

1. This conference accepts that the current late finish agreement is not fit for purpose and no longer reflects the realities, demands or volumes which are faced on a daily basis by Postal Operatives. Conference therefore instructs the incoming National Executive Council to negotiate with An Post a new agreement which reflects the reality of heavy deliveries and treats overloaded deliveries in a fair and equitable manner.

Dublin Postal Delivery Branch

2. Delivery duties are designed on the basis of predicted average volume and product levels which are out of date with actual volumes on many delivery duties exceeding these design figures which has resulted in duties becoming persistently overloaded. These persistently overloaded duties put unacceptable pressure on Postal Operatives leading to increased fatigue stress and a greater potential for accidents. Conference agrees that this is unsustainable and unfair on Postal Operative who have to absorb this work. Conference therefore instructs the incoming National Executive Council to engage with An Post to review all overloaded duties with a view to addressing these concerns

Dublin Postal Delivery Branch

3. Conference condemns An Post for their failure to deliver letters in line with the USO particularly at Christmas. Conference therefore instructs the incoming National Executive Council to engage with An Post to ensure that letter mail and particularly Christmas Cards are prioritised to ensure that they receive next day delivery.

Dublin Postal Delivery Branch

4. Conference notes that local knowledge of delivery routes and the telematics information available to the company is acknowledged as part of the redesign of any office. This is imperative to ensure that offices are redesigned correctly. Therefore, conference instructs the incoming National Executive Council to ensure that meetings take place in advance of any redesign between the local Branch and the An Post planning team to ensure that this information is utilised.

Dublin Postal Delivery Branch

5. Split duties by their nature are unsociable duties and in recent times these have become increasingly unsociable with starting time of 6 and 7 am and finishing times of 6 and 7 pm. These duties have become undesirable and as a result this Conference instructs the incoming National Executive Council to seek a substantial increase from An Post in the split duty allowance.

Dublin Postal Delivery Branch

6. Postal Operatives due to the increased number of parcels and packets that they carry have increasingly become targets for robberies some with violence. This Conference accepts this and condemns An Post for its failure to provide adequate aftercare or support to these Postal Operatives. Conference therefore instructs the incoming National Executive Council to engage with An Post to ensure that Occupational Health support these employees and that they contact the Postal Operative immediately to ascertain their well-being.

Dublin Postal Delivery Branch

7. Conference recognises the success of Union HQ in securing further consolidation of the change allowance into the basic pay of the postal operative grade in An Post. Conference also recognises that the Working Leader grade was not included in the consolidation on this occasion.
Therefore, Conference instructs the incoming NEC to seek to have the consolidation of the change allowance applied to the Working Leader Grade.

Dublin Mails Managers Branch

8. Conference recognises the delay by An Post in finalising the grade and pay for the remaining Managers represented by the CWU that are not included in the scheme. Conference also recognises that the company are in breach of a number of Labour Court Agreements over the last number of years that has resulted in a loss of payments to our members because of the delay in finalising the agreement.
Therefore, Conference instructs the incoming NEC to seek to have the bonus payments of the PMD applied to all Manager grades represented by the CWU that are not currently in the PMD including any retrospection due as a result of the unnecessary delay by An Post in bringing this to a conclusion.

Dublin Mails Managers Branch

9. There is growing concern with the recruitment policies of An Post which is deviating from the historical approach to recruit internally where possible. Succession planning is an integral part of same and as such we instruct the incoming NEC to engage with An Post to ensure practices are put in place to prioritise the up skilling of current staff and promote career progression. The apparent agenda of recent recruitment drives seems to promote external recruitment to the detriment of our members.

Dublin Managers' Branch

10. This Conference instructs the incoming National Executive Council to ensure that in future only Union members are encompassed by pay agreements agreed by the CWU.

Sean Connolly Waterford District Branch

11. Following the disastrous launch of the eir new work management system this conference instructs the incoming National Executive that any future system changes, that impact on the work carried out by our members, receives robust testing and involvement of end users and representatives of the CWU before its introduction.

