



## REPORT ON THE DECISIONS OF OUR 13<sup>TH</sup> Biennial Conference 2026

13<sup>TH</sup> & 14<sup>TH</sup> May 2026

### *General Conference*

#### **Decisions taken on Wednesday 13<sup>th</sup> May 2026**

The 13<sup>th</sup> Biennial Conference of the Communications Workers' Union was held on Wednesday, 13<sup>th</sup> and Thursday, 14<sup>th</sup> May 2026 when the President of the Union took the Chair.

**Mr Frank Donohoe, President, presided over the Conference**

Pascal Connolly, NEC, delivered the welcoming address.

#### **ELECTION OF TELLERS:**

General Conference elected the following Tellers:

##### **General:**

Deborah Flannery	Mid Northwest District Branch
Steven O'Connor	Cork District
Paul O'Hare	Galway Postal Branch
Gavin Mulcahy	Cork Postal Branch

##### **EComms:**

Deborah Flannery	Mid Northwest District Branch
Steven O'Connor	Cork District

##### **Postal Courier:**

Paul O'Hare	Galway Postal Branch
Gavin Mulcahy	Cork Postal Branch

#### **ADOPTION OF STANDING ORDERS REPORTS**

The Standing Orders Reports No's 1, 2, 3, 4 and 5 were agreed.

#### **PRESIDENTIAL ADDRESS**

Mr Frank Donohoe delivered his address to Conference.

#### **NATIONAL EXECUTIVE COUNCIL BALLOT**

The decisions of the 2024 Biennial Conference were agreed.

## **NATIONAL EXECUTIVE REPORT – ITEM 1 – CHAPTER 1 – INTRODUCTION OF NATIONAL EXECUTIVE REPORT**

*Seán McDonagh, General Secretary, welcomed Jaser Mali from the Palestinian Postal Workers Union to Conference.*

*Seán McDonagh, General Secretary, gave a Presentation on “Introduction of NEC Report”.*

*Seán McDonagh, General Secretary, gave a vote of thanks and appreciation to Imelda Wall, Office Manager.*

There were no Motions associated with this Chapter.

Chapter 1 was agreed.

## **NATIONAL EXECUTIVE REPORT – ITEM 2 – CHAPTER 7 – UNION STRUCTURE & ORGANISATION**

*Seán McDonagh, General Secretary, gave a presentation on Union Structure & Organisation.*

### **NEC REPORT & ASSOCIATED RULE CHANGE MOVED**

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

**Northeast Postal Branch**

### **RULE CHANGE – BRANCH FUNDS**

#### ***Amendment to Rule 3.4 – Branch Funds***

##### ***Existing Rule 3.4 Branch Funds***

- 1. Scale B Branches will receive a rebate of 15% of the variable Union contributions made by each member of the Branch, to be paid into the Branch account quarterly in arrears. These funds are to cover the general cost of operating the Branch and subject to the overall control of the National Executive Council.*
- 2. Scale A and Scale C Branches will receive a Branch Running Cost Grant, as determined by the National Executive Council, to be paid into the Branch account annually, following receipt of the financial statement as per Rule 3.2.3.*
- 3. A Branch Committee has the power to propose a levy on the members of that Branch. Any such levy or increase thereof must be agreed to by the members of that Branch at the AGM or at a Special Meeting of the Branch called for that purpose. Members should be advised in advance of any proposal to either introduce or increase a levy. Such levy or any increase thereof will only take effect when ratified by the National Executive Council.*
- 4. All Branch funds are deemed to be the funds of the Union and must be returned to the General Secretary in the event of a Branch being dissolved, withdrawing, or seceding from the Union.*

**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.*

**RULE CHANGE**

**DEFEATED**

Chapter 7 was agreed.

**NATIONAL EXECUTIVE REPORT -ITEM 3- CHAPTER 3 – COMMUNICATIONS**

*Carol Scheffer, National Officer & Siobhán Kenny, Digital Organiser, gave a joint presentation on Communications.*

There were no motions associated with this Chapter.

Chapter 3 was agreed.

**NATIONAL EXECUTIVE REPORT - ITEM 4 – CHAPTER 4 – EQUALITY & DIVERSITY**

*Carol Scheffer, National Officer, gave presentation on Equality & Diversity.*

**1. 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:**

- Campaign for a strong legislative right to remote and hybrid work
- Establish protections against arbitrary refusal of remote work requests
- Promote collective bargaining in remote and hybrid work arrangements
- Defend inclusive and accessible remote work for disabled workers and carers
- 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.

**Associated Motion:**

Motion No. 1 Digital & Tech Worker Alliance Branch

**PASSED**

Chapter 4 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 5 – CHAPTER 5 – HEALTH & SAFETY**

*Pat Kenny, Staff Side Secretary, gave a presentation on Health & Safety.*

There were no Motions associated with this Chapter.

