



# REPORT ON THE DECISIONS OF OUR 12<sup>TH</sup> Biennial Conference 2024

17<sup>th</sup> & 18<sup>th</sup> April 2024

## *General Conference*

### Decisions taken on Wednesday 17<sup>th</sup> April 2024

The 12<sup>th</sup> Biennial Conference of the Communications Workers' Union was held on Wednesday, 17<sup>th</sup> and Thursday, 18<sup>th</sup> April 2024 when the President of the Union took the Chair.

**Mr Ivor Reynolds, President, presided over the Conference**

Mayor of Galway City, Councillor Eddie Hoare gave the welcoming address

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

General Conference elected the following Tellers:

##### **General:**

Joe McDonald                  Dublin Postal Delivery Branch  
Debbie Flannery              Mid North-West District Branch

##### **EComms:**

Donal O Driscoll              Cork District  
Barney Foley                  Drogheda District

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

Joe McDonald                  Dublin Postal Delivery Branch  
Gary Lanigan                  Dublin Postal Managers Branch

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

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

#### **PRESIDENTIAL ADDRESS**

Mr Ivor Reynolds delivered his address to Conference.

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

The decisions of the 2022 Biennial Conference were agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 1 – CHAPTER 1 – INTRODUCTION OF NATIONAL EXECUTIVE REPORT by the General Secretary**

*Seán McDonagh, General Secretary, gave a Presentation “Introduction of NEC Report” & Promotional Video of Union HQ*

*Seán McDonagh, General Secretary made a presentation to Carol Scheffer in recognition of her election as Uni World Women’s Committee President.*

*Acknowledgement speech by Carol Scheffer, National Officer*

There were no Motions associated with this Chapter.

Chapter 1 was agreed.

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

*Fionnuala Ní Bhrógáin, National Officer, gave a Presentation on Trade Union Organising & Campaigning which included a video on various campaigns i.e. Better in a Trade Union and Respect at Work.*

1. Conference instructs the incoming National Executive to seek from An Post, in addition to any upcoming legislation implemented under the Adequate Minimum Wages Directive and in line with Company policy on providing decent employment under the United Nations Sustainable Development Goals, that any new Post Office contracts issued to Postmasters must include collective bargaining recognition and representative rights for the CWU.

**DUBLIN POSTAL CLERKS BRANCH**

2. Conference notes the ongoing conflict and genocide in Gaza and understands that members who have examined their own conscience may wish to abstain from handling Israeli mail. In light of this, Biennial Conference instructs the incoming National Executive Council to fully support members who conscientiously object to handling of any such mail and for the Union to engage with An Post Management to ensure that An Post employees, whereas, the handling of mail from Israel may be a matter of personal concern for do not face any disciplinary action for choosing to refuse to do so.

**DUBLIN POSTAL AMALGAMATED BRANCH**

3. Conference instructs the incoming NEC to continue its support of the Right To Organise campaign, together with SIPTU, Mandate, FSU, and other unions, to achieve the strongest possible transposition of the EU Directive on Adequate Minimum Wages. A strong transposition of the directive could protect union activists on the ground against companies using union busting activities but the only way to achieve this is through a strong campaign of political engagement with the support of other groups in society. A successful Right To

Organise campaign would provide workers with a more level playing field when organising their workplace, provide better protections against unfair dismissals and better access for workers to their trade union all of which will help to grow the trade union movement.

#### VODAFONE BRANCH

*Ian McArdle, Deputy General Secretary spoke in support of motion 3 – Respect at Work campaign.*

#### Associated Motions:

Motion No 1	Dublin Postal Clerks Branch	<b>PASSED</b>
Motion No 2	Dublin Postal Amalgamated Branch	<b>PASSED</b>
Motion No 3	Vodafone Branch	<b>PASSED</b>

Chapter 2 was agreed.

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

*Carol Scheffer, National Officer, gave a 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 a Presentation on Equality & Diversity*

There were no Motions associated with this Chapter.

Chapter 4 was agreed.

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

*Pat Kenny, Staff Side Secretary, An Post gave a Presentation on Health & Safety*

4. Conference instructs the incoming NEC to conduct a review to identify opportunities to promote mental wellbeing among our membership, this could include working with NGO's, using our social media platforms and signposting members to where they can get support.

#### VODAFONE BRANCH

#### Associated Motions:

Motion No 4	Vodafone Branch	<b>PASSED</b>
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Chapter 5 was agreed.