Sean Connolly Waterford District Branch

12. Conference Instructs the Incoming NEC to negotiate with eir to establish a formal New Hire Access Agreement, mandating a private in person induction with a CWU Representative for every new employee within the first 30 Days of employment, as part of digital on boarding process the company should provide union information and sign up details alongside existing on boarding emails and a requirement for transparency where the company must share details of new hires to ensure union has access to meet all new hires.

Dublin No 1 Branch

13. Conference Instructs the Incoming NEC to negotiate with eir to establish an Executive Pay Transparency Process requiring annual publication of CEO to median employee and each SMT to median employee remuneration ratio, percentage change of CEO/SMT total remuneration compared to the previous year, the process requires total remuneration, intranet publication, board explanation, union audit rights and the use of the data as a benchmark in pay negotiations, bonus amounts & department restructuring.

Dublin No 1 Branch

14. Conference Instructs the Incoming NEC to negotiate with eir to establish a Workplace Protection Agreement which caps contractors per department at a Union-Company agreed percentage, requiring an “in-source first” policy, pathways to permanent employment with Eir, quarterly staffing audits and strict time-limited emergency exceptions following union consultation.

Dublin No 1 Branch

15. Conference Instructs the Incoming NEC to negotiate with eir a Pension Fairness Agreement, where any allowance that are currently pensionable under DB schemes are also pensionable for DC schemes and agreement to not allow allowances to be used as a method to undermine pension contributions.

Dublin No 1 Branch

16. The Northeast Postal Branch asks conference, to instruct the NEC that from this day forward, with regard to all future dealings with An Post, all future agreements, arrangements and policy documents will reflect the practice and spirit of the Equality at Work Act, which clearly states where two employees are doing “like work” – defined as

work that is the same, similar, or of equal value – they are entitled to equal pay and conditions. As trade unionists we believe in solidarity, equity, equality and standardised treatment. Therefore, we implore all those who believe in the cause of Trade Unionism within An Post, from the top table to every delegate at this conference to support this motion.

Northeast Postal Branch

17. Due to the volume of overtime required during Peak and the chilling effect of paying excessive amounts of tax, this has on our members desire to perform overtime, the Northeast Postal Branch asks conference to instruct the NEC that when negotiating future Peak arrangements, with An Post, that remuneration will consist of a mixture of overtime, tax free vouchers and days in lieu.

Northeast Postal Branch

18. In a world of ever changing weather patterns and ever more hazardous conditions, the Northeast Postal Branch asks Conference to instruct the NEC to seek from An Post a commitment to display on the handheld scanner all weather alerts which may affect our members while out on delivery.

Northeast Postal Branch

19. Conference instructs the incoming National Executive Council to seek agreement from An Post that leave reserves on rural routes complete two consecutive weeks training from their start date before delivering alone.

Ennis Postal Branch

20. Conference instructs the incoming National Executive Council to seek from An Post a complete review of their contract with Holden.

Ennis Postal Branch

21. Conference instructs the incoming N.E.C to negotiate with eir a new three year pay deal for all staff similar to what's on offer to the public service but in excess of inflation. Any un-pensionable D.B. pay, to be paid as a special pensionable allowance.

Limerick District Branch

22. Conference instructs the incoming N.E.C. to negotiate with eir a substantial pay rise for low paid contact centre staff who are just above Minimum Wage.

Limerick District Branch

23. Conference instructs the incoming N.E.C to negotiate with eir an increase in NRT allowance to align with the COT NRT allowance allowing pay parity throughout all NRT technicians

Limerick District Branch

24. Conference instructs the incoming NEC to seek to have term time in An Post of 13 weeks for parents of school going children, up to the age of 18, reinstated in line with public service entitlements.

Regional Clerks Branch

25. Conference instructs the incoming National Executive Council to seek from eir the introduction of special paid leave for members of recognised volunteer emergency services. This leave should be granted when members are called out to respond to emergencies during their normal working hours, ensuring they are not financially disadvantaged for fulfilling these vital roles.