Chapter 5 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 6 – CHAPTER 6 – FINANCE**

*Seán McDonagh, General Secretary, gave a presentation on Finance.*

*Presentation to Pascal Connolly by General Secretary on his retirement as Chairperson of the NEC Finance Committee.*

*Paul Kennedy, Regional Officer, gave a speech regarding the Damien Tuohy Memorial Fund.*

There were no Motions associated with this Chapter.

Chapter 6 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 10 – CHAPTER 9 – RETIREMENT BENEFITS**

*John Clarke, National Officer, gave a presentation on Retirement Benefits.*

*Seán McDonagh, General Secretary, recorded his appreciation and thanks to the Trustees of both funds for all their hard work.*

5. 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

### Associated Motion:

Motion No. 5

Cork District Branch

**PASSED**

Chapter 9 was agreed.

## NEC ELECTION BALLOT RESULTS

### Postal/Courier Sector (General Panel)

Names:

Des Hopkins	Cork County Postal Branch
Lesley Sheridan	Dublin Postal Amalgamated Branch
Paul Pender	Galway Postal Branch
Ellen Moore	Portlaoise Postal Branch
Tara Ravenhill	Athlone Postal Branch
Michael Wall	Kerry Postal Branch
Seán O'Donnell	Dublin Postal Delivery Branch
Jackie McNamara	Ennis Postal Branch
Neil Quinn	Midland Postal Branch
Paul Syder	Dublin Postal Delivery Branch
David Sheehy	Dublin Postal Clerks Branch
Tony Harnett	Limerick Postal Branch
Radoslaw Pyciarz	Kildare Postal Branch
Deirdre Medlar	Regional Clerks Branch

### Postal/Courier Sector (Managers Panel)

Martin Duffy	Western Regional Managers Branch
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### Postal/Courier Sector (Private Panel)

Maurice Noonan	Postal Maintenance Branch
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### eComms Sector (General Panel)

Alan Dempsey	KN Branch
Patrick Duggan	Sean Connolly Branch
Adam Farrell	Northeast Telecom Branch
Deborah Flannery	Mid Northwest District Branch
Adam Kavanagh	Dublin No. 1 Branch
Sabrina Kirwan	Limerick District Branch
Caroline Schween	Vodafone Branch
Tom Sheehan	Cork District Branch

### eComms Sector (Managers Panel)

Fiona Woods	eir Managers Branch
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**12:40 p.m.**

**GENERAL CONFERENCE ADJOURNED**

# *Postal Courier Conference*

## Decisions taken on Wednesday 13<sup>th</sup> May 2026

### **ELECTION OF TELLERS, ADOPTION OF STANDING ORDERS REPORTS**

The Standing Orders Reports No's 1 and 2 were agreed.

The two tellers agreed were Paul O'Hare Galway Postal Branch and Gavin Mulcahy Cork Postal Branch

### **NATIONAL EXECUTIVE REPORT – ITEM 1 – CHAPTER 10 – PAY, PENSION & ALLOWANCES**

*Seán McDonagh, General Secretary, gave a presentation on Pay, Pension & Allowances.*

6. 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**

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. 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**

10. 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**

11. 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**

12. 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**

13. 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**

14. 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**

15. 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**

16. 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**

17. 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**

18. 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**

19. 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

20. 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

### Associated Motions:

Motion No. 6	Dublin Postal Delivery Branch	PASSED
Motion No. 7	Dublin Mail Managers Branch	PASSED
Motion No. 8	Dublin Mail Managers Branch	PASSED
Motion No. 9	Northeast Postal Branch	REMIT
Motion No. 10	Western Regional Managers Branch	REMIT
Motion No. 11	Western Regional Managers Branch	PASSED
Motion No. 12	Tipperary Postal Branch	WITHDRAWN
Motion No. 13	Southern Regional Managers Branch	REMIT
Motion No. 14	Southern Regional Managers Branch	DEFEATED
Motion No. 15	Northwest Postal Branch	PASSED
Motion No. 16	Midland Postal Branch	PASSED
Motion No. 17	Dublin Postal Amalgamated Branch	PASSED
Motion No. 18	Dublin Postal Amalgamated Branch	PASSED
Motion No. 19	Dublin Postal Amalgamated Branch	PASSED
Motion No. 20	Mayo Postal Branch	PASSED

Chapter 10 was agreed.

### NATIONAL EXECUTIVE REPORT – ITEM 2 – CHAPTER 11 – REGULATION

*Diarmuid O’Connell, National Officer, gave a presentation on Regulation.*

There were no Motions associated with this Chapter.

Chapter 11 was agreed.

