded from the 1% membership deduction fee. This fund was previously called the

**Orphans' Pension Scheme** and cost 20cent to enrol families into it. The National Executive Council took a decision to bring this fund under the membership contribution and allow for free enrolment into the fund. On the death of an in-benefit member any family enrolled in the fund will qualify for the grant which is €20 per week per child (paid monthly). There was €40k paid from the fund in the last twelve months and there are currently 25 families eligible for payment from the scheme. On the 18th birthday of a child they will exit the scheme.

The Children's Benefit Scheme form can be found on [www.cwu.ie](http://www.cwu.ie).





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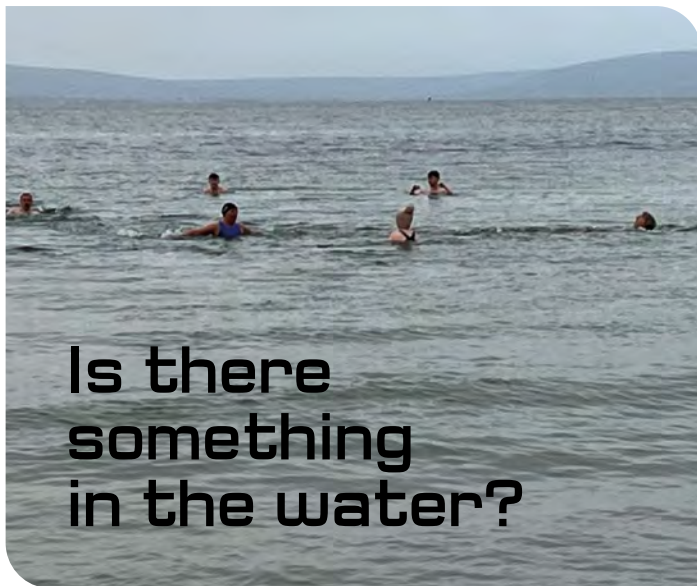
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**Is there  
something  
in the water?**

**Deputy General Secretary, Ian,  
Team Awesome Staff  
and Ellen Moore, NEC,  
brave the Atlantic Ocean on  
Wednesday morning before  
Conference starts.**

## Will Meegan Retires



*Will Meegan, Dublin No. 1 Branch, presented with his Union  
Scroll by Adam Kavanagh, Dublin No. 1 (NEC)*

## Retirement Celebrations for Brendan White, Maynooth DSU



Celebrations were held recently at Maynooth DSU to mark Brendan White's retirement after 25 years' service. Brendan is well-loved and will be truly missed around the office.

You would be hard pushed to find a staff member in Maynooth DSU who hasn't been out training with Brendan

over the years, especially around the Celbridge area, and they all have happy and fond memories of those experiences. All his colleagues wish him a healthy and happy retirement. Pictured is Brendan and all his colleagues at Maynooth DSU on his final day. A big hoorah from all the gang!



## Dublin Postal Delivery Branch Retirements



*Shay Duignan,  
Whitehall DSU.*



*Mark O'Reilly,  
Ravensdale Road.*



*Colm "Bob" Byrne,  
Crumlin DSU.*



*Martina Connolly, Blanchardstown DSU,  
with Branch Representative, Derek Lordan.*



*Shay Goragly, DSU 1, receiving his Union Scroll from  
Local Reps, Richie Slattery and Frank McGrath.*



*Paul O'Meara, DSU 1  
Ravensdale Rd.*



*Pat Ennis (R), Tallaght DSU with  
Branch Chairperson, Seán O'Donnell*



*Robbie "Titch" McKenzie,  
DSU 2.*



*Peter Gilhooley and Joe McGarry (Fortfield DSU) presented with their Union Scrolls by Vice-Chairperson, Andrew Keehan (L) and Local Branch Representative, Tony Doran (R)*



*Larry Kelly,  
Baldoyle DSU.*



*John Whelan,  
Whitehall DSU.*



*Paul Corcoran (L),  
Baldoyle DSU.*



*Paddy Murphy, Ravensdale Rd DSU 2  
with Branch Representative, Karl Donohoe  
and Frank Donohoe, President, CWU.*



### Tipperary DSU Retirements



Two retirements occurred when Ann Hill and David Powell retired at the start of the year from Tipperary DSU. Ann had 43 years' service and David had 17 years' service. Both are pictured with the Branch before being

presented with their Union Scrolls from the Branch Secretary, Ger Harnett. All their colleagues in Tipperary wish Ann and David and their families a long and happy retirement.

