



NEC Report

Introduction

by

General Secretary

Item 1 – Chapter 1

Wednesday 17th April 2024

Head Office Video

Respect US
Protect US
Pay US
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CWU MISSION STATEMENT

We will build an organising Union that prospers through excellence in service and commitment to recruitment.

We will be innovative in our responses to change by being progressive in our outlook and determined in our efforts to always act in the best interests of the Union and its members.

We will, in solidarity with other like-minded organisations, campaign for economic and social justice, for freedom of association and respect of human rights and the dignity of all who suffer from oppression or prejudice, whatever its form.



Conference Theme

- Respect Us,
- Protect Us,
- Pay Us,

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Compliance

- Code of Conduct
- Data Protection
 - ✓ Photographer

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Report

- Content - How to Navigate
- Standing Orders
- Status of Motions
- Report- Work done

Biennial Conference Report

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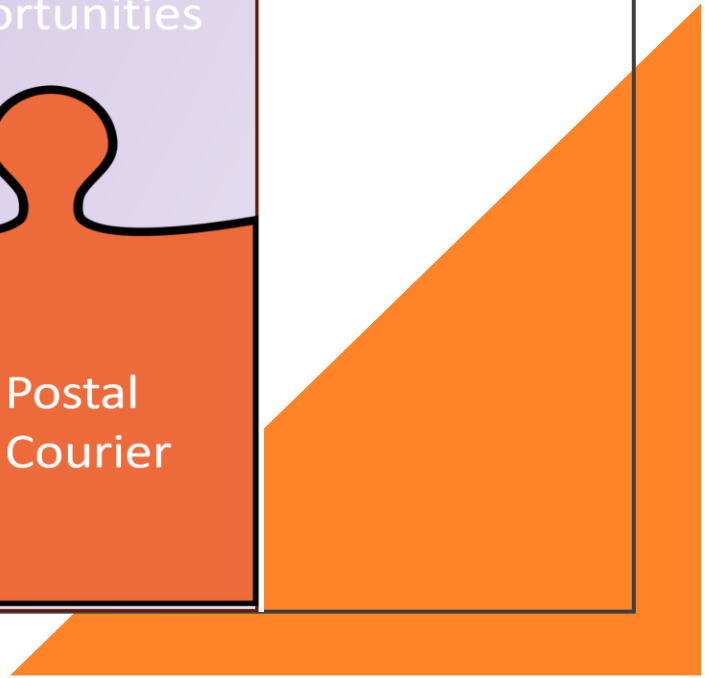
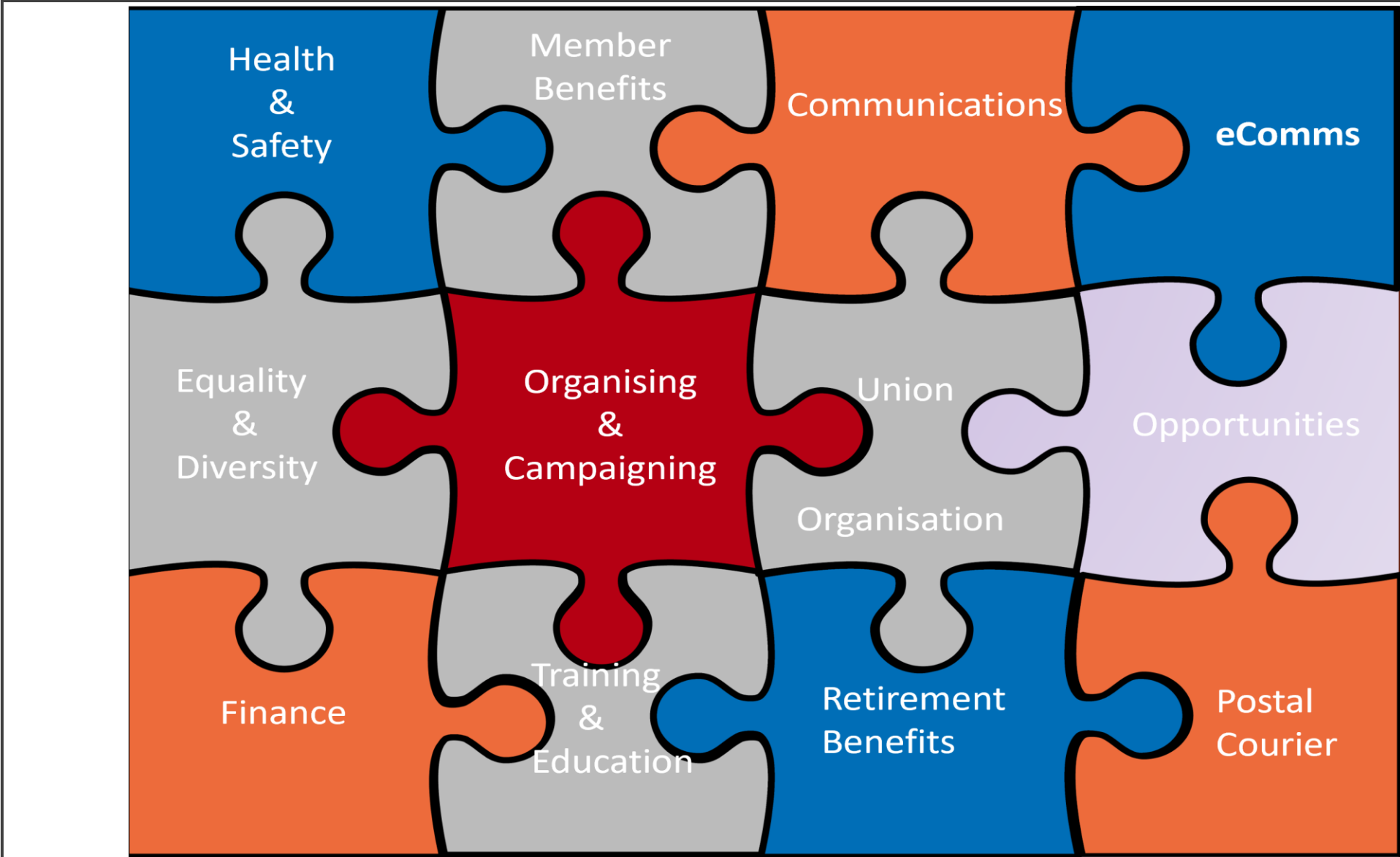
Foreword