### NATIONAL EXECUTIVE REPORT – ITEM 3 – CHAPTER 12 – PARTNERSHIP & JOINT WORKING GROUPS

*Pat Kenny, Staff Side Secretary, gave a presentation on Partnership & Joint Working Groups*

21. 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

22. 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**

23. 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**

24. 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**

25. 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**

26. 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**

27. 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**

28. 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**

29. 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**

30. 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**

31. 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**

**Associated Motions:**

Motion No. 21	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 22	Northeast Postal Branch	<b>CARD VOTE</b>

**CARD VOTE No.1 - Wednesday 13<sup>th</sup> MAY 2026**  
**Motion 22**

<b>Branch</b>	<b>In Favour</b>	<b>Against</b>
Athlone Postal		230
Cork County Postal Branch		646
County Donegal Postal Branch	215	
Dublin Mails Managers		137
Dublin Managers Branch		254
Dublin Postal Amalgamated		923
Dublin Postal Clerks		384
Dublin Postal Delivery		1252
Ennis Postal		124
Galway Postal		325
Kerry Postal Branch		211
Kildare Postal Branch	185	
Limerick Postal Branch		224
Mayo Postal Branch		197
Midland Postal Branch	254	
Northeast Postal Branch	303	
Northwest Postal Branch		235
Portlaoise Postal	311	
Regional Clerks Branch		379
South Midland Postal Branch	267	
Southeast Postal Branch	295	
Southern Regional Managers Branch		119
Tipperary Postal Branch		171
Waterford Postal Branch	168	
Western Regional Managers		108
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**DEFEATED AFTER CARD VOTE.**

Motion No. 23	Regional Clerks Branch	<b>REMIT</b>
Motion No. 24	County Donegal Postal Branch	<b>PASSED</b>
Motion No. 25	County Donegal Postal Branch	<b>PASSED</b>
Motion No. 26	Dublin Postal Amalgamated Branch	<b>PASSED</b>
Motion No. 27	Kerry Postal Branch	<b>PASSED</b>
Motion No. 28	Galway Postal Branch	<b>PASSED</b>
Motion No. 29	Galway Postal Branch	<b>PASSED</b>
Motion No. 30	Northeast Postal Branch	<b>PASSED</b>
Motion No. 31	Midland Postal Branch	<b>PASSED</b>

Chapter 12 was agreed.

#### **NATIONAL EXECUTIVE REPORT – ITEM 4 – CHAPTER 13 – AN POST GENERAL**

*Pat Kenny, Staff Side Secretary, gave a presentation on An Post General.*

32. 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**

33. 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**

34. 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**

35. 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**

36. 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**

37. 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**

38. 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**

39. 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**

40. 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**

41. 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**

42. 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**

43. 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**

**Associated Motions:**

Motion No. 32	Dublin Managers Branch	<b>PASSED</b>
Motion No. 33	Dublin Postal Clerks Branch	<b>PASSED</b>
Motion No. 34	Southern Regional Managers Branch	<b>PASSED</b>
Motion No. 35	Cork County Postal Branch	<b>PASSED</b>
Motion No. 36	Athlone Postal Branch	<b>PASSED</b>
Motion No. 37	Mayo Postal Branch	<b>PASSED</b>
Motion No. 38	Dublin Postal Amalgamated Branch	<b>PASSED</b>
Motion No. 39	Dublin Postal Clerks	<b>PASSED</b>
Motion No. 40	Dublin Postal Clerks	<b>PASSED</b>
Motion No. 41	Dublin Postal Clerks	<b>PASSED</b>
Motion No. 42	Kerry Postal Branch	<b>PASSED</b>
Motion No. 43	Kerry Postal Branch	<b>PASSED</b>

Chapter 13 was agreed.

**16.50 p.m.**

***POSTAL/COURIER OCCUPATIONAL CONFERENCE ADJOURNS***

# *Postal Courier Conference*

## *Decisions taken on Thursday 14th May 2026*

### **NATIONAL EXECUTIVE REPORT – ITEM 5 – CHAPTER 14 – MAILES & PARCELS**

*Diarmuid O’Connell, National Officer, gave a presentation on Mails & Parcels.*

44. 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 DELIERY BRANCH**

45. 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**

46. 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**

47. 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**

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

#### **ENNIS POSTAL BRANCH**

49. 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**

50. 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**

51. 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**

52. 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**

53. 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**

54. 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**

55. 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**

56. 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**

57. 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**

58. 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**

59. 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**

60. 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**

61. 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**

62. 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**

63. 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**

**Associated Motions:**

Motion No. 44	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 45	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 46	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 47	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 48	Ennis Postal Branch	<b>PASSED</b>
Motion No. 49	Tipperary Postal Branch	<b>PASSED</b>
Motion No. 50	Tipperary Postal Branch	<b>PASSED</b>
Motion No. 51	Cork County Postal Branch	<b>PASSED</b>
Motion No. 52	Northwest Postal Branch	<b>PASSED</b>
Motion No. 53	Northwest Postal Branch	<b>PASSED</b>
Motion No. 54	Southeast Postal Branch	<b>PASSED</b>
Motion No. 55	Kerry Postal Branch	<b>PASSED</b>

Motion No. 56	Galway Postal Branch	<b>PASSED</b>
Motion No. 57	Galway Postal Branch	<b>PASSED</b>
Motion No. 58	Kildare Postal Branch	<b>PASSED</b>
Motion No. 59	Mayo Postal Branch	<b>PASSED</b>
Motion No. 60	Ennis Postal Branch	<b>PASSED</b>
Motion No. 61	Cork County Postal Branch	<b>PASSED</b>
Motion No. 62	Northwest Postal Branch	<b>PASSED</b>
Motion No. 63	Midland Postal Branch	<b>PASSED</b>

Chapter 14 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 6 – CHAPTER 15 – CLERICAL, ADMINISTRATION & RETAIL**

*Ian McArdle, Deputy General Secretary, gave a presentation on Clerical, Administration & Retail.*

There were no Motions associated with this Chapter.

