

CONFERENCE MOTIONS 2024

REPORT TO NATIONAL EXECUTIVE COUNCIL

GENERAL CONFERENCE

1. General Purposes Committee

Motions Passed

Motion 1

Conference instructs the incoming National Executive to seek from An Post, in addition to any upcoming legislation implemented under the Adequate Minimum Wages Directive and in line with Company policy on providing decent employment under the United Nations Sustainable Development Goals, that any new Post Office contracts issued to Postmasters must include collective bargaining recognition and representative rights for the CWU.

DUBLIN POSTAL CLERKS BRANCH

Status: Should discussions take place on future Retail conversions, then this will form part of our negotiating agenda.

Motion 2

Conference notes the ongoing conflict and genocide in Gaza and understands that members who have examined their own conscience may wish to abstain from handling Israeli mail. In light of this, this Biennial Conference instructs the incoming National Executive Council to fully support members who conscientiously object to handling of any such mail and for the Union to engage with An Post Management to ensure that An Post employees, whereas, the handling of mail from Israel may be a matter of personal concern for do not face any disciplinary action for choosing to refuse to do so.

DUBLIN POSTAL AMALGAMATED BRANCH

Status: Union policy with ongoing review and engagement taking place

Motion 3

Conference instructs the incoming NEC to continue its support of the Right To Organise campaign, together with SIPTU, Mandate, FSU, and other unions, to achieve the strongest possible transposition of the EU Directive on Adequate Minimum Wages. A strong transposition of the directive could protect union activists on the ground against companies using union busting activities but the only way to achieve this is through a strong campaign

of political engagement with the support of other groups in society. A successful Right To Organise campaign would provide workers with a more level playing field when organising their workplace, provide better protections against unfair dismissals and better access for workers to their trade union all of which will help to grow the trade union movement.

VODAFONE BRANCH

Status: CWU is to the fore in the Respect at Work Campaign through ICTU and UNI

Motion 22

Mindful of the fact that An Post has been designated as the Universal Service Provider, this Conference instructs the incoming NEC to ensure that An Post management adhere to their full responsibilities as the Universal Service Provider which includes the USO (Universal Service Obligation). This guarantees that all Irish citizens can receive mail five days a week at the same price irrespective of location. The guarantee of a daily postal service to every address throughout the entire country is enshrined in the legislation and given that the USO is the cornerstone of the postal network, this legal guarantee is critical.

DUBLIN POSTAL DELIVERY BRANCH NORTH WEXFORD/SOUTH WICKLOW BRANCH

Status: Policy decision being pursued at UNI and with political representatives.

Rule Change

New Rule

5.3 The structure of the National Executive Council will be as follows:

(a) eComms Sector

Up to a maximum of sixteen (16) members from the eComms sector as determined by the following formula:

Seven (7) seats for the first 2,500 "In Benefit" members within the eComms sector

One (1) additional seat for each complete 300 members, up to 4,000 "In Benefit" members

One (1) additional seat for each complete 500 "In Benefit" members above 4,000

The election for the eComms sector will be so ordered to ensure:

One (1) Reserved Seat – Managers

Proportional representation based on gender will be applied in that the election must result in the selection of at least **20% of either gender on the panel.**

(b) Postal/Courier Sector

Up to a maximum of sixteen (16) members from the Postal/Courier sector as determined by the following formula:

Seven (7) seats for the first 2,500 “In Benefit” members within the Postal/Courier sector
One (1) additional seat for each complete 300 members, up to 4,000 “In Benefit” members
One (1) additional seat for each complete 500 “In Benefit” members above 4,000
The election for the Postal/Courier sector will be so ordered to ensure:
One (1) Reserved Seat – Private Sector
One (1) Reserved Seat – Managers

Proportional representation based on gender will be applied in that the election must result in the selection of at least **20% of either gender on the panel.**

Rule to be deleted

Rule 5.18

A member will only be permitted to serve one (1) term on the National Executive Council utilising a Reserved Seat for Women.

Status: Rule change implemented and approved by the Register of Friendly Societies

Emergency Motion 1 – DPD Clare

Mindful of the fact that DPD workers in Athlone and 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 necessary.

Proposed by: DPD Clare

Seconded by: Dublin Postal Delivery Branch

Status: Intensive direct discussions with DPD in place, together with UNI / Geopost

2. Equality / Health and Safety Committees

Motion Passed

Motion 4

Conference instructs the incoming NEC to conduct a review to identify opportunities to promote mental wellbeing among our membership, this could include working with NGOs, using our social media platforms and signposting members to where they can get support.

VODAFONE BRANCH

Status: The CWU did a social media campaign on World Mental Health Day to highlight the importance of good mental health at work. In addition, the Union's Diversity and Equality Committee have once again put mental health awareness on its agenda for 2025 to 2026. Most recently the Union worked with UNI Equal Opportunities to develop a practical guide for Trade Unions on Mental Health at Work as a Fundamental Right. We are also affiliated to See Change and each year promote the Green Ribbon Campaign.