Mid Northwest District Branch

26. Conference instructs the incoming National Executive Council to seek assurances from eir that the rollout and implementation of new systems are not undertaken until they have been thoroughly trialled and tested by users of these systems. And been approved as viable and can be used as intended.

Mid Northwest District Branch

27. Conference instructs the incoming National Executive Council to seek from eir that the NRT allowance payment be made pensionable to all former apprentice members. Currently, our longer established COT members within the National response team have a portion of their allowance as a pensionable payment. This portion amounts to almost the full allowance of our members from the former apprentice ranks.

Mid Northwest District Branch

28. Conference instructs the incoming NEC to negotiate with eir a graduated alert-based response to extreme weather events.

This to include all non-essential outdoor work ceasing during Orange and Amber alerts and all non-essential work ceasing during red alerts.

Mid Northwest District Branch

Proposed Amendment to Motion 28

Delete all after “This to include” and insert the following “paid “Climate leave” if extreme weather makes it impossible to travel to work. Furthermore, all non-essential outdoor work should be suspended during

Orange and Amber alerts, and all non-essential work should be suspended during Red alerts.”

Motion 28 as amended to read

Conference instructs the incoming NEC to negotiate with Eir a graduated alert-based response to extreme weather events.

This to include paid “Climate leave” if extreme weather makes it impossible to travel to work. Furthermore, all non-essential outdoor work should be suspended during Orange and Amber alerts, and all non-essential work should be suspended during Red alerts.

Mid Northwest District Branch

29. Conference acknowledges the alarming pace at which artificial intelligence and robotics development is advancing and the uncertainty this presents for the future of the workplace. Conference instructs the incoming NEC to agree a policy on this new technology with An Post which ensures that it is not utilised to erode decent jobs and the terms and conditions of our members.

Dublin Postal Clerks Branch

30. Conference acknowledges the continued use of GDPR by An Post in order to avoid sharing important information on various IR issues. Conference instructs the incoming NEC to seek a collective agreement with An Post which ensures the sharing of all relevant information regarding IR issues.

Dublin Postal Clerks Branch

31. Conference acknowledges the inadequate training currently being provided for new members commencing employment in front line roles in An Post. Conference instructs the incoming NEC to seek an immediate joint review of this training with a view to ensuring all members receive fit for purpose training programmes when commencing employment in An Post.

Dublin Postal Clerks Branch

32. Conference instructs the incoming NEC to seek an immediate joint review with An Post of all clerical staff nationwide currently employed on temporary contracts with a view to issuing permanent contracts to any member meets the agreed criteria for same.

Dublin Postal Clerks Branch

33. Conference understands that some front-line Managers across various locations in An Post, have a public facing role, it also understands that there is an expectation from the company that these managers adhere to an acceptable dress code when performing their roles.

Therefore, conference instructs the incoming National Executive Council to seek from An Post, an annual allowance (tax free) to assist managers in achieving this expected standard. This could possibly be in the form of a one for all voucher which would be cost effective for the Company and tax free for the recipient.

Western Regional Managers Branch

34. Conference acknowledges the success of Union HQ in achieving the consolidation of the change allowance into the basic pay of Postal Operatives. Conference is mindful that Working leaders were not included in this consolidation.

Therefore, Conference instructs the incoming National Executive council to seek the consolidation of the change allowance into the basic pay of the Working Leaders.

Western Regional Managers Branch

35. Conference instructs the incoming National Executive Council to seek an agreement from An Post to always use dates when duty holders are on duty for post-tests/assessments.

Tipperary Postal Branch

36. Conference instructs the incoming National Executive Council to request from An Post that all delivery staff have access to Eircode on their scanners.

Tipperary Postal Branch

37. Conference instructs the incoming National Executive Council to request from An Post a One For All Voucher for all staff in appreciation of their efforts over the past year.

Tipperary Postal Branch

38. Conference instructs the incoming National Executive Council to ensure that all staff employed by An Post on a temporary basis pre April 1995 who are still currently in employment with An Post are entitled to at the very least be eligible for retirement at age 60 without an actuarial reduction and with an occupational pension until they reach the age of 65.