Chapter 15 was agreed.

**10:45 a.m.**

**TEA BREAK**

**NATIONAL EXECUTIVE REPORT – ITEM 7 – CHAPTER 16 - AN POST SUBSIDIARIES**

*Diarmuid O’Connell, National Officer, gave a presentation on An Post Subsidiaries.*

There were no Motions associated with this Chapter.

Chapter 16 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 8 – CHAPTER 17 – PRIVATE SECTOR**

*Diarmuid O’Connell, National Officer, gave a presentation on Private Sector.*

There were no associated motions in this chapter.

Chapter 17 was agreed.

**11:45 a.m. POSTAL/COURIER OCCUPATIONAL CONFERENCE CONCLUDES**

## *Ecomms Occupational Conference*

### Decisions taken on Wednesday 13<sup>th</sup> May 2026

*Ian McArdle, Deputy General Secretary, delivered welcoming address.*

*Ian McArdle, Deputy General Secretary, gave a vote of thanks to the outgoing NEC.*

*Ian McArdle, Deputy General Secretary, congratulated Laura McKenna on the ratification of her appointment as National Officer, eComms.*

*Ian McArdle, Deputy General Secretary, thanked John Clarke for his sterling work on behalf of the Union.*

#### **ADOPTION OF STANDING ORDERS REPORTS**

The Standing Orders Reports No's 1 and 2 were agreed.

The two tellers agreed were Deborah Flannery, Mid Northwest District Branch and Steven O'Connor Cork District Branch.

#### **NATIONAL EXECUTIVE REPORT – ITEM 1 - CHAPTER 18 – EIR PAY & BONUS**

*Ian McArdle, Deputy General Secretary, gave presentation on eir Pay & Bonus.*

64. 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**

65. 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**

66. 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**

67. 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**

68. 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**

69. 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**

70. 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**

71. 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**

72. 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**

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

**eir Managers Branch**

**Associated Motions:**

Motion No. 64	Sean Connolly Waterford Branch	<b>PASSED</b>
Motion No. 65	Dublin No 1 Branch	<b>PASSED</b>
Motion No. 66	Limerick District Branch	<b>REMIT</b>
Motion No. 67	Limerick District Branch	<b>PASSED</b>
Motion No. 68	Limerick District Branch	<b>PASSED</b>
Motion No. 69	Mid Northwest District Branch	<b>PASSED</b>
Motion No. 70	Cork District Branch	<b>PASSED</b>
Motion No. 71	Cork District Branch	<b>PASSED</b>
Motion No. 72	eir Managers Branch	<b>PASSED</b>
Motion No. 73	eir Managers Branch	<b>PASSED</b>

Chapter 18 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 2 – CHAPTER 21 – EIR NETWORKS**

*Laura Mc Kenna, National Officer, gave presentation on eir Networks.*

74. 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**

75. 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**

76. 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**

77. 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**

**Associated Motions:**

Motion No. 74	Mid Northwest Branch	<b>PASSED</b>
Motion No. 75	Sean Connolly Waterford Branch	<b>PASSED</b>
Motion No. 76	Dublin No 1 Branch	<b>PASSED</b>
Motion No. 77	Dublin No 1 Branch	<b>PASSED</b>

Chapter 21 was agreed.  
Chapter 22 was agreed.  
Chapter 25 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 5 – CHAPTER 19 – EIR JCC**

*Ian Mc Ardle, Deputy General Secretary, gave a verbal report on eir JCC.*

79. 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**

80. 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**

81. 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**

**Associated Motions:**

Motion No. 79	Mid Northwest Branch	<b>PASSED</b>
Motion No. 80	Northeast Telecoms Branch	<b>PASSED</b>
Motion No. 81	Northeast Telecoms Branch	<b>PASSED</b>

Chapter 19 was agreed.

**15:20**

**TEA BREAK**

**NATIONAL EXECUTIVE REPORT – ITEM 3 – CHAPTER 27 – EIR – TRANSPORT & FACILITIES**

*John Clarke, National Officer, gave presentation on eir Transport & Facilities.*

78. 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**

**Associated Motion:**

Motion No. 78	eir Managers Branch	<b>PASSED</b>
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Chapter 27 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 4 – CHAPTER 24 – EIR NATIONAL MANAGERS' BRANCH**

*John Clarke, National Officer, gave presentation on eir National Managers' Branch.*

There were no Motions associated with this Chapter.