POSTAL / COURIER OCCUPATIONAL CONFERENCE

1. An Post JCC

Motions Passed

Motion 5

Mindful of the fact that members on delivery are spending more time on the road and loading vans in uncovered areas, this Conference instructs the incoming NEC to seek agreement with An Post management to introduce a rain/wet allowance to compensate members for the weather conditions they have to endure.

DUBLIN POSTAL DELIVERY BRANCH

Status: The terms of the 2024/2025 pay agreement prohibited cost increasing claims. The Union will lodge this at the JCC meeting in Quarter 4 2025 in advance of discussions for a new pay agreement

Motion 6

Conference instructs the incoming National Executive Council to engage with An Post with a view of seeking Long Service Increments (e.g. LS1 and LS2 after 3 and 5 years respectively) when service is deemed satisfactory at the maximum increment by those in certain grades e.g. Clerical, IAO, Postal Operative, etc.

CORK CLERKS

Status: The terms of the 2024/2025 pay agreement prohibited cost increasing claims. The Union will lodge this at the JCC meeting in Quarter 4 2025 in advance of discussions for a new pay agreement

Motion 7

That this conference applauds the efforts by the Union in increasing the percentage of the wages that is pensionable but also notes with concern that there is a gap between the pay and pension and instructs the incoming National Executive Council to engage with An Post to reinstate the direct link between pay and pension.

DUBLIN MANAGERS BRANCH

Status: A Triennial Review based on the period 1st January 2022 to 31st December 2024 is underway. Once the report is completed and presented to the Trustees the Union will commence discussions with the Company. Our objective is to further reduce the gap between pay and pensionable pay.

Motion 8

Conference recognises the achievement last year in securing increases in our pension and pensionable allowances in An Post. However, Conference recognises that there are still shortfalls in our pensionable pay. Therefore, Conference instructs the incoming National Executive Council to seek from An Post the full restoration of our pensionable entitlements that prevailed prior to the pension accord.

DUBLIN MAILS MANAGERS BRANCH

Status: A Triennial Review based on the period 1st January 2022 to 31st December 2024 is underway. Once the report is completed and presented to the Trustees the Union will commence discussions with the Company. Our objective is to further reduce the gap between pay and pensionable pay.

Motion 9

Conference instructs the incoming National Executive Council to seek through An Post to have the medical refund scheme extended to pensioners.

DUBLIN MAILS MANAGERS BRANCH

Status: The terms of the 2024/2025 pay agreement prohibited cost increasing claims. The Union will lodge this at the JCC meeting in Quarter 4 2025 in advance of discussions for a new pay agreement

Motion 10

That Conference instructs the incoming National Executive Council to seek a full review of the Managers PMD.

DUBLIN MAILS MANAGERS BRANCH

Status: The pay agreement accepted in 2024 provided for a full review of PMD Discussions have commenced and they are ongoing. We have finalised the PMD process and are now focussing on rewards.

Motion 12

Conference instructs the incoming National Executive Council to seek agreement with An Post that an allowance is sought for post office clerks who have to go onto the public floors to upsell or to obtain people's details to promote An Post products.

WATERFORD POSTAL BRANCH

Status: The terms of the 2024/2025 pay agreement prohibited cost increasing claims. The Union will lodge this at the JCC meeting in Quarter 4 2025 in advance of discussions for a new pay agreement

Motion 13

Conference instructs the incoming National Executive Council to negotiate with An Post to have Nurses' Fees included in the Medical Refund Scheme.

NORTH WEXFORD/SOUTH WICKLOW BRANCH

Status: The terms of the 2024/2025 pay agreement prohibited cost increasing claims. The Union will lodge this at the JCC meeting in Quarter 4 2025 in advance of discussions for a new pay agreement

Motion 14

Mindful of the difficulty of getting by on basic pay in the succeeding weeks to Annual Leave, Conference instructs the incoming National Executive Council to seek from An Post an overtime average payment for all An Post staff while on Annual Leave.

NAAS POSTAL BRANCH

Status: The terms of the 2024/2025 pay agreement prohibited cost increasing claims. The Union will lodge this at the JCC meeting in Quarter 4 2025 in advance of discussions for a new pay agreement

Motion 15

That this Conference instructs the incoming National Executive Council to seek agreement with An Post, that when your GP or Consultant deems a member of staff fit to return to work, they be able to resume their duties with immediate effect. If a member of staff is kept off by Occupational Health or the Chief Medical Officer after receiving a certificate of fitness from their medical practitioner or Consultant, that member of staff should be entitled to full pay from the date of certified certificate of fitness as they are available for work but are being kept off work at the Company's request.

NORTH KERRY POSTAL BRANCH

Status: This claim is lodged at the JCC and is referred to the Attendance Management Sub Committee where it is under discussion.

Motion 19

Conference congratulates the Union on the good work done in the recent Transformation Agreement that will provide for the consolidation of 5% of the change allowance (productivity pay) into the basic pay of Postal Operatives and Postal Sorter by 2026. Given the positive financial impact that this will have on their overtime and allowances; conference instructs the incoming NEC to engage with An Post, to ensure parity among workers in C&D and Mails Processing, by applying the Consolidation of Change Allowance Agreement to all staff working in the mail centres.

