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Private Sector

12th Biennial Conference, Galway 2024



Sodexo

- Two sites – GPO/DMC
- Living Wage achieved – Backdated Aug 22
- Increased Jan 23
- Future increases in Living wage contractually provided for

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IO Systems

- Pay
- Clock in System
- Recruitment of a Graduate
- Voucher
- New Work

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UPS

EMERGENCY MOTION NO.2

This Conference instructs the incoming NEC to condemn the actions of UPS management in its harsh, unfair, and punitive treatment of our members in UPS and to fully support a ballot for industrial action, up to and including strike action, should it be necessary.

Proposed by: UPS BRANCH

Seconded by: DUBLIN POSTAL DELIVERY BRANCH

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UPS

➤ **Member Survey - Key Findings**

- Lack of confidence in management
- Workloads
- Health & Safety
- Dignity & Respect

➤ **Structured Framework for Engagement**

- Weekly meetings at local level
- Clear escalation process
- Union Head Office/Senior Management

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Branch Training

- **Day 1** Committee roles & individual representation in context of agreed structure
- **Day 2** Organising - building power through participation of members in UPS Branch
- **Result** Improved engagement with members & Company





UPS/CWU New Collective Agreement 2023

Traditional Areas

Cork Unit 1
Dublin Unit 5
Shannon

New Areas

Athlone
Cork - Unit 2
Dublin - Furry Park
Dublin - Units 3
Galway
Sligo
Waterford

Work Groups

Admin
Warehouse
Helpers
Bikers
Drivers
Feeder Drivers

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UPS Pay

➤ **2022 - 5.5% increase**

- 2.2% April 1st
- 3.3% October 1st

➤ **2023 - 5% increase**

- Effective 1st April
- Provided for change to sick pay
- Achieved in the context of redundancies

➤ **2024 - Talks ongoing (Sectoral challenges)**





DPD – Overview

- Owned by the French Post Office - La Poste (Geopost)
- Operated on a franchise basis globally (Interlink Ireland)
- UNI/Geopost Global agreement (2017)
 - Freedom of Association
 - Collective Bargaining
 - No obstacles
 - ***In compliance with National Law**
- Addendum negotiations 2022
 - UNI delegation
 - Expand scope
 - Legislation v Spirit of agreement

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DPD – Ireland

- DPD Athlone - Man Sorting Hub
- CWU/Interlink Collective Agreement night operation (2000)
- Directly Employed
- Review of agreement to comprehend all staff in line with Global Agreement & AMW directive -rejected

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DPD Athlone – Main Sorting Hub



➤ **Pay 2022**

Initial proposal - rejected

- 6% x 24 months
- 4 x €500 vouchers (performance)
- Enhanced sick pay

Company Response

- Payment to non-union members

Improved proposal - accepted

- 8% x 29 months
- 5x €500 vouchers (guaranteed)
- Enhanced sick pay

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DPD Depots

- DPD Delivery Depots (36)
 - Operates on a franchise basis (Primarily)
 - Fractured employment relationship
 - Hybrid direct/self- employed
 - CARTO - Route Optimisation
- **Previously no CWU presence**

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DPD Depots – Breaking New Ground



DPD Kerry

- Organising campaign 2022
- Activist training
- **Worker Led - Issue ID & Strategy**
 - Collective Bargaining
 - Living Wage
 - Sick Pay
- One to One conversations
- High Participation = **POWER**
 - Surveys
 - Petitions
 - Negotiations
- **Outsourced - mid campaign**

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DPD Depots – Breaking New Ground



Campaign Objectives

- **Collective Bargaining** ✓
 - CWU recognition
 - Access to new hires - maintain power
 - Paid release

- **Living Wage** ✓
 - 20% pay increase
 - €5k pa

- **Sick Pay** ✓

- **Pay Claim 2024 lodged**

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DPD Depots – Breaking New Ground



14/02/2024, 17:17

Industrial Relations News - Article

Articles

NEWS - IRN 37 - 13/10/2022

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Landmark 'living wage' and union recognition deal with courier firm

ANDY PRENDERGAST

A 'living wage' and union recognition agreement has been accepted by CWU members at a DPD depot in Kerry, run by a contractor firm – the first deal of its kind in the country.

Dynamic Delivery, which operates DPD's depot in Tralee, has agreed to recognise the Communications Workers' Union (CWU), as well bump its drivers' pay by up to 20% over two years. The deal means most of the workers' salaries will increase by €5,000.

DPD, one of the largest international courier companies in the world, recognises the CWU at its main hub in Athlone. However, its 35+ depots across the country are run by contractor firms, including Dynamic Delivery.

The CWU began a recognition campaign at the Tralee depot earlier this year, at which nearly 50 people work. Last Monday, its members voted in favour of a major agreement that includes recognition, substantial pay increases and a new sick pay scheme.

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DPD Depots – Breaking New Ground

Clare

Initial contact March 2023

Activist training April

- Worker Led - Issue ID & Strategy
 - Collective Bargaining
 - Living Wage
 - Sick Pay
- One to One conversations
- High Participation = **POWER**
 - Surveys
 - Petitions
 - Negotiations

Escalation of company tactics

- Outsourced – mid campaign
- Delayed engagement
- 1to1's
- Captive audience
- Vouchers

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Thank You

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