Chapter 24 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 6 – CHAPTER 20 – EIR SUPERANNUATION SCHEMES**

*John Clarke, National Officer, gave a presentation on eir Superannuation Schemes.*

82. 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**

83. 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**

**Associated Motions:**

Motion No. 82	Mid Northwest District Branch	<b>PASSED</b>
Motion No. 83	Dublin No. 1 Branch	<b>PASSED</b>

Chapter 20 was agreed.

**16:30 p.m. ECOMMS OCCUPATIONAL CONFERENCE ADJOURNED**

*Ecomms Occupational Conference*  
**Decisions taken on Thursday 14<sup>th</sup> May 2026**

**NATIONAL EXECUTIVE REPORT – ITEM 7 – CHAPTER 23 – EIR CUSTOMER SERVICES CENTRES**

*Laura Mc Kenna, National Officer, gave presentation on eir Customer Service Centres.*

There were no Motions associated with this Chapter.

Chapter 23 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 8 – CHAPTER 29 – REGULATION**

*Ian McArdle, Deputy General Secretary, gave a presentation on Regulation.*

There were no Motions associated with this Chapter.

Chapter 29 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 9 – CHAPTER 31 – VODAFONE**

*Ian Mc Ardle, Deputy General Secretary, gave presentation on Vodafone.*

There were no Motions associated with this Chapter.

Chapter 31 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 10 – CHAPTER 32 – PHONEWATCH**

*Laura Mc Kenna, National Officer, gave presentation on Phonewatch.*

There were no Motions associated with this Chapter.

Chapter 32 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 11 – CHAPTER 26 – HEALTH & SAFETY**

*John Clarke, National Officer, gave a presentation on eir Health & Safety.*

84. 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.

**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**

85. 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**

**Associated Motions:**

Motion No. 84	Mid Northwest District Branch	<b>PASSED</b>
	<b><i>Amendment to Motion No. 84 by Mid Northwest District Branch</i></b>	<b>PASSED</b>
Motion No. 85	Northeast Telecoms Branch	<b>PASSED</b>

Chapter 26 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 12 – CHAPTER 28 – EIR EQUALITY**

*Carol Scheffer, National Officer, gave presentation on eir Equality.*

There were no Motions associated with this Chapter.

Chapter 28 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 13 – CHAPTER 30 – KN CIRCET**

*John Clarke, National Officer, gave presentation on KN Circet.*

86. 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**

87. 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**

88. 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**

**Associated Motions:**

Motion No. 86	KNN Contractors Branch	<b>PASSED</b>
Motion No. 87	KNN Contractors Branch	<b>PASSED</b>
Motion No. 88	KNN Contractors Branch	<b>PASSED</b>

**NATIONAL EXECUTIVE REPORT – ITEM 14 – CHAPTER 34 – eTECH**

*Ian McArdle, Deputy General Secretary, gave a presentation on eTech sector.*

89. 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.

**DIGITAL & TECH WORKER ALLIANCE 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.

**DIGITAL & TECH WORKER ALLIANCE BRANCH**

**Associated Motions:**

Motion No. 89	Digital & Tech Work Alliance Branch	<b>PASSED</b>
Motion No. 90	Digital & Tech Work Alliance Branch	<b>PASSED</b>

Chapter 34 was agreed.

**12.20 p.m.**

***eCOMMS OCCUPATIONAL CONFERENCE CONCLUDES***

**GENERAL CONFERENCE**  
**Decisions taken on Thursday 14<sup>th</sup> May 2026**

*Jaser Mali, Vice President, International Relations of PPSWU (Palestine Postal Services Workers' Union) addressed the conference.*

**NATIONAL EXECUTIVE REPORT – ITEM 7 – STATUS OF MOTIONS PASSED AT BIENNIAL CONFERENCE 2024**

Item 7 was agreed.

**STANDING ORDERS BALLOT 2026**

No requirement for a ballot. The following were deemed elected  
Heathcliff Maher      Portlaoise Postal Branch  
Danny Shannon      Sean Connolly Waterford District Branch

**ELECTION OF PRESIDENT**

**Tom Sheehan**

**Proposed by:** David Cullinane, Cork Branch

**Seconded by:** Deirdre Medlar, Regional Clerks Branch

Elected unopposed.

*Frank Donohoe outgoing President congratulated Tom Sheehan being elected President.*

*Tom Sheehan newly elected President addressed Conference.*

**NATIONAL EXECUTIVE REPORT – ITEM 8 – CHAPTER 2 – TRADE UNION ORGANISING & CAMPAIGNING**

*VIDEO shown to delegates on COVALEN's dispute*

*Ian McArdle, Deputy General Secretary, introduced Owen Reidy, General Secretary, ICTU, who addressed Conference.*

*Seán McDonagh, General Secretary, gave a vote of thanks to Owen Reidy, General Secretary, ICTU.*

*Fionnuala Ní Bhrógáin, National Officer, gave a presentation on Organising & Campaigning.*

*Video shown to delegates on Digital & Techworker Forum*

2. 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:**

- Build structured relationships with Tech and Platform worker unions Internationally
- Develop cross-border organising networks in multinational Tech companies
- Support coordinated international campaigns and dispute strategies
- 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.