**DUBLIN POSTAL AMALGAMATED BRANCH
PORTLAOISE POSTAL BRANCH**

Status: The terms of the 2024/2025 pay agreement prohibited cost increasing claims. The Union will lodge this at the JCC meeting in Quarter 4 2025 in advance of discussions for a new pay agreement

Motion 36

Conference notes the failure of An Post management to provide contracts of employment to staff in a timely manner which is contrary to employment legislation. These delays are unacceptable and leave vulnerable members in limbo. Conference condemns An Post for their failure to address this issue and for the flagrant breaches of employment legislation. Conference therefore instructs the incoming National Executive Council to conduct a review with An Post of the contractual status of all temporary staff with a view to seek the appointment of all staff where An Post has breached their employment rights and, where An Post refuse, refer any outstanding cases to a third party.

GALWAY POSTAL BRANCH

Status: This remains of concern to the Union and involves ongoing discussion. We have highlighted the breach of employment legislation to the Company, and we have proposed that the company revert to permanent contracts subject to probation. Discussions are ongoing

Motion 39

Conference instructs the incoming National Executive Council to seek to have the capping of 3 days in lieu removed for DSMs and other CWU Managers grades who are capped at 3 days in lieu. As in line with other Managers' grades within An Post who are not capped, there should be a banking system of extra hours worked that can be converted into days in lieu once the threshold of 7.30 hours has been worked up.

WESTERN REGIONAL MANAGERS BRANCH

Status: This claim is lodged at the JCC, and the company has indicated that they will engage with the Union on this issue in advance of Peak discussions

Motion 40

Conference instructs the incoming National Executive Council to ensure a proper review of the managerial structure in the An Post Cork Distribution Centre and seek assistance from an industrial engineer if necessary to identify a proper managerial system needed to manage this site of the former Cork Mail Centre. Further to that this review should include a review of the grading structure within the CDC comparable to those in other mail centres and sites of that size. The CDC is a hybrid between a mail centre and super DSU and the

current management structure is below the grading level appropriate to the work being performed currently by working leaders and one DSM.

SOUTHERN REGION MANAGERS BRANCH

Status: Discussions with the Company ongoing

Motion 41

Conference instructs the incoming National Executive Council to engage with An Post to request the removal of Postal Operatives work such as registered locker work and sorting office work from the DSM3 grade/role. This work is not managerial and is being performed by the Postal Operative grade throughout the country in DSUs that are managed by a DSM1 or a DSM2. It should be recognised by An Post that since the creation of the original DSM3 grade the role requirements have now evolved and changed and continue to do so and have become more challenging for the DSM3 grade who do not have Working Leaders or Indoor Administrative Operatives to fall back on or to delegate work to. The removal of this non managerial work from the DSM3 grade should be made as a matter of urgency.

SOUTHERN REGION MANAGERS BRANCH

Status: Discussions with the Company ongoing

Motion 42

This conference instructs the incoming National Executive Council to seek to the review the Company Medical Scheme to provide for the following:

1. The acceptance of prescriptions written by other doctors.
2. The acceptance of prescriptions written by consultants.
3. The acceptance of prescriptions for medical devices.

CARLOW POSTAL BRANCH

Status: This claim is lodged at the JCC, and we have agreed to discuss this matter further at a JCC Sub Committee meeting.

Motion 43

Conference instructs the incoming National Executive Council, to seek that the Company reimburse the costs of eyewear (glasses) to all An Post employees. Originally Clerks received an extra payment due to the use of VDUs. Postal Operatives now are using handheld scanners daily, and driving at varied hours, dark mornings and evenings and nights.

WEST CORK POSTAL BRANCH

Status: The terms of the 2024/2025 pay agreement prohibited cost increasing claims. The Union will lodge this at the JCC meeting in Quarter 4 2025 in advance of discussions for a new pay agreement

Motions Remitted

Motion 11

Conference instructs the incoming National Executive Council to engage with An Post with the aim of seeking agreement in relation to amendments in the Pension Accord that were imposed on Pensioners and Employees during the past number of years.

The abolition are as follows:

- Increases to Pensionable remuneration and to Pensions payments will be limited to the lesser of Actual Pay increases, if any, or the increase in the Consumer Price index of 2%.

The incoming National Executive should also try to secure restoration of pensionable pay to 100%.

CASTLEBAR POSTAL BRANCH

Status: A Triennial Review based on the period 1st January 2022 to 31st December 2024 is underway. Once the report is completed and presented to the Trustees the Union will commence discussions with the Company. Our objective is to further reduce the gap between pay and pensionable pay.