## NEC ELECTION BALLOT RESULTS

### **Postal/Courier Sector (General Panel)**

Jason Caulfield  
Frank Donohoe  
Des Hopkins  
Paul Kennedy  
Anthony McCrave  
Deirdre Medlar  
Ellen Moore  
James Moore  
Sean O'Donnell  
Tara Ravenhill  
David Sheehy  
Michael Wall

### **Postal/Courier Sector (Women's Panel)**

Gill Burns  
Maxine Scanlon

### **Postal/Courier Sector (Managers Panel)**

Martin Duffy

### **Postal/Courier Sector (Private Panel)**

Maurice Noonan

### **eComms Sector (General Panel)**

Pascal Connolly  
Alan Dempsey  
Stephen Elliott  
Adam Farrell  
Tom Hayes  
Frank Joyce  
Adam Kavanagh  
Tom Sheehan

### **eComms Sector (Women's Panel)**

Sabrina Kirwan

### **eComms Sector (Managers Panel)**

Fiona Woods

**13.10** General Conference adjourns

# *Postal Courier Conference*

## Decisions taken on Wednesday 17<sup>th</sup> April 2024

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

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

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

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

5. Mindful of the fact that members on delivery are spending more time on the road and loading vans in uncovered areas, this Conference instructs the incoming NEC to seek agreement with An Post management to introduce a rain/wet allowance to compensate members for the weather conditions they have to endure.

#### **DUBLIN POSTAL DELIVERY BRANCH**

6. Conference instructs the incoming National Executive Council to engage with An Post with a view of seeking Long Service Increments (e.g. LS1 and LS2 after 3 and 5 years respectively) when service is deemed satisfactory at the maximum increment by those in certain grades e.g. Clerical, IAO, Postal Operative, etc.

#### **CORK CLERKS BRANCH**

7. That this conference applauds the efforts by the Union in increasing the percentage of the wages that is pensionable but also notes with concern that there is a gap between the pay and pension and instructs the incoming National Executive Council to engage with An Post to reinstate the direct link between pay and pension.

#### **DUBLIN MANAGERS BRANCH**

8. Conference recognises the achievement last year in securing increases in our pension and pensionable allowances in An Post. However, Conference recognises that there are still shortfalls in our pensionable pay. Therefore, Conference instructs the incoming National Executive Council to seek from An Post the full restoration of our pensionable entitlements that prevailed prior to the pension accord.

#### **DUBLIN MAILS MANAGERS BRANCH**

9. Conference instructs the incoming National Executive Council to seek through An Post to have the medical refund scheme extended to pensioners.

#### **DUBLIN MAILS MANAGERS BRANCH**

10. That Conference instructs the incoming National Executive Council to seek From An Post a full review of the Managers PMD.

#### **DUBLIN MAILS MANAGERS BRANCH**

11. Conference instructs the incoming National Executive Council to engage with An Post with the aim of seeking agreement in relation to amendments in the Pension Accord that were imposed on Pensioners and Employees during the past number of years.

The abolition are as follows:

Increases to Pensionable remuneration and to Pensions payments will be limited to the lesser of Actual Pay increases, if any, or the increase in the Consumer Price index of 2%.

The incoming National Executive should also try to secure restoration of pensionable pay to 100%.

#### **CASTLEBAR POSTAL BRANCH**

12. Conference instructs the incoming National Executive Council to seek agreement with An Post that an allowance is sought for post office clerks who have to go onto the public floors to upsell or to obtain peoples details to promote An Post products.

#### **WATERFORD POSTAL BRANCH**

13. Conference instructs the incoming National Executive Council to negotiate with An Post to have Nurses Fees included in the Medical Refund Scheme.

#### **NORTH WEXFORD/SOUTH WICKLOW BRANCH**

14. Mindful of the difficulty of getting by on basic pay in the succeeding weeks to Annual Leave, Conference instructs the incoming National Executive Council to seek an overtime average payment for all An Post staff while on Annual Leave.

#### **NAAS POSTAL BRANCH**

15. That this Conference instructs the incoming National Executive Council to seek agreement with An Post, that when your GP or Consultant deems a member of staff fit to return to work, they be able to resume their duties with immediate effect. If a member of staff is kept off by Occupational Health or the Chief Medical Officer after receiving a certificate of fitness from their medical practitioner or Consultant, that member of staff should be entitled to full pay from the date of certified certificate of fitness as they are available for work but are being kept off work at the Company's request.

#### **NORTH KERRY POSTAL BRANCH**

16. Conference instructs the incoming National Executive Council to seek from An Post that holders of a driving duty within a DSU/DSO be given a "benefit in kind" option for those who do not have home garaging/ring fencing.