### Winifred King Retires



*Pictured with her colleagues following her last day of service with An Post on the 8th March 2024 is Winifred King, Lifford/Inisowen Postal Branch. Winifred delivered the post in the Buncrana area of Inishowen for the past 34 years. All the Lifford/Inishowen Branch wish her all the best in her retirement.*

***From l to r: Colm Doherty, John Henderson, Brian Doherty, Winifred King, Adrian Callaghan, Michael Gallagher, Seamus McLaughlin and Ruth Doherty.***



## Seán Connolly Branch – Dungarvan Section Retirements



*Dungarvan Social Club Members celebrate!*



*Vincent O'Keeffe, Dungarvan Section,  
retires after 45 years.*



*Michael Ryan retires from Dungarvan Section  
with 45 years' service.*



## Dublin No. 2 Branch Retirements

Harry Jackson, Paul Lambert, Ambrose O'Brien, Jimmy Murray, Derek Quinn, Gerry Deegan, Denis Somers, Michael Halloran, Eugene O'Brien, John Foley, Martin Landy and Gerry O'Neill receiving their Union Scrolls and Badges from Branch Officers and Committee Members.





CWU PEOPLE





## Former Presidents Line-up!



*Pictured at the recent Conference are our former Presidents: Pascal Connolly, Willie Mooney, Ray Lawlor, Ivor Reynolds, Martina O'Connell and Seán McDonagh. (Cormac O'Dalaigh had just left the building).*

## Malachy McCarron Retirement



*Malachy McCarron Ballina, Postal Branch, who received a Presentation from Deirdre Medlar NEC at the recent Biennial Conference.*

## Frank Aherne Retirement



*Frank Aherne PMC being presented with the Union Scroll by Michael Cahill, Southern Regional Managers' Branch.*

## Dublin Postal Amalgamated Branch Retirements

*Brendan Hoey, HGV Driver in the Dublin Network Fleet and member of the Dublin Postal Amalgamated Branch. His last day of service was the 24th of August 2023 after 43 years' of service. The Branch wishes Brendan a long and healthy retirement.*



*Bernard Hudson (right), HGV Driver in the Dublin Network Fleet and member of the Dublin Postal Amalgamated Branch is pictured on his last day of service on the 1st of December 2023 after 44 years' of service. He received a Presentation from John Lally (left) Mails Network Manager, Dublin Network Fleet. The Branch wishes Bernard a long and healthy retirement.*



*Fran Horan (right) HGV Driver in the Dublin Network Fleet and member of the Dublin Postal Amalgamated Branch is pictured on his last day of service on the 22nd of December 2023 after 43 years' of service. He was presented with his Union scroll by Mark Browne (left) Assistant Secretary HGV, Dublin Postal Amalgamated Branch. The Branch wishes Fran a long and healthy retirement.*



### Paul Rowntree Retires



*Paul Rowntree retires from An Post DSU Castlerea Co. Roscommon after 45 years' service. Paul is pictured with his wife, Angela, friends and colleagues in the Castlerea DSU on the day of his retirement. Many thanks to Paul for his membership, friendship and help down through the years. May you have Health and Happiness in your retirement.*

### Dave Bell Retires



*Dave Bell retires after 49 years of service to An Post. Dave joined the Dublin Postal Clerks Branch CWU on his first day in the job and has been an activist ever since: firstly joining the Branch Committee in the 1980s and then as Treasurer for the past 15 years. Dave will be greatly missed by all his comrades, colleagues and friends in the Branch and we wish him a long, healthy and happy retirement.*

### Tom Gethings Retires



*Vinny Kilroy, NEC, makes a presentation to recent retiree, Tom Gethings, formerly Naas Postal Branch at the Biennial Delegate Conference dinner.*

### **Plunkett Bar RIP**



The death occurred on the 30th January last of Plunkett Barr, Clonmany. Plunkett was a member of the CWU Lifford/Inishowen Retired Members' Branch and delivered the post in the Inishowen area of Donegal. Plunkett was also a Union activist and was involved with his colleagues in organising a great Conference in Buncrana in 1984.

May he rest in peace.

### **Vincent Doherty RIP**



The death occurred on the 13th February 2024 of Vincent Doherty. Vincent was a member of the CWU Lifford/Inishowen Retired Members' Branch and worked in Lifford Post Office as a postal sorter for many years before retiring in 1998.

May he rest in peace.



### **Donal Mulligan RIP**

The death occurred on the 19th April, 2024, of Donal Mulligan (Balbriggan and formerly of Artane), who worked in Swords DSU. He is very sadly missed by his wife, Anne, brothers Peter, Paul and Colin, sisters Susan, Doreen and Laura, extended family, friends and his colleagues in Swords DSU.

May he rest in peace.

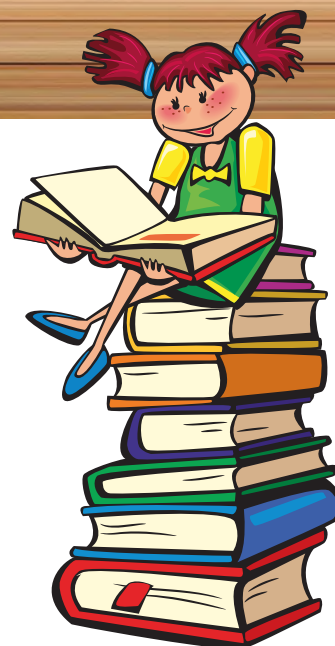




## Book Review by Adrienne Power



### **SO LATE IN THE DAY** by Claire Keegan



It is the start of the August Bank Holiday in Dublin. Cathal finishes work and is heading home to Arklow on the bus reminiscing about what his life could have been.