Motion 17

That this Biennial Conference congratulates the outgoing National Executive Council and instructs the incoming National Executive Council to engage with An Post in a review of the current PMD Process to ensure that going forward the process is clear, transparent and fit for purpose. This should include the following:

1. A clear and transparent process whereby An Post have to provide justification when they do not pay their part of the bonus with a clear appeal process.
2. A default rating of exceeding expectations where the Company fails to follow the agreed process in relation to the yearly plan and 6-month review.
3. Transparency on how a person's ratings are determined.
4. An independent appeals process

DUBLIN MANAGERS BRANCH

Status: The pay agreement accepted in 2024 provided for a full review of PMD Discussions have commenced and they are ongoing. We have finalised the PMD process and are now focussing on rewards.

Motion 18

Conference instructs the incoming National Executive Council to review with An Post the objectives of The Pension Accord, considering its relevance and necessity in light of the current financial stability of the pension fund.

Given the restoration of financial parity within the fund after enduring a decade of financial hardship and sacrifices by both pensioners and employees, it is proposed that all pensionable pay be reinstated to 100% of reckonable service pay, aligning with pre-Accord criteria.

In conjunction with this restoration, it is proposed to abolish certain provisions of the Accord, including limitations on increases to pensionable remuneration and pension payments, which are currently capped at the lesser of actual pay increases, the Consumer Price Index increase, or 2%. Furthermore, the incoming National Executive Council is urged to pursue additional measures to safeguard the interests of pensioners and employees, seeking to ensure fair and equitable pension benefits moving forward.

SOUTHERN REGION MANAGERS BRANCH

Status: A Triennial Review based on the period 1st January 2022 to 31st December 2024 is underway. Once the report is completed and presented to the Trustees the Union will commence discussions with the Company. Our objective is to further reduce the gap between pay and pensionable pay.

2. JCC Health and Safety Sub Committee

Motions Passed

Motion 23

Due to climate change, rainfall during the summer months is becoming more prevalent. The current raingear is satisfactory for winter conditions, but it is not fit for purpose during the warmer rainy weather. Therefore, Conference instructs the incoming NEC to seek agreement with An Post management to provide lighter raingear for the summer months.

DUBLIN POSTAL DELIVERY BRANCH

Status: This claim is lodged at the JCC and is referred to the Uniform Sub Committee for further discussion.

Motion 24

Mindful of the fact that many members have been injured whilst loading CMVs (most notably head injuries), this Conference instructs the incoming NEC to seek agreement with An Post management to examine ways to alleviate the hazards related to such injuries.

DUBLIN POSTAL DELIVERY BRANCH

Status: Under discussion with the Branch

Motion 25

This Conference instructs the incoming NEC to insist that the An Post management adhere to Red Weather Alerts issued by Met Éireann and give clear and timely guidance to staff.

DUBLIN POSTAL DELIVERY BRANCH

Status: We last reviewed the policy in 2023 and this remains the subject of discussion between the Company, and we continue to stress the requirement to give clear and timely guidance. Discussions take place with the Company in advance and following red weather warnings.

Motion 29

Conference instructs the incoming National Executive Council to seek from An Post the addition of a headlight to the PPE/Uniform allocation for postal operatives. Dark mornings and evenings along with hazardous and stormy conditions can cause visibility and safety

issues. The addition of the headlight will help with visibility and prevent accidents including falls, slips or trips over debris.

LONGFORD POSTAL BRANCH

Status: This is the subject of discussion with the Company, and a trial of different types of headlights is underway in Arklow

Motion 32

Conference instructs the incoming National Executive Committee to seek an agreement with An Post so that local arrangements can be put in place with staff during weather warnings/ conditions.

KELLS POSTAL BRANCH

Status: Sought details of the specific issues with the Branch

3. ASMP

Motions Passed

Motion 26

This Conference instructs the incoming NEC to seek agreement with An Post management to alter the wording of the generic letter that is sent to members who have entered the ASMP process. The current wording in the letter includes a “warning of dismissal”. This causes undue stress to our members, and the wording should be changed to alleviate such stress.

DUBLIN POSTAL DELIVERY BRANCH

Status: We have raised this with the Company, and we are reviewing at the Attendance Management Sub Committee

Motion 27

Conference instructs the incoming National Executive Council to seek for An Post to pay all staff in full while unfit to work as a result of an accident while on duty for An Post.

MALLOW BRANCH

Status: The manner in which the Company deal with accidents on duty remains the subject of discussion between the Company and the Union.

Motion 28

This Conference notes with serious concern the increasing absenteeism in An Post. There are many factors contributing to this e.g. ageing workforce, increased productivity, occupational injuries and poor access to health services. An Post Occupational Health Services do not meet the requirements of members to deal with these and other challenges. Therefore, this Conference instructs the incoming National Executive Council to conduct an urgent review with An Post to ensure best practice is in place in the provision of occupational services for the management of health and wellbeing of staff.

GALWAY POSTAL BRANCH

Status: We have raised this with the Company, and we are reviewing at the Attendance Management Sub Committee

4. Uniform and Workwear Sub Committee

Motions Passed

Motion 31

Conference instructs the incoming National Executive Council to get a commitment from An Post to provide a 2nd pair of work shoes/boots.