**DIGITAL & TECH WORKER ALLIANCE BRANCH**

3. 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**

4. 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

### Associated Motions:

Motion No. 2	Digital & Tech Worker Alliance Branch	<b>PASSED</b>
Motion No. 3	Vodafone Branch	<b>PASSED</b>
Motion No. 4	Vodafone Branch	<b>PASSED</b>

Chapter 2 was agreed.

*Ian McArdle, Deputy General Secretary, introduced James Davies, Guest Speaker, who addressed Conference.*

### ELECTION OF VICE-PRESIDENT

**Ellen Moore**

**Proposed by:** Jason Caulfield, Waterford Postal Branch

**Seconded by:** Tara Ravenhill, Athlone Postal Branch

Elected unopposed.

### NATIONAL EXECUTIVE REPORT – ITEM 9 – CHAPTER 8 – TRAINING & EDUCATION

*Carol Scheffer, National Officer, gave a presentation on Training & Education.*

There were no Motions associated with this Chapter.

Chapter 8 was agreed.

### EMERGENCY MOTIONS:

**Motion No. 1**                      **Good Jobs, Collective Bargaining and Cost of Living**

**Proposed by:** Adam Kavanagh, Dublin No. 1

**Seconded by:** Deirdre Medlar, Regional Clerks Branch

Emergency Motion No. 1

**PASSED**

**Motion No. 2                    Covalen Redundancies & Collective Redundancy Protections**

**Proposed by:**                    Paul Pender, Galway Postal Branch

**Seconded by:**                    Sabrina Kirwan, Limerick Branch

Emergency Motion No. 2

**PASSED**

**RATIFICATION OF CONFERENCE REPORT & DECISIONS**

Conference Report & Decisions ratified.

**CLOSING CEREMONIES**

*Remembrance Presentation for Deceased Members and Retired Activists.*

***VOTE OF THANKS ON BEHALF OF THE UNION TO THE OUTGOING PRESIDENT, FRANK DONOHOE.***

***GENERAL SECRETARY MADE A PRESENTATION TO FRANK DONOHOE.***

***GENERAL SECRETARY CONGRATULATED NEWLY ELECTED PRESIDENT, TOM SHEEHAN & VICE PRESIDENT, ELLEN MOORE.***

***GENERAL SECRETARY MADE A PRESENTATION TO IMELDA HYLAND, OFFICE MANAGER.***

***Music performance by Cormac Ó Dálaigh and Shane Murphy 'Ordinary Man'.***

**17:20 p.m.**

**GENERAL CONFERENCE CONCLUDES**

## NEC BALLOT RESULTS 2026-2028

### Postal/Courier Sector (General Panel)

Des Hopkins	Cork County Postal Branch	7901
Lesley Sheridan	Dublin Postal Amalgamated Branch	7801
Paul Pender	Galway Postal Branch	7741
Ellen Moore	Portlaoise Postal Branch	7491
Tara Ravenhill	Athlone Postal Branch	7291
Michael Wall	Kerry Postal Branch	7261
Seán O'Donnell	Dublin Postal Delivery Branch	7113
Jackie McNamara	Ennis Postal Branch	6638
Neil Quinn	Midland Postal Branch	6627
Paul Syder	Dublin Postal Delivery Branch	6212
David Sheehy	Dublin Postal Clerks Branch	6068
Tony Harnett	Limerick Postal Branch	5460
Radoslaw Pyciarz	Kildare Postal Branch	5213
Deirdre Medlar	Regional Clerks Branch	4994

### Postal/Courier Sector (Managers Panel)

Martin Duffy	Western Regional Managers Branch	7901
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### Postal/Courier Sector (Private Panel)

Maurice Noonan	Postal Maintenance Branch	7901
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### eComms Sector (General Panel)

Alan Dempsey	KN Branch	2085
Patrick Duggan	Sean Connolly Branch	2085
Adam Farrell	Northeast Telecom Branch	2085
Deborah Flannery	Mid Northwest District Branch	2085
Adam Kavanagh	Dublin No. 1 Branch	2085
Sabrina Kirwan	Limerick District Branch	2085
Caroline Schween	Vodafone Branch	2085
Tom Sheehan	Cork District Branch	2085

### eComms Sector (Managers Panel)

Fiona Woods	eir Managers Branch	2085
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## BRANCH VOTING STRENGTHS