#### **MONAGHAN POSTAL BRANCH**

17. That this Biennial Conference congratulates the outgoing National Executive Council and instructs the incoming National Executive Council to engage with An Post in a review of the current PMD Process to ensure that going forward the process is clear, transparent and fit for purpose. This should include the following:

- 1 A clear and transparent process whereby An Post have to provide justification when they do not pay their part of the bonus with a clear appeal process.

**2** A default rating of exceeding expectations where the company fails to follow the agreed process in relation to the yearly plan and 6-month review.

**3** Transparency on how a person's rating are determined.

**4** An independent appeals process

#### **DUBLIN MANAGERS BRANCH**

18. Conference instructs the incoming National Executive Council to review the objectives of The Pension Accord in An Post, 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 REGION MANAGERS BRANCH**

19. Conference congratulates the Union on the good work done in the recent Transformation Agreement that will provide for the consolidation of 5% of the change allowance (productivity pay) into the basic pay of Postal Operatives and Postal Sorter by 2026. Given the positive financial impact that this will have on their overtime and allowances; conference instructs the incoming NEC to ensure parity among workers in C&D and Mails Processing, by applying the Consolidation of Change Allowance Agreement to all staff working in the mail centres.

#### **DUBLIN POSTAL AMALGAMATED BRANCH PORTLAOISE POSTAL BRANCH**

20. This Biennial Conference instructs the incoming National Executive Council to seek from An Post that employees wishing to opt out of C.S.P.S can do so.

#### **DUBLIN POSTAL AMALGAMATED BRANCH**

21. Conference instructs the incoming Executive to obtain independent legal opinion on the legality/illegality of the 2013 Pension Accord with reference to the 1983 Post and Telegraphs Act, Section 46 Superannuation, and share said opinion with the membership.

#### **WESTPORT POSTAL BRANCH**

#### **Associated Motions:**

Motion No. 5	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 6	Cork Clerks Branch	<b>PASSED</b>
Motion No. 7	Dublin Managers Branch	<b>PASSED</b>
Motion No. 8	Dublin Mails Managers Branch	<b>PASSED</b>

Motion No. 9	Dublin Mails Managers Branch	<b>PASSED</b>
Motion No. 10	Dublin Mails Managers Branch	<b>PASSED</b>
Motion No. 11	Castlebar Postal Branch	<b>REMIT</b>
Motion No. 12	Waterford Postal Branch	<b>PASSED</b>
Motion No. 13	North Wexford/South Wicklow Branch	<b>PASSED</b>
Motion No. 14	Naas Postal Branch	<b>PASSED</b>
Motion No. 15	North Kerry Postal Branch	<b>PASSED</b>
Motion No. 16	Monaghan Postal Branch	<b>FELL</b>
Motion No. 17	Dublin Managers Branch	<b>REMIT</b>
Motion No. 18	Southern Region Managers Branch	<b>REMIT</b>
Motion No. 19	Dublin Postal Amalgamated Branch Portlaoise Postal Branch	<b>PASSED</b>
Motion No. 20	Dublin Postal Amalgamated Branch	<b>DEFEATED</b>
Motion No. 21	Westport Postal Branch	<b>WITHDRAWN</b>

Chapter 10 was agreed.

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

22. Mindful of the fact that An Post has been designated as the Universal Service Provider, this Conference instructs the incoming NEC to ensure that An Post management adhere to their full responsibilities as the Universal Service Provider which includes the USO (Universal Service Obligation). This guarantees that all Irish citizens can receive mail five days a week at the same price irrespective of location. The guarantee of a daily postal service to every address throughout the entire country is enshrined in the legislation and given that the USO is the cornerstone of the postal network, this legal guarantee is critical.

### **DUBLIN POSTAL DELIVERY BRANCH NORTH WEXFORD/SOUTH WICKLOW BRANCH**

#### **Associated Motions:**

Motion No. 22	Dublin Postal Delivery Branch North Wexford/South Wicklow Branch	<b>PASSED</b>
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Chapter 11 was agreed.



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

23. Due to climate change, rainfall during the summer months is becoming more prevalent. The current raingear is satisfactory for winter conditions, but it is not fit for purpose during the warmer rainy weather. Therefore, Conference instructs the incoming NEC to seek agreement with An Post management to provide lighter raingear for the summer months.

**DUBLIN POSTAL DELIVERY BRANCH**

24. Mindful of the fact that many members have been injured whilst loading CMV's (most notably head injuries), this Conference instructs the incoming NEC to seek agreement with An Post management to examine ways to alleviate the hazards related to such injuries.

**DUBLIN POSTAL DELIVERY BRANCH**

25. This Conference instructs the incoming NEC to insist that the An Post management adhere to Red Weather Alerts issued by Met Eireann and give clear and timely guidance to staff.

