

13th Biennial Conference 2026



## Private Sector

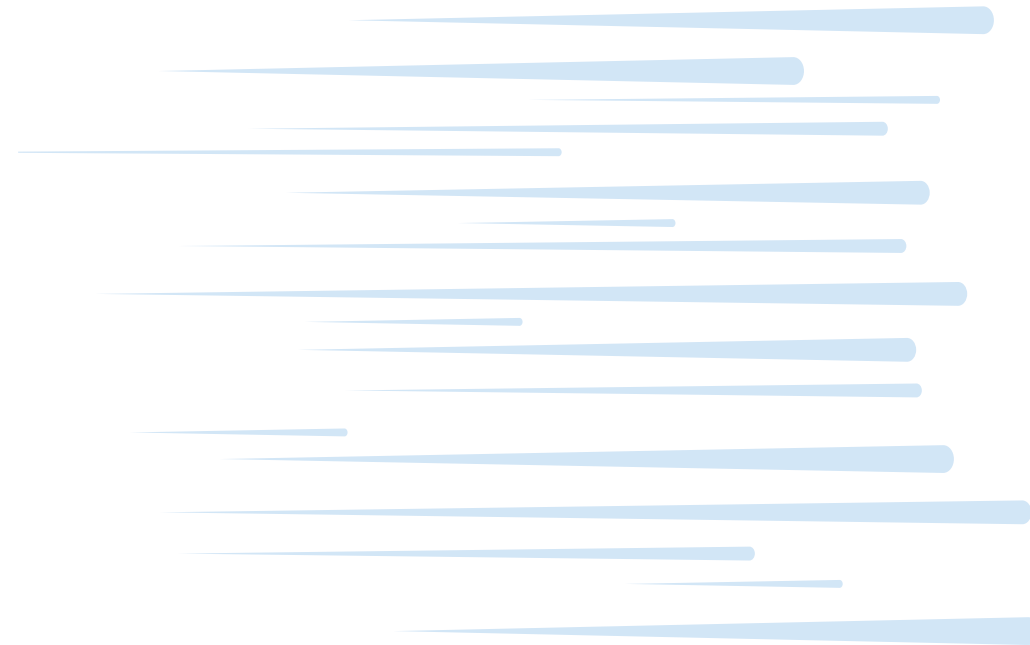
Diarmuid O' Connell

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# IO Systems

- **Pay - Mirrors An Post Agreements**
  - 2024/2025
  - 2026/2027
- Voucher/Bonus Payment
- Retirement Age
- Automation Changes



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# Sodexo

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## Catering GPO & DMC

- FSA Grade - Min Wage
- Living Wage Secured within An Post Contract
- €15.40 January 2026

## GPO Restaurant – Staffing Changes

- Enhanced Redundancy Packages

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# UPS Ireland

- **Sites**
  - Dublin
  - Cork
  - Shannon
- **B2B Model**
  - High value/ high profit
- **Product Focus**
  - Health care
  - High End Retail
  - Aerospace
  - Tech – Phones/laptops



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# UPS Ireland



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Hybrid Employment Model

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Company Performance

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Pay Update

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Lytix Cameras

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Activist Training

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# DPD Ireland Overview



Geopost - Federator Model



UNI Global Agreement  
Addendum



Geopost Visit Ireland



Athlone Hub – Directly Employed



36 Depots – Franchise Model



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# DPD Athlone-New Collective Agreement

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Original CBA Signed 2000 – Night Staff

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New CBA signed 2025

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Expanded to Days & Nights

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Site Visits – Day Staff

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Union Culture & Organising

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# DPD Ireland- Growth

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## Company Performance

- Profitability

## New Sort Hub Dublin

- 100k Capacity
- Fastway Belt

## 1500 parcel lockers 2028

- €10 million investment
- 24/7 access Pick up & Returns
- Reduced CO2 Emissions

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# DPD Kerry

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**Franchised Model**

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**Central control – DPD Ireland**

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**Tightly funded**

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**Pay Claim WRC Referral**

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**€1250 Voucher**

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**7% Pay Increase 2026**



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**Campaign Planning  
Day September  
2024**

# DPD Athlone Pay Campaign

- **Training & Planning Day**
  - Inflation
  - Pay
  - Profitability
- **Campaign Objectives**
  - 15% over two years
  - Night Shift Allowance
  - Increase in Sunday Premium Rate
  - Shunters Allowance

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# DPD Athlone Pay campaign Outcome

## Core Pay

- 3% March 2025
- 4.5% March 2026

## Vouchers

- 2025 €1,000
- 2026 €500

## Sunday Premium

- Increase 12.5%

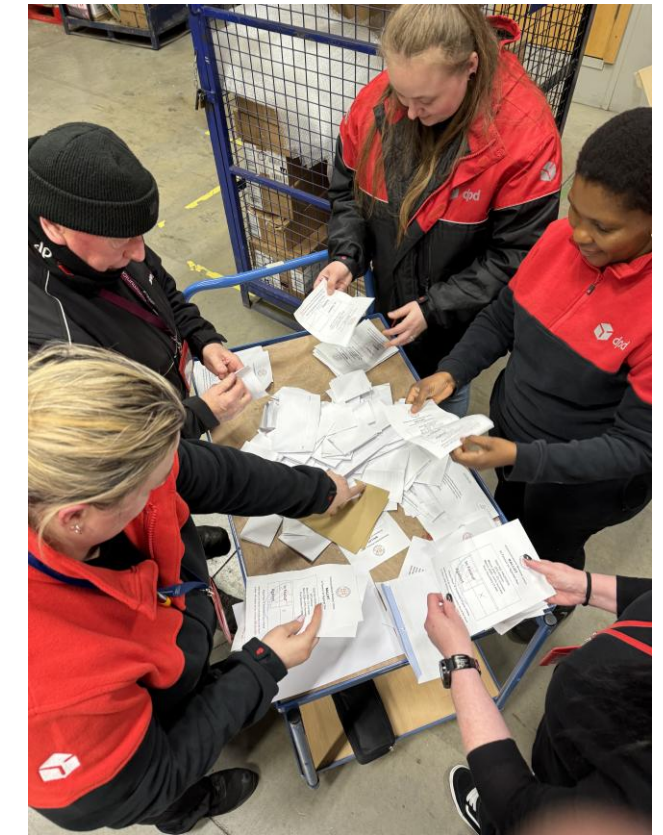
## Night Allowance

- 6% (11pm-7am)

## New Enhanced Rates

- SSG 1
- Shunters SSG3

**10.5% Cumulative Increase Night Staff**



**Onsite Ballot – Visibility, Participation, Power**

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THANK

YOU

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