### Branch Voting Strength 2026

#### Postal/Courier Sector

An Post Commerce Business Solutions	16
An Post Insurance	71
Athlone Postal	230
Cork County Postal Branch	646
County Donegal Postal Branch	215
Cycle Couriers	1
DHL Global Forwarding	1
DPD Athlone	209
DPD Clare	14
DPD Galway	4
DPD Kerry	30
Dublin Mails Managers	137
Dublin Managers Branch	254
Dublin Postal Amalgamated	932
Dublin Postal Clerks	384
Dublin Postal Delivery	1252
Ennis Postal	124
Fastway Couriers	1
Galway Postal	325
GLS	1
Kerry Postal Branch	211
Kildare Postal Branch	185
Limerick Postal Branch	224
Mayo Postal Branch	195
Midland Postal Branch	254
Nightline	7
Northeast Postal Branch	303
Northwest Postal Branch	235
Portlaoise Postal	311
Postal Maintenance Branch	30
PrintPost	8
Regional Clerks Branch	379
South Midland Postal Branch	267
Southeast Postal Branch	295
Southern Regional Managers Branch	119
Tipperary Postal Branch	171
UPS Athlone	1
UPS Citywest	3

UPS Cork	21
UPS Finglas	74
UPS Galway	1
UPS Shannon	17
UPS Sligo	4
UPS Waterford	5
Waterford Postal Branch	169
Western Regional Managers	108

### **eComms Sector**

3 Ireland	20
Accenture	19
BT Ireland	52
Call Centre Branch	190
Cork Branch	146
Cornmarket Group	4
Covalen	316
DATA General Branch	138
Dublin No.1	315
eComms	12
eir Managers Branch	117
HomeSecure	16
Kedington Branch	6
KNN Contractors Branch	475
Limerick Branch	150
Mid Northwest District Branch	269
Northeast Telecoms Branch	209
Phonewatch	100
Saorflow Traffic Management	9
SAP Ireland	41
Seán Connolly Branch	144
Secto Services	7
Synchro	3
Telecom External Contracts	4
TikTok	101
Unemployed Branch	1
Uplift	5
Vodafone	160

### **General**

CWU	9
Dublin Professional & Mgrs	14
First Tech Credit Union	6
FM Downes	8
Halligan Insurances	6

## DELEGATES TO CONFERENCE 2026

### eComms Sector Delegates

<b>Name</b>	<b>Branch</b>
Michael Boland	Cork District
David Cullinane	Cork District
Mick Dineen	Cork District
Steven O'Connor	Cork District
Dejan Grkcevic	Dublin No 1
Adam Lonsdale	Dublin No 1
Patrick McLoughlin	Dublin No 1
Gerard Smith	Dublin No 1
David Stack	Dublin No 1
Mark Corley	eir National Managers Branch
Emmett O'Neill	eir National Managers Branch
Paul Davey	KN Networks
Ger O'Sullivan	KN Networks
Anthony Morrissey	KN Networks
Jer Daly	Limerick District
Jerry Daly	Limerick District
Matthew Barry	Mid Northwest District
Deborah Flannery	Mid Northwest District
Enda Moran	Mid Northwest District
Daniel Murray	Mid Northwest District
Jason Beirne	Northeast Telecoms
Niall Brady	Northeast Telecoms
Matthew Drury	Northeast Telecoms
Arthur Drogosz	Phonewatch
John McEvoy	Phonewatch
Patrick Duggan	Sean Connolly District
Diarmuid Gorman	Sean Connolly District
Paul McKelvey	Sean Connolly District
Daniel Shannon	Sean Connolly District
John Donohue	Vodafone
Caroline Schween	Vodafone
Ash Taherian	Vodafone

## Postal/Courier Sector Delegates

<b>Name</b>	<b>Branch</b>
Peter Conlon	Athlone Postal
Caroline Heavin	Athlone Postal
Louise Sherlock	Athlone Postal
Diarmuid Cogan	Cork County Branch
Garry Connolly	Cork County Branch
Denis McCarthy	Cork County Branch
Gavin Mulcahy	Cork County Branch
Tim Noonan	Cork County Branch
Gavin O'Neill	Cork County Branch
Fergus Hegarty	County Donegal Postal Branch
Daniel Holmes	County Donegal Postal Branch
Séamus McLaughlin	County Donegal Postal Branch
Daniel Rose	County Donegal Postal Branch
Pat Hawkins	Dublin Mail Managers Branch
Barry Loftus	Dublin Mail Managers Branch
Paul Comiskey	Dublin Managers Branch
Gary Langan	Dublin Managers Branch
Des Lernihan	Dublin Managers Branch
Pauline Breen	Dublin Postal Amalgamated Branch
Alexis Cleary	Dublin Postal Amalgamated Branch
Graham Coventry	Dublin Postal Amalgamated Branch
Therese Dunne	Dublin Postal Amalgamated Branch
Anthony Larkin	Dublin Postal Amalgamated Branch
Paula Martin	Dublin Postal Amalgamated Branch
John Peppard	Dublin Postal Amalgamated Branch
John Seagrave	Dublin Postal Amalgamated Branch
Lesley Sheridan	Dublin Postal Amalgamated Branch
Dermot Walsh	Dublin Postal Amalgamated Branch
Joe Daly	Dublin Postal Clerks Branch
Gerry Dowdall	Dublin Postal Clerks Branch
David Meehan	Dublin Postal Clerks Branch
Paul Barclay	Dublin Postal Delivery Branch
Sean Berry	Dublin Postal Delivery Branch
Sean Boylan	Dublin Postal Delivery Branch
Keith Butler	Dublin Postal Delivery Branch
Karl Donohoe	Dublin Postal Delivery Branch
Richard Edgeworth	Dublin Postal Delivery Branch
Gary Ellis	Dublin Postal Delivery Branch
Tony Farrell	Dublin Postal Delivery Branch
Anthony Heary	Dublin Postal Delivery Branch
Michael Lonergan	Dublin Postal Delivery Branch