Southern Regional Managers Branch

39. Conference instructs the incoming National Executive Council to insist on a national vote of the membership of CWU prior to any signoff of any future extension of the pension accord as the initial accord was for a ten year period and the membership of the union

will have had no say in the content of accord going forward since 2012. We also request an independent review of 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 Regional Managers Branch

40. Conference instructs the incoming National Executive to seek to have a system of banked hours for extra work introduced, for final line managers.

Southern Regional Managers Branch

41. Conference instructs the incoming National Executive to seek from An Post a review of the term time scheme with a view to raising the age limit.

County Donegal Postal Branch

42. Conference instructs the incoming National Executive Council to engage with An Post to have the restriction, where the right hand side sliding door of the delivery van is locked lifted, as a matter of health and safety.

County Donegal Postal Branch

43. Conference instructs the incoming National Executive Council to engage with KNN to seek a review of the poling rates/codes for urban and rural to ensure that they reflect the work required.

KNN Contractors Branch

44. Conference instructs the incoming National Executive Council to address the harsh requirements on our Circet members to reimburse the company for tool damage or damage on the customer premises. It is the Branch view that the company are seeking excessive amounts from our members.

KNN Contractors Branch

45. Conference instructs the incoming National Executive Council to provide the resources to help build a strong Branch structure in Circet to ensure effective representation for all our members in the Branch.

KNN Contractors Branch

46. Conference is deeply concerned at the recent change in the interpretation of Revenue Pension Rules, specifically the removal of the option to avail of a transfer out value for members of occupational pension schemes who remain in employment on and after their normal retirement age.

Conference sees this as a savage attack on working people who have saved into pension schemes for their entire working lives and now by virtue of a change in interpretation of the rules, without prior notice or consultation, have the choice of what to do with their own money severely constrained. This is unfair, unjust and discriminatory on the grounds of age and seems to have been done for no valid reason. This has the potential to severely and negatively impact people who cannot now access their own money in the way they could previously have chosen to do.

As this impacts all workers in occupational pension schemes, Conference is now instructing the incoming NEC to engage with the government and with the wider trade union movement to have this savage attack on ordinary workers remedied by asking the Revenue Commissioners to revert to the interpretation of the rules as they existed prior to August 2025.

Cork District Branch

47. Conference instructs the incoming national executive council to negotiate with eir that upon the completion of achieving all basic wage increments that all technicians will be brought up to the same level of basic pay.

Cork District Branch

48. Conference instructs the national executive council to negotiate with eir an increase to the on call NRT allowance to match what previous NRT COTs had.

Cork District Branch

49. Conference instructs the incoming National Executive Council to engage with eir to review the eir DC pension contribution, with a view to increasing the company's contributions to the scheme.

Northeast Telecoms Branch

50. Conference instructs the incoming National Executive Council to engage with eir to include all field staff in the company's medical and drugs refund scheme as already afforded to COTs.

Northeast Telecoms Branch

51. Conference instructs the incoming National Executive Council to engage with eir to increase the number of annual leave days for all staff based on years of service.

Northeast Telecoms Branch

52. With the welcomed addition of home PSA testing in 2025 and the continuation of the Flu Vaccines being rolled out annually by eir, conference instructs the incoming National Executive Council to engage with eir to establish a full health screening programme for all eir staff.

Northeast Telecoms Branch

53. Conference instructs the incoming national executive council to seek agreement with An Post to increase annual leave entitlements for post Collection and Delivery agreement members in line with pre-Collection and Delivery members.

Cork County Postal Branch

54. Conference instructs the incoming national executive council to seek agreement with An Post to ensure the majority of postal operative induction week is spent on delivery specific training.

Cork County Postal Branch

55. Conference instructs the incoming national executive council to seek agreement with An Post to increase peak agreed hours package from the beginning of November until mid-January, to contend with heavy mails.

Cork County Postal Branch

56. Conference instructs the incoming NEC to seek from An Post an increase in the payment rates for publicity post and/or payment to be made periodically by gift voucher.