GALWAY POSTAL BRANCH

Status: This claim is lodged at the JCC, and is referred to the Health and Safety Sub Committee

Motion 33

The Conference instructs the incoming National Executive Council to seek from An Post an examination of the trousers supplied as part of the Uniform distribution to make them more suitable for the wearer. Both from a comfortable and practicable point of view.

ENNIS POSTAL BRANCH

Status: This is under discussion with the Company and we have agreed to a trial of new trousers which should commence this year.

5. Diversity and Equality Sub Committee

Motion Passed

Motion 35

This Biennial Conference instructs the incoming National Executive Council to negotiate with An Post to amend the criteria for eligibility to avail of Term Time, and extend the scheme to include employees who are Grandparents who wish to also take Term Time to care for their grandchildren.

DUBLIN POSTAL AMALGAMATED BRANCH

Status: Term time continues to be discussed with the Company and a full review will take place this year. The Company has agreed that grandparents who are the primary carers can apply for term time. Discussions are ongoing with the company with a review scheduled to commence shortly

6. Communications and Policies Sub Committee

Motions Passed

Motion 37

This Conference instructs the incoming NEC to negotiate with An Post that when annual leave sheets are circulated for signature for the summer leave period that the Postal Operative is informed of their total holidays per year including any shut down days, the amount of leave they can avail of and how much leave remains for the winter leave period.

WEST CORK POSTAL BRANCH

Status: As part of the roll out of HRMS the Company is providing all employees with an email address which will allow them to access information. As this rolls out, we have requested the Company to ensure all employment related information is available to them which would include their annual leave entitlement.

Motion 38

In the interest of improving member's knowledge and understanding of company policies, terms of employment and entitlements, Conference instructs the incoming National Executive Council to seek intranet access for all An Post staff.

NAAS POSTAL BRANCH

Status: As part of the roll out of HRMS the Company is providing all employees with an email address which will allow them to access information. As this rolls out, we have requested the Company to ensure all employment related information is available to them which would include their annual leave entitlement.

7. Collection and Delivery Sub Committee

Motions Passed

Motion 34

The Conference instructs the incoming National Executive Council to seek from An Post an examination of the standards to change with the changing of postal deliveries.

ENNIS POSTAL BRANCH

Status: This has been referred to the Collection & Delivery Sub Committee and is the subject of ongoing discussions.

Motion 44

Conference instructs the incoming National Executive Council to agree with An Post that when members are on short term sick leave or individual days' leave, that their routes are delivered in their absence by reserves or on overtime if necessary and not left compiled for multiple days to be delivered by our members on their return to work.

CORK POSTAL BRANCH

Status: This is Union policy, and we will deal with each case as they are referred to us.

Motion 45

Conference instructs the incoming National Executive Council to agree with An Post that the late finish agreement is to be utilised for exceptional heavy mails on individual days only. For continuous heavy mail on deliveries, late finish should be optional, and members should not be required to work beyond their scheduled working time for prolonged periods or consecutive days allowing for adherence to the Company's existing work life balance policies.

**CORK POSTAL BRANCH
DUNDALK POSTAL BRANCH**

Status: This has been referred to the Collection & Delivery Sub Committee and an alternative to the late finish agreement is being discussed.

Motion 46

Conference instructs the incoming National Executive Council to pursue An Post to have a suitability study done on all vans in delivery offices.

DUNDALK POSTAL BRANCH

Status: The Union meets with the Company on a quarterly basis to discuss Transport issues and this is being discussed there as issues arise.

Motion 47

Conference notes that An Post currently categorise “no signature required” parcels (large ones) as packets which means the standard agreed for delivering them is less. These large products do not fit through the letter box and the Postal Operative is required to wait for the doorbell to be answered the same as if it was a parcel requiring a signature. This Conference therefore instructs the incoming NEC to review the standards with An Post with a view to addressing this.

WEST CORK POSTAL BRANCH

Status: This has been referred to the Collection & Delivery Sub Committee and discussions are ongoing.

Motion 48

This Conference notes the changing profile of mail which has resulted in lower letter volumes and much higher parcel/package volume. These changed circumstances no longer merit a physical count of letters to warrant a late finish by the Manager. Therefore this Conference instructs the incoming National Executive Council to conduct a review of the Cessation Of Late Finish Agreement with An Post with a view to agreeing a formula for payment on the extra volume which is in the main barcoded.

GALWAY POSTAL BRANCH

Status: This has been referred to the Collection & Delivery Sub Committee and an alternative to the late finish agreement is being discussed.

Motion 49

Conference instructs the incoming National Executive Council to seek agreement with An Post that technology is updated on delivery scanners so as when you P scan at the customer's door that the scanner indicates that a D scan has not been performed and the Postal Operative can then D scan and then P scan to finish.

WATERFORD POSTAL BRANCH

Status: We have raised this with the Company and updated scanners are currently on trial in Arklow DSU.