- Welcome
- Connect with Colleagues
- Review Key Events
- Debate Motions
- Decide Objectives
- Set Policy

Participate and Enjoy

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CWU Organisation

- Strategic Plan
 - Real Progress made in all areas
 - Achieved at pace
 - Successful implementation
 - By Agreement

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Organising & Campaigning



- Better in a Trade Union
- Respect at work
- Tech Sector
- Adequate Minimum Wages Directive

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BETTER IN A TRADE UNION



RESPECT.
at work



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Communications

- Strategy in place where one did not exist
- Strategy encompasses components from website to the use of technology
- Regular updates across all social media platforms
- Needs of the members a central focus
- Included surveys to get members' viewpoints
- Ongoing progression

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Training & Education

- Large Volume of courses delivered and high levels of participation
- Courses tailored to suit representative requirements including non-traditional CWU sectors
- Comprehensive mentoring programme as a support
- Unionlink – online learning platform continues to develop
- Activities supported by education committee

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Equality & Diversity

- Unique Equality Representative training programme
- Enhanced work life balance arrangements in place over and above statutory requirements
- Women in leadership programme an annual event
- Several projects at European level through UNI and employer social partners
- Progressive agenda planned from 2024

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Working with Other Unions

- Joint approach with FSU and Mandate including Unionlink
- Taking on the Tech sector – discussions ongoing with FSU and UNI Global
- Union Learning Group - Sharing of resources around union education – SIPTU, Mandate, FSU, Forsa and Connect
- Respect at Work Campaign

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UNI Global Union

- Federation with affiliates in 150 countries in the services sector
- Public procurement campaign
- Onwards through collective bargaining
- 50+Global agreements and protocols securing the rights of millions of workers.

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Pay Strategy

- Good Agreements secured in a range of other Companies
- Setting benchmark and parameters in Connect and Irish Times Interview
- Before the Public Service Agreement and ICTU Private Sector guidelines

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Pay eir

- 11% increase over 33 months
- 10% for members earning up to €70k
- Catch up for cost of living and front loaded
- 6.5% / 5.5% for first 12 months
- Builds on pay increases for retail / contact centres
- Pay progression for managerial grades
- Work life balance improvement for apprentices

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Pay An Post

- 4% from 1st January 2024
- 3% from 1st January 2025
- 1% from 1st June 2025
- Transformation Agreement 5% / 3%

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Pension

- Secured increases for eir / An Post
- For Staff
- For Pensioners
- Secured by Union delayed by Minister

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Achievements



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Conclusion

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TRADE UNION**



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