Northwest Postal Branch

57. Conference instructs the incoming NEC to seek from An Post a review of how delivery vans are allocated with the aim of matching the needs of the route and, when supporting professional recommendations are made, the needs of the duty holder also.

Northwest Postal Branch

58. Conference instructs the incoming NEC to seek a commitment from An Post that all new entrants at Postal Operative level receive Induction Training at the outset of their employment and that on the job training is delivered by experienced staff.

Northwest Postal Branch

59. Conference instructs the incoming NEC to seek a commitment from An Post to increase transport resources so that disruption to work schedules and delivery service is minimised when punctures, break downs and road traffic accidents occur

Northwest Postal Branch

60. Mindful of the fact that the implementation of the RM2000 bench modification process has been agreed, the branch is instructing that the incoming NEC ensures that this process is carried on a needs/must basis and that offices that are not in need of immediate extra floor space are not prioritised.

Southeast Postal Branch

61. Conference Instructs the incoming NEC to review the payment of Publicity Post Delivery. Changing the payment to Voucher once a year would be of more benefit to An Post and the employees.

Midland Postal Branch

62. Conference Instructs the incoming NEC to seek an agreement from An Post that a full nationwide delivery takes place on Good Friday for Postal Operatives.

Midland Postal Branch

63. Conference instructs the incoming NEC to seek from An Post the implementation of an emergency button on scanner or van in case of Emergency that would contact Management straight away.

Midland Postal Branch

64. Conference instructs the incoming National Executive Council to lobby eir to regularly update all company owned vehicles to ensure greater reliability across the fleet.

eir Managers Branch

65. Conference instructs the incoming National Executive Council to seek the implementation of an Out of Hours Call allowance for Front Line Managers (FLMs), Service Operations Managers (SOMs) and all other impacted manager roles within the eir organisation.

eir Managers Branch

66. Conference instructs the incoming National Executive Council to engage with eir to introduce a companywide health insurance scheme.

eir Managers Branch

67. Conference notes the significant and sustained growth of membership within the Digital and Techworker Alliance (DATA) Branch. This expansion reflects the success of our organising efforts in a sector where unionisation has historically been low.

Conference further notes that as membership in the tech sector grows, so too does the demand for adequate resources for training, research, casework, and organising. Tech workplaces often involve complex employment structures, rapidly evolving technologies, and unique industrial-relations challenges that require specialised support.

Conference recognises the strategic importance of building worker power in the tech industry, both to protect members in a rapidly changing sector and to strengthen and grow our union.

Conference commends the strategic decisions made by previous NECs to invest in the organising strategy for this sector and that the membership growth to date would not have been possible without this support and resourcing. This growth strategy for the union must continue to be supported as we establish the CWU as the recognised union for this important sector of the economy.

Conference therefore instructs the incoming NEC to:

- Continue to prioritise and expand support for organising in the tech sector.
- Allocate appropriate resources to the Digital and Techworker Alliance (DATA) Branch to meet the rising need for organising, training, research capacity, and casework support.

Conference resolves that sustained investment in tech-sector organising is essential to consolidating recent gains and ensuring that all members—current and future—receive the strong, informed representation they deserve and that the CWU continues to grow its membership.

Vodafone Branch

68. Conference instructs the incoming NEC to support the ICTU position to urge the Irish government to stop allowing US military use of Shannon Airport as a transit point for military operations in Israel and the middle east. This motion is proposed in light of concerns that such actions compromise Ireland's neutral stance and risk making our state complicit in the ongoing genocide in Gaza.

Vodafone Branch

69. Conference notes that under current arrangements pensionable allowances are calculated based on the last three years of service in An Post.

Conference further notes that Revenue Commissioner guidelines provide for pensionable emoluments to be calculated on the basis of the best three years within the last ten years.

Conference therefore instructs the incoming National Executive Council (NEC) to seek agreement with An Post to amend the current arrangements so that pensionable allowances are calculated on the basis of the best three years within the last ten years of service.

Dublin Postal Amalgamated Branch

70. Conference instructs the incoming National Executive Council (NEC) to seek agreement with An Post for the reintroduction of the 13-week overtime average payment for all staff.