Motion 50

Conference instructs the incoming National Executive Council to seek agreement with An Post that the Eircode finder is available on all Delivery scanners or at a work station in Mail Centres

WATERFORD POSTAL BRANCH

Status: At the moment the technology isn't available to put this on scanners it is also not a priority for the Company

Motion 52

This Conference instructs the incoming National Executive Council to have HGV drivers recognised by the RSA as professional drivers in this country. All HGV drivers must undertake CPC courses to avail of driver cards; this also allows drivers to work hours applied to the vehicle tachograph.

Currently in the Clonmel office 4 drivers hold this card, unfortunately 3 are postal operatives and when they drive the truck it is not on the HGV rate. One duty is collections and a HGV run to the PMC and this duty does not get the HGV rate.

In summing up we are requesting that all HGV drivers whether or not they are appointed to the HGV duty be paid the proper rate when they are doing a HGV run. It is important that the Company acknowledge the skill and responsibility undertaken when a driver embarks on his or her driving directive.

CLONMEL POSTAL BRANCH

Status: This has been referred to the Collection & Delivery Sub Committee and we have written to the Branch asking for the details behind the motion.

Motion 53

This Conference instructs the incoming National Executive Council to engage with An Post to look into the feasibility of allowing postal members to home garage CMVs, in cases where it is practical and not proven to be a cost to An Post. Many members run a car solely for attending work and there is most likely a benefit under the green agenda to take several private vehicles off the road.

CLONMEL POSTAL BRANCH

Status: The Company's stated position on Home Garaging has not changed however a review will be taking place shortly in the context of the increase of EV's

Motion 54

Conference instructs the incoming National Executive Council to enter talks with An Post regarding returning transport arrangements to a local level with local garages instead of a central basis as is being used now.

LETTERKENNY POSTAL BRANCH

Status: The Union meets with the Company on a quarterly basis to discuss Transport issues and this is being discussed there.

Motion 55

Conference instructs the incoming National Executive Council to pursue from An Post a review of the Christmas peak arrangements in relation to the increase in the volume of parcels and packets. With regard to the peak arrangements, we feel these need to be revisited with a view to having earlier starting dates.

TULLAMORE POSTAL BRANCH

Status: Enhanced Xmas/Peak arrangements were agreed for 2024, which coincided with the General Election material and were somewhat hampered by the difficulties at Holyhead. We received some feedback from Branches outlining some difficulty, but overall Branches were satisfied but concerned about our ability to deliver increased volumes going forward. Discussions in respect of 2025 have commenced.

Motion 56

Conference instructs the incoming Postal NEC to seek agreement with An Post that as new technologies and or revised methods of work measurement including route assessment that are introduced by An Post to redesign duties in the final mile, processing, Administration or Retail that CWU staff employed in the appropriate work are fully trained in any new methodologies to advise and assist Local Representatives with the Company's systems rollouts thereby complimenting guidance from CWU Headquarters and Executive.

WATERFORD POSTAL BRANCH

Status: Introduction of new technologies, work design and measurement and system changes are dealt with, in the first instance, by the relevant Joint Working Group. When agreement is concluded Branches are advised of the outcome, with support and assistance from the CWU National and Regional Officers on the implementation. Currently, there are a number of projects under examination and discussion across all areas of the business, including training requirements.

Motion 57

Mindful of the importance of up-to-date training resources, this Conference instructs the incoming National Executive Council to see updated collection and delivery manuals for all Postal Operatives at An Post.

NAAS POSTAL BRANCH

Status: This has been referred to the Collection & Delivery Sub Committee and the Union has requested that this information be provided.

8. Clerical Working Group

Motions Passed

Motion 58

Conference acknowledges the inadequate training currently being provided for new members commencing employment in the Clerk grade. Conference instructs the incoming NEC to seek from An Post an immediate review of Clerical/Retail training with a view to ensuring our members receive the necessary training required to confidently carry out their roles.

DUBLIN POSTAL CLERKS BRANCH

Status: Training and development is a key part of discussions on Transformation and is currently under discussion with the Company

Motion 59

Conference instructs the incoming NEC to engage with An Post, to ensure seniority, as is set out in current standing agreements, remains the overall deciding factor in any future allocation of vacant/new Clerk roles within An Post.

DUBLIN POSTAL CLERKS BRANCH

Status: Discussions are ongoing in relation career development as set out in the Transformation Agreement.

Motion 60

That Conference instructs the incoming National Executive Council to seek an agreement with An Post, that management communicate and proactively engage in a reasonable and timely manner with TV licence staff and their representatives when issues around TV staff working conditions and welfare are brought to their attention, particularly health and safety issues that arise as a result of the nature of their work. It asks that a proper support structure be put in place for TV Licence inspectors including that of their future employment.

NORTH KERRY POSTAL

Status: Discussions are ongoing with the Company on the future of the contract

Motion 61

This Conference instructs the incoming National Executive Council that no further retail offices should be converted to contract status and in as much as possible all retail staff be allowed to remain in their existing locations and, where warranted, proper refurbishment be carried out at all company retail offices to bring them up to a satisfactory standard of accommodation.

NORTH KERRY POSTAL

Status: The Union has raised concerns in relation to accommodation at the Accommodation Sub committee.