Initially we feel sorry for Cathal being dumped by his girlfriend on the verge of their marriage, but then we get to know a bit more about who he truly is.

The story moves along at a steady pace until there is one shocking scene from Cathal's past which explains everything, not only in this one story, but also very much sums up Ireland's not so distant past.

When you read this scene, you get such a jolt of shock and revulsion, it will stay with you long after you finish the story.

Powerful, sparse prose but heavy with insight. Claire Keegan is such a master of fiction and packs so much into so little.

A tidy little volume that you could put in your pocket.

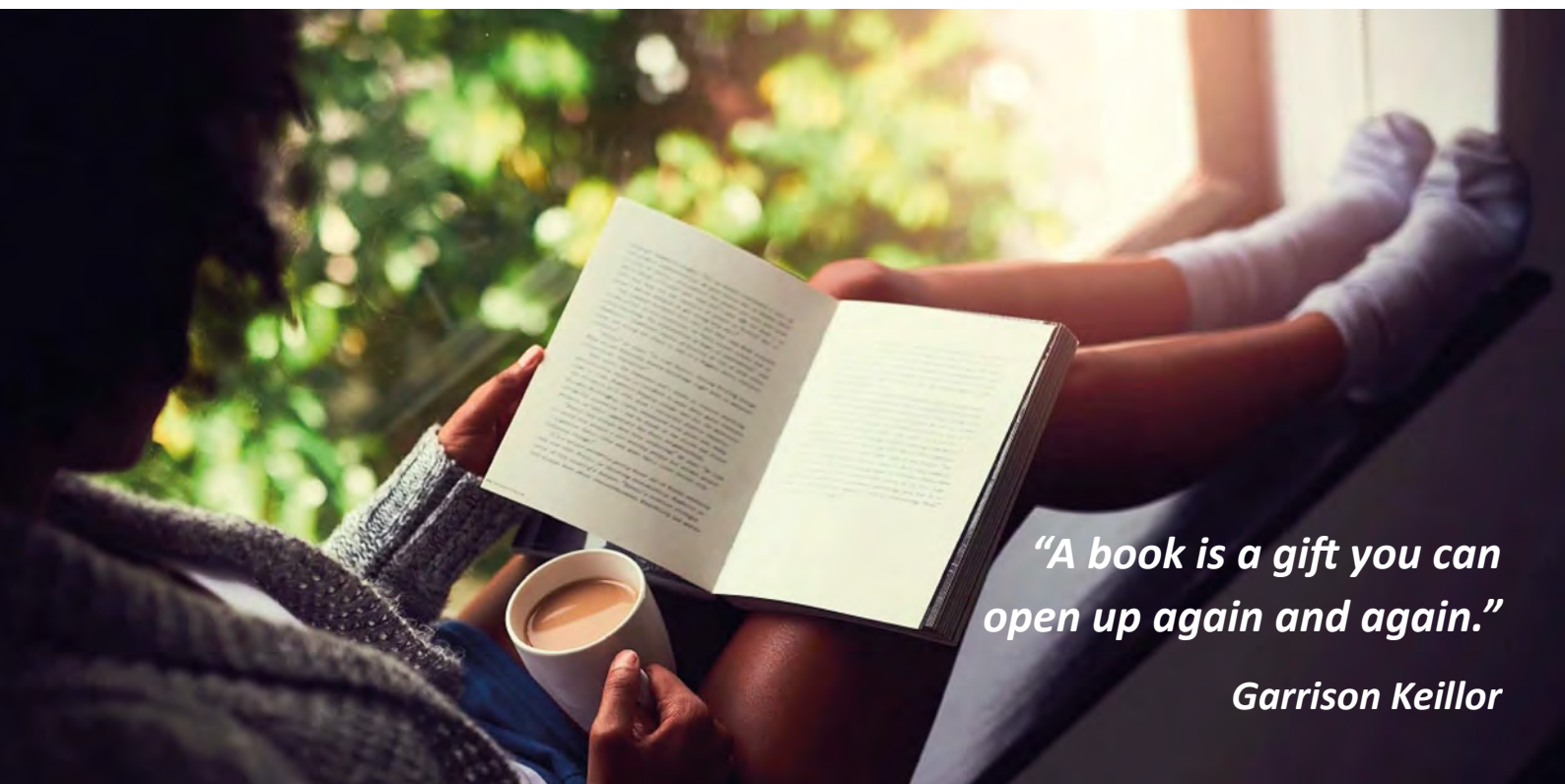
The wonderful artwork screams emptiness, a domestic void that will never be filled!

A short work of fiction that speaks volumes with words that capture loss with polished finesse.

#### **Reading Quote:**

*"Reading makes immigrants of us all. It takes us away from home, but more important, it finds homes for us everywhere"* – Jean Rhys

*Powerful, sparse prose – but heavy with insight!*



*"A book is a gift you can open up again and again."*

**Garrison Keillor**