Dublin Postal Amalgamated Branch

71. Conference instructs the incoming National Executive Council (NEC) to enter into negotiations with An Post with a view to increasing the current Leave in Lieu entitlement from three days to five days per leave year.

Dublin Postal Amalgamated Branch

72. Conference notes that Postal Operatives in Collections and Delivery have had 5% of their Change Allowance (Productivity Pay) consolidated into basic pay.

Conference further notes the positive financial impact this consolidation has had on overtime rates and other related allowances.

Conference therefore instructs the incoming National Executive Council (NEC) to seek the restoration of parity across grades by ensuring that Mail Centre Workers, Service Officers, Security Officers, HGV Drivers and Mailroom Assistants are included in the most recent Consolidation of Change Allowance Agreement.

Dublin Postal Amalgamated Branch

73. Conference instructs the incoming National Executive Council (NEC) to engage with An Post to ensure the provision of appropriate workwear for all Mail Centre staff.

Dublin Postal Amalgamated Branch

74. This Conference instructs the incoming National Executive to engage with An Post and seek a Christmas Bonus for all An Post Staff, as an acknowledgement to the staff who

bring Christmas to every home in every corner of the country at the expense of any involvement in the traditional family pre-Christmas traditions that most homes get to experience and as a postal worker you don't get to see.

Kerry Postal Branch

75. This Conference notes the impact of increased parcels on rural and urban routes and therefore instructs the incoming National Executive Council to review with An Post how these routes are configured.

Kerry Postal Branch

76. This Conference instructs the incoming National Executive Council to seek from An Post a comprehensive review of the current uniform and Personal Protective Equipment with a view to introducing a modern fit for purpose uniform that reflects the physical demands of frontline roles and prioritises staff health safety and wellbeing.

Kerry Postal Branch

77. This Conference accepts that Postal Staff are expected to work 6 days a week for a significant part of the year and this has a negative impact on their work life balance. These Postal Operatives would like the option to take time off in lieu of overtime worked and therefore thus conference instructs the incoming National Executive Council to seek from An Post an increase in the number of days in lieu that staff can work up.

Kerry Postal Branch

78. Conference instructs the incoming National Executive Council to seek from An Post a restructuring of the current sick pay scheme from the current 3/3/6 model to incorporate an extended period on full and half pay.

Galway Postal Branch

79. Conference instructs the incoming National Executive Council to seek from An Post a reimbursement mechanism for members of staff who are affected by alteration costs on work-wear due to unsuitable design.

Galway Postal Branch

80. Conference instructs the incoming National Executive Council to seek from An Post a delivery service on Good Friday for routes that currently cease on this day.

Galway Postal Branch

81. Conference instructs the incoming National Executive Council to seek from An Post an immediate redesign of the offices involved in the early phases of the NRDP as the duties are not fit for purpose due to the large increase in parcel volumes.

Galway Postal Branch

82. Conference instructs the incoming NEC to look for the reinstatement of in lieu days in An Post from three to eight. The three days we can currently work up are generally used to cover shut down days. The ability to work up eight additional days would not only cover shut down days but also provide members with an opportunity to avail of an extra week off. Bearing in mind that the term time has become more restrictive this would be of great value to all.

Athlone Postal Branch

83. Conference instructs the incoming National Executive Council to seek from An Post an increase in Peak Arrangement DSU resourcing package hours for Provincial Offices to align with Peak Arrangement DSU resourcing package hours for Dublin Offices.

Kildare Postal Branch

84. Conference instructs the incoming NEC to extend the current Good Friday agreement with An Post to include rural delivery as well as urban as the ever increasing volumes make the delivery on the Tuesday after the bank holiday carnage.

Mayo Postal Branch

85. Conference instructs the incoming NEC to extend the current allowance of time in lieu in An Post as this may incentivise staff who do not want OT and would rather time off again to work.

Mayo Postal Branch

86. Conference instructs the incoming NEC to extend the driving allowance in An Post to Saturdays as Saturday has become a normal working day and this allowance should be paid accordingly.