**DUBLIN POSTAL DELIVERY BRANCH**

26. This Conference instructs the incoming NEC to seek agreement with An Post management to alter the wording of the generic letter that is sent to members who have entered the ASMP process. The current wording in the letter includes a "warning of dismissal". This causes undue stress to our members, and the wording should be changed to alleviate such stress.

**DUBLIN POSTAL DELIVERY BRANCH**

27. Conference instructs the incoming National Executive Council to seek for An Post to pay all staff in full while unfit to work as a result of an accident while on duty for An Post.

**MALLOW BRANCH**

28. This Conference notes with serious concern the increasing absenteeism in An Post. There are many factors contributing to this e.g. ageing workforce, increased productivity, occupational injuries and poor access to health services. An post Occupational Health Services do not meet the requirements of members to deal with these and other challenges. Therefore this Conference instructs the incoming National Executive Council to conduct an urgent review with An Post to ensure best practice is in place in the provision of occupational services for the management of health and wellbeing of staff.

**GALWAY POSTAL BRANCH**

29. Conference instructs the incoming NEC to seek from An Post the addition of a headlight to the PPE/Uniform allocation for postal operatives. Dark Mornings and evenings along with hazardous and stormy conditions can cause visibility and safety issues. The addition of the headlight will help with visibility and prevent accidents including falls, slips or trips over debris.

**LONGFORD POSTAL BRANCH**

30. Conference instructs the incoming National Executive Council to negotiate with An Post on the ordering of uniforms for Postal staff, that there should be more flexibility regarding the number and types of items that can be ordered. For example, there should be an option of ordering two high-vis jackets, and/or two pairs of footwear. Furthermore staff should be able to order uniforms every 6 months.

**MONAGHAN POSTAL BRANCH**

31. Conference instructs the incoming National Executive Council to seek a commitment from An Post to provide a 2<sup>nd</sup> pair of work shoes/boots.

**GALWAY POSTAL BRANCH**

32. Conference instructs the incoming National Executive Committee to seek an agreement with An Post so that local arrangements can be put in place with staff during weather warnings/conditions.

**KELLS POSTAL BRANCH**

33. The Conference instructs the incoming National Executive Council to seek from An Post an examination of the trousers supplied as part of the Uniform distribution to make them more suitable for the wearer. Both from a comfortable and practicable point of view.

**ENNIS POSTAL BRANCH**

34. The Conference instructs the incoming National Executive Council to seek from An Post an examination of the standards to change with the changing of postal deliveries.

**ENNIS POSTAL BRANCH**

35. This Biennial Conference instructs the incoming National Executive Council to negotiate with An Post to amend the criteria for eligibility to avail of Term Time, and extend the scheme to include employees who are Grandparents who wish to also take Term Time to care for their grandchildren.

**DUBLIN POSTAL AMALGAMATED BRANCH**

**Associated Motions:**

Motion No. 23	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 24	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 25	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 26	Dublin Postal Delivery Branch	<b>PASSED</b>
Motion No. 27	Mallow Branch	<b>PASSED</b>
Motion No. 28	Galway Postal Branch	<b>PASSED</b>
Motion No. 29	Longford Postal Branch	<b>PASSED</b>
Motion No. 30	Monaghan Postal Branch	<b>FELL</b>
Motion No. 31	Galway Postal Branch	<b>PASSED</b>
Motion No. 32	Kells Postal Branch	<b>PASSED</b>
Motion No. 33	Ennis Postal Branch	<b>PASSED</b>
Motion No. 34	Ennis Postal Branch	<b>PASSED</b>
Motion No. 35	Dublin Postal Amalgamated Branch	<b>PASSED</b>

Chapter 12 was agreed.

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

36. Conference notes the failure of An Post management to provide contracts of employment to staff in a timely manner which is contrary to employment legislation. These delays are unacceptable and leave vulnerable members in limbo. Conference condemns An Post for their failure to address this issue and for the flagrant breaches of employment legislation. Conference therefore instructs the incoming National Executive Council to conduct a review of the contractual status of all temporary staff with a view to seek the appointment of all staff where the Company has breached their employment rights and where the Company refuse, refer any outstanding cases to a third party.

**GALWAY POSTAL BRANCH**

37. This Conference instructs the incoming NEC to negotiate with An Post that when annual leave sheets are circulated for signature for the summer leave period that the Postal Operative is informed of their total holidays per year including any shut down days, the amount of leave they can avail of and how much leave remains for the winter leave period.

**WEST CORK POSTAL BRANCH**

38. In the interest of improving member's knowledge and understanding of company policies, terms of employment and entitlements, Conference instructs the incoming National Executive Council to see intranet access for all An Post staff.