Motion 62

Conference acknowledges the inequality around pay and conditions for our members working in wholly owned subsidiaries of An Post when compared to those working in the core An Post business. Conference instructs the incoming NEC to seek a substantial improvement to these members' terms and conditions in line with those of An Post employees.

DUBLIN POSTAL CLERKS BRANCH

Status: Discussions ongoing locally with the relevant subsidiaries

eCOMMUNICATIONS OCCUPATIONAL CONFERENCE

1. Core Group

Motion Passed

Motion 63

Conference instructs the incoming National Executive Council to examine with eir the call out process for our COTs and NRT/NFTs to ensure members are not receiving unwarranted phone calls from private numbers at night whether they are on the call-out rota or not and to ensure each call-out is properly resourced.

DUBLIN NO. 2 BRANCH

Status: JCC claim 101224(b) – Lodged awaiting company response

2. Former Apprentice Sub Group

Motions Passed

Motion 64

Conference instructs the incoming National Executive Council to ameliorate the plight of the NRT by negotiating with eir to:

- (a) Have all subsistence paid in advance of deployment.
- (b) Seek a substantial increase in all subsistence rates in line with Revenue guidelines.
- (c) Move all former Apprentices' pay from bi-weekly to weekly.
- (d) Agree corporate room rates with as many Hotel chains nationwide as possible.

DROGHEDA DISTRICT BRANCH

Status: FASG – Sub Group -Subsistence agreement for review.

Motion 74

Conference instructs the incoming National Executive Council to engage with eir to increase the allowance paid to NRT technicians.

CORK DISTRICT BRANCH

Status: FASG – Sub Group

3. eir JCC

Motions Passed

Motion 65

Conference instructs the incoming National Executive to engage with eir on removing the 3 year restriction on Trainee Technician mobility within the Company, to facilitate career progression.

DUBLIN NO 1 BRANCH

Status: JCC claim 031024(d) - Lodged awaiting company response

Motion 66

Conference instructs the incoming National Executive to engage with the Company to address the disparity between the 18 month training contract and the demonstrated competency and productivity of the trainee technicians. This should allow for productivity to be rewarded by pay progression following a 12 month time frame.

DUBLIN NO 1 BRANCH

Status: Pending

Motion 67

Conference instructs the incoming National Executive Council to negotiate with eir to change the working week of newly qualified NRT Technicians and apprentices from Friday to Thursday to Monday to Sunday.

LIMERICK DISTRICT

Status: FASG

Motion 69

Conference instructs the incoming National Executive Council to engage with eir to seek extra annual day's leave for five of years in service.

eir REGIONAL MANAGERS BRANCH

Status: JCC claim 031024(e) - with Company

Motion 71

Conference instructs the incoming National Executive Council to negotiate with eir an increase in annual leave for all CWU members in eir.

GALWAY SLIGO DISTRICT BRANCH

Status: JCC claim 031024(e) - with Company

Motion 72

Conference instructs the incoming National Executive Council to seek agreement with eir to provide an Enhanced Health Insurance plan for all CWU members in eir.

GALWAY SLIGO DISTRICT BRANCH

Status: JCC claim 031024(c) - with Company

Motion 73

Conference instructs the incoming National Executive Council to engage with eir any future external hires into the Access Network, separate to the Apprentice Program to ensure a defined recruitment process which includes a defined pay structure with full regard to existing staff entitlements.

CORK DISTRICT BRANCH

Status: JCC claim 031024(f) - Lodged awaiting company response

Motion 75

Conference instructs the incoming National Executive Council to negotiate with eir an improved Staff Offer in line with eir's competitors. Staff at Vodafone and Three pay €5 per month for a similar bundle that eir currently charges its staff €29.99 per month.

CORK DISTRICT BRANCH

Status: JCC claim 031024(f) - Lodged awaiting company response

Motion 76

Conference recognises that the current PMR bonus scheme in eir is inadequate, therefore Conference instructs the incoming National Executive Council to engage with eir management to ensure employees get a pro-rata bonus for the time they work in the year that they retire or leave the Company.

DUBLIN NO 2 BRANCH

Status: Pending

Motion 77

Conference instructs the incoming National Executive to negotiate with eir voluntary exit packages for long term sick employees who unfortunately due to their medical circumstances may never return to their workplaces.

DUBLIN NO 2 BRANCH

Status: Pending

Motion 78

Conference instructs the incoming National Executive Council to negotiate an agreement with eir to look to provide free health insurance from the Company. At the minimum the Company should provide an allowance/subsidy to any employees who takes out health insurance.

SEÁN CONNOLLY BRANCH

Status: JCC claim 101224(c) - with Company

Motion 79

Conference instructs the incoming National Executive Council to negotiate with eir to seek a pay agreement in line with the recent public sector pay deal 10% over 2•5 years and this pay deal be fully pensionable.

LIMERICK DISTRICT

Status: Covered by Pay Agreement

Motion 80

Conference instructs the incoming National Executive to negotiate with eir on an increase in the Annualised On Call allowance.

DUBLIN NO 1 BRANCH

Status: Pending

Motion 81

Conference instructs the incoming National Executive to continually review Trainee Technician Pay in eir, to mitigate inflationary effects.

DUBLIN NO 1 BRANCH

Status: Pending

Motion 82

Conference instructs the incoming National Executive Council to negotiate with eir as a matter of urgency that the performance management bonus be paid out to any staff member who has reached their targets for it in the previous year, regardless if they are in service at the date of payment or not. If targets have been met there should not be any reason to withhold the bonus regardless of retirement, career break or leaving the Company for any reason.

Status: Pending

Motion 84

Conference instructs the incoming National Executive Council to engage in discussions with eir management as a matter of urgency to review the existing eir retirement policy to allow employees who wish to work beyond 65 years of age to do so.

DUBLIN NO 2 BRANCH

Status: WRC Date – Awaiting Hearing

Motion 87

Conference instructs the incoming National Executive Council to negotiate with eir to ensure that better access and information on retirement and pensions for members who are nearing or thinking about retirement be provided by the Company. In this regard the incoming National Executive should also negotiate that a point of contact in eir, HR be made available after a member retires to help resolve any issues regarding payments, taxes and any other issues that may be encountered following a member's retirement.

GALWAY SLIGO DISTRICT BRANCH

Status: Pending

Motions Remitted

Motion 68

Due to the extraordinary rise in inflation; there is dissatisfaction among our members where the base increase has fallen below the market norms. Conference instructs the incoming National Executive Council to engage with eir to open discussions in relation to salary increments for each of our members. Employees should have the facility where their base pay is increased by a percentage based on the number of years in service. By accumulating

and storing the knowledge gained, eir retains what has made them the number 1 fibre/broadband provider in Ireland. In addition, sharing this information throughout the organisation will not only improve performance but will improve morale and well-being within the Company. The base pay increase should be calculated based on the current CPI (Customer Price Index).

eir REGIONAL MANAGERS BRANCH

4. Transport

Motion 70

Conference instructs the incoming NEC, in line with the eir's continued commitment to 'Go Green', the option of an electric vehicle at the next change of vehicle for all CWU members should be afforded to them. It is widely known that an Electric Vehicle may not suit each individual meaning the option would not force any individual into a situation they didn't choose.

eir REGIONAL MANAGERS BRANCH

Status: Pending

5. Centres Sub Group

Motions Passed

Motion 83

Conference instructs the incoming National Executive Council to negotiate with eir so that anyone acting in a higher position is paid the rate for that position while acting in the position.

GALWAY SLIGO DISTRICT BRANCH

Status: Pending

6. eir Superannuation

Motions Passed

Motion 85

Conference instructs the incoming National Executive Council to renegotiate the Pension Accord in eir with a view to removing the limits on pay increases that qualify as defined benefit pensionable pay. The economic environment has moved from low and negative inflation to one of high inflation resulting in pensioners having less purchasing power and active pensions being less than 50% of pay/salary.

We endured a number of years with no pay increases, and years where increases did not match inflation. The pension scheme allowed for annual pay increases all through this time. At a minimum this should be viewed as an accrued benefit and built into the way future pay increases are treated for DB pensions.

SEÁN CONNOLLY BRANCH

Status: Pension Review – following Triennial Review

Motion 86

Conference instructs the incoming National Executive Council to negotiate with eir another special pension increase in excess of what is due under the pension accord, to try and recover pension value after the current period of high inflation and cost of living crisis.

LIMERICK DISTRICT

Status: Pension Review – following Triennial Review

7. eir Health & Safety Committee

Motion Passed

Motion 89

Conference instructs the incoming National Executive Council to negotiate with eir that all toilets and facilities in eir exchanges and eir offices are cleaned and maintained on a as need and regular basis.

GALWAY SLIGO DISTRICT BRANCH

Status: Pending

Motion Remitted

Motion 88

Conference instructs the incoming National Executive Council to work with eir to create a National PPE Field Testing Sub Group designed to rigorously test all PPE. This group should be populated by Engaged Field Technicians with a clear reporting structure to both the CWU and eir Health & Safety Committee.

DROGHEDA DISTRICT BRANCH

8. KNN

Motions Passed

Motion 90

Conference instructs the incoming National Executive Council to seek agreement with Circet that allows for time off for Committee representatives to attend at least 2 committee meetings per year.

KN CIRCET BRANCH

Status: 2 meetings held in 2024

Motion 91

Conference instructs the incoming National Executive Council to engage with the Company to deliver more work life balance policies for members in KN/Circet.

KN CIRCET BRANCH

Status: Company will respond when they review their policies

Motion 92

Conference instructs the incoming National Executive Council to seek agreement from Circet to deliver a transparent and achievable bonus model for our administration, Managers and field members.

KN CIRCET BRANCH

Status: Awaiting Company response/proposal

Motion 93

In light of increase in food price inflation conference instructs the incoming National Executive Council seek agreement from Circet to increase subsistence rates across the Company.

KN CIRCET BRANCH

Status: Included in pay discussions