Mayo Postal Branch

87. Conference notes:

The tech sector operates across borders, with decisions affecting workers in Ireland often made at global corporate headquarters. Multinational firms use their transnational structure to shift work, weaken bargaining power and play workforces in different countries against each other. Trade union organising must therefore operate across

borders, building coordinated international solidarity to protect workers' rights and strengthen bargaining power.

Conference instructs the NEC to:

1. Build structured relationships with Tech and Platform worker unions Internationally
2. Develop cross-border organising networks in multinational Tech companies
3. Support coordinated international campaigns and dispute strategies
4. Advocate at European level for stronger worker protections and collective bargaining rights

Conference affirms that in a global tech economy, only transnational worker power can match transnational corporate power.

Covalen Branch

88. Conference notes:

The expansion of remote and hybrid working during the pandemic demonstrated that many sectors — particularly tech, digital services and administration — can operate effectively without daily commuting. Despite this, some employers are imposing blanket return-to-office mandates without meaningful consultation. Ireland's current framework relies largely on employer discretion rather than a strong statutory right, despite clear benefits for workers, equality, accessibility and climate sustainability. Remote work should be recognised as a modern workplace right supported by collective bargaining and enforceable legislation.

Conference instructs the NEC to:

1. Campaign for a strong legislative right to remote and hybrid work
2. Establish protections against arbitrary refusal of remote work requests
3. Promote collective bargaining in remote and hybrid work arrangements
4. Defend inclusive and accessible remote work for disabled workers and carers
5. Oppose blanket return-to-office mandates imposed without consultation

Conference affirms that a modern, sustainable and inclusive economy requires strong statutory rights to remote work, shaped through collective bargaining and centred on worker wellbeing, equality and climate responsibility.

Covalen Branch

89. Conference notes:

Ireland's tech and outsourced services sector have entered a period of sustained instability marked by repeated layoffs and restructuring, including recent large-scale redundancy risks such as those faced by workers at Covalen. Ireland's statutory redundancy framework is outdated and inadequate, failing to reflect modern corporate practices, ensure meaningful trade union involvement in consultation processes, or protect migrant workers whose immigration status may be tied to their employment. Stronger redundancy protections, fair compensation and secure rights for all workers are essential to ensure that workers do not bear the cost of corporate restructuring.

Conference instructs the NEC to:

Campaign for reform of statutory redundancy law

Conference further instructs the NEC to make redundancy reform a political priority by engaging with government, opposition parties and relevant departments to advance legislative change.

Covalen Branch

90. Conference notes:

Digital platforms such as Meta, TikTok, Google and X now function as core infrastructure for public communication, but are governed by profit-driven algorithms that amplify harmful content and concentrate power in a small number of corporations. Human moderation work, including work done by our members, is increasingly replaced by opaque AI systems. Platform monopolies threaten democratic discourse and public accountability. Strong regulation, transparency, human oversight and democratic alternatives to privately controlled digital infrastructure are necessary to protect workers, communities and democratic life.

Conference instructs the NEC to:

Develop a comprehensive position paper on stronger platform regulation and democratic ownership and public alternatives to digital platforms.

Covalen Branch

RULE CHANGE

Branch Funding Reform (To amend Rule 3.4 – Branch Funds)

The recent restructuring and amalgamation of branches has significantly increased the geographic size of branches.

Members and branch officers are now required to travel substantially greater distances to attend branch meetings, committee meetings, regional meetings and union events.

The current 15% rebate for Scale B branches under Rule 3.4 is no longer sufficient to meet the operational and travel costs of modern branch structures.

In some cases, members and officers are being left out of pocket in order to participate fully in union structures.

Colleagues in the UK section of the Communications Workers Union receive a 23% monthly branch rebate, reflecting modern operation costs.

Therefore the North East Branch asks the Biennial Conference to instruct the National Executive Council to amend Rule 3.4 as follows:

To amend Rule 3.4 and replace with:

From 1 January 2027, each Branch shall receive a monthly rebate of 23% of its Branch membership income received by Headquarters General Fund.

Northeast Postal Branch