**NAAS POSTAL BRANCH**

39. Conference instructs the incoming National Executive Council to seek from An Post to have the capping of 3 days in lieu removed for DSMs and other CWU Managers grades who are capped at 3 days in lieu. As in line with other Managers grades within An Post who are not capped, there should be a banking system of extra hours worked that can be converted into days in lieu once the threshold of 7.30 hours has been worked up.

**WESTERN REGIONAL MANAGERS BRANCH**

40. Conference instructs the incoming National Executive Council to ensure a proper review of the managerial structure in the Cork Distribution Centre and seek from An Post the assistance from an industrial engineer if necessary to identify a proper managerial system needed to manage this site of the former Cork Mail Centre. Further to that this review should include a review of the grading structure within the CDC comparable to those in other mail centres and sites of that size. The CDC is a hybrid between a mail centre and super DSU and the current management structure is below the grading level appropriate to the work being performed currently by working leaders and one DSM.

**SOUTHERN REGION MANAGERS BRANCH**

41. Conference instructs the incoming National Executive Council to engage with An Post to request the removal of Postal Operatives work such as registered locker work and sorting office work from the DSM3 grade/role. This work is not managerial and is being performed by the Postal Operative grade throughout the country in DSUs that are managed by a DSM1 or a DSM2. It should be recognised by An Post that since the creation of the original DSM3 grade the role requirements have now evolved and changed and continue to do so and have

become more challenging for the DSM3 grade who do not have Working Leaders or Indoor Administrative Operatives to fall back on or to delegate work to. The removal of this non managerial work from the DSM3 grade should be made as a matter of urgency.

#### **SOUTHERN REGION MANAGERS BRANCH**

42. This conference instructs the incoming National Executive Council to seek from An Post a review of the Company Medical Scheme to provide for the following:
- 1.The acceptance of prescriptions written by other doctors.
  - 2.The acceptance of prescriptions written by consultants.
  3. The acceptance of prescriptions for medical devices.

#### **CARLOW POSTAL BRANCH**

43. Conference instructs the incoming National Executive Council, to seek that the company reimburse the costs of eyewear (glasses) to all An Post employees. Originally Clerks received an extra payment due to the use of VDU'S. Postal Operatives now are using handheld scanners daily, and driving at varied hours, dark mornings and evenings and nights.

#### **WEST CORK POSTAL BRANCH**

#### **Associated Motions:**

Motion No. 36	Galway Postal Branch	<b>PASSED</b>
Motion No. 37	West Cork Postal Branch	<b>PASSED</b>
Motion No. 38	Naas Postal Branch	<b>PASSED</b>
Motion No. 39	Western Regional Managers Branch	<b>PASSED</b>
Motion No. 40	Southern Regional Managers Branch	<b>PASSED</b>
Motion No. 41	Southern Regional Managers Branch	<b>PASSED</b>
Motion No. 42	Carlow Postal Branch	<b>PASSED</b>
Motion No. 43	West Cork Postal Branch	<b>PASSED</b>

Chapter 13 was agreed.

**16.30 PM**

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

# *Postal Courier Conference*

## Decisions taken on Thursday 18<sup>th</sup> April 2024

### NATIONAL EXECUTIVE REPORT – ITEM 5 – CHAPTER 14 – MAILS & PARCELS

*Cormac O' Dalaigh, National Officer, gave a presentation on Mails & Parcels*

44. Conference instructs the incoming National Executive Council to agree with An Post that when members are on short term sick leave or individual days leave, that their routes are delivered on their absence by reserves or on overtime if necessary and not left compiled for multiple days to be delivered by our members on their return to work.

**CORK POSTAL BRANCH**

45. Conference instructs the incoming National Executive Council to agree with An Post that the late finish agreement is to be utilised for exceptional heavy mails on individual days only. For continuous heavy mail on deliveries, late finish should be optional and members should not be required to work beyond their scheduled working time for prolonged periods or consecutive days allowing for adherence to the Company's existing work life balance policies.

**CORK POSTAL BRANCH  
DUNDALK POSTAL BRANCH**

46. Conference instructs the incoming National Executive Council to pursue An Post to have a suitability study done on all vans in delivery offices.

**DUNDALK POSTAL BRANCH**

47. Conference note that An Post currently categorise “no signature required” parcels (large ones) as packets which means the standard agreed for delivering them is less. These large products do not fit through the letter box and the Postal Operative is required to wait for the doorbell to be answered the same as if it was a parcel requiring a signature. This Conference therefore instructs the incoming NEC to review