John McGuirk	Dublin Postal Delivery Branch
Greg Mulhall	Dublin Postal Delivery Branch
Paul Syder	Dublin Postal Delivery Branch
Joseph Ward	Dublin Postal Delivery Branch
Tommy Guilfoyle	Ennis Postal
Jackie McNamara	Ennis Postal
Gerry Connolly	Galway Postal Branch
Tom Geraghty	Galway Postal Branch
Barry Haddock	Galway Postal Branch
Tommy Murray	Galway Postal Branch
Paul Pender	Galway Postal Branch
Joanne Brosnan	Kerry Postal
Gary O'Reilly	Kerry Postal
John O'Shea	Kerry Postal
Paul O'Sullivan	Kerry Postal
Michael Wall	Kerry Postal
Robert Kent	Kildare Postal Branch
Brian Mullarkey	Kildare Postal Branch
Radoslav Pyciarz	Kildare Postal Branch
Sinead Kearney	Limerick Postal Branch
Dermot Leddin	Limerick Postal Branch
Niall McGowan	Limerick Postal Branch
Ray Neville	Limerick Postal Branch
Paul Farren	Mayo Postal Branch
Pat Butler	Mayo Postal Branch
Michael Brannelly	Mayo Postal Branch
Sean Murphy	Mayo Postal Branch
Stephen O'Neill	Midland Postal Branch
Declan Smyth	Midland Postal Branch
Jack Tyrell	Midland Postal Branch
Clare Brady	Northeast Postal Branch
Maurice Clutterbuck	Northeast Postal Branch
Paschal Condra	Northeast Postal Branch
Colm McManus	Northeast Postal Branch
Nigel McPhillips	Northeast Postal Branch
Gerry Goldrick	Northwest Postal Branch
Louise Meehan	Northwest Postal Branch
Joe Murphy	Northwest Postal Branch
Dina Considine	Portlaoise Postal Branch
Catherine Hughes	Portlaoise Postal Branch
Heathcliff Maher	Portlaoise Postal Branch
Tom Prendergast	Portlaoise Postal Branch
Don White	Portlaoise Postal Branch
Clare Delaney	Regional Clerks Branch
Carmel Higgins	Regional Clerks Branch

Tony Lucey	Regional Clerks Branch
Stephen O'Hara	Regional Clerks Branch
Sarah Preston	Regional Clerks Branch
Arno Korthout	South Midland Postal Branch
John McLean	South Midland Postal Branch
Paul Sheehy	South Midland Postal Branch
Cyril Tallon	South Midland Postal Branch
Darren Clucas	Southeast Postal Branch
David Fitzpatrick	Southeast Postal Branch
Kevin Molloy	Southeast Postal Branch
Ciaran O'Neill	Southeast Postal Branch
Paul Hurley	Southern Regional Managers Branch
Gerard Lynch	Southern Regional Managers Branch
Jer Harnett	Tipperary Postal Branch
Mark Maloney	Tipperary Postal Branch
Mike Ryan	Tipperary Postal Branch
Darryl Barry	Waterford Postal Branch
Brian Grant	Waterford Postal Branch
Sinead Grant	Waterford Postal Branch
William Bell	Western Regional Managers Branch
Martena Cregg	Western Regional Managers Branch

### NEC Delegates

Name	Sector
Pascal Connolly	eComms
Alan Dempsey	eComms
Stephen Elliott	eComms
Adam Farrell	eComms
Frank Joyce	eComms
Adam Kavanagh	eComms
Sabrina Kirwan	eComms
Tom Sheehan	eComms
Fiona Woods	eComms
Gill Burns	Postal/Courier
Jason Caulfield	Postal/Courier
Frank Donohoe	Postal/Courier
Martin Duffy	Postal/Courier
Ken Good	Postal/Courier
Tony Harnett	Postal/Courier
Des Hopkins	Postal/Courier
Deirdre Medlar	Postal/Courier
Ellen Moore	Postal/Courier
Maurice Noonan	Postal/Courier

Sean O'Donnell	Postal/Courier
Tara Ravenhill	Postal/Courier
Maxine Scanlon	Postal/Courier
David Sheehy	Postal/Courier
Michael Wall	Postal/Courier

### **Standing Orders Delegates**

<b>Name</b>	<b>Sector</b>
Lee Cassells	eComms
Pat Delaney	eComms
Mick Dineen	eComms
Paul Darcy	Dublin Postal Amalgamated Branch
Andy Keehan	Dublin Postal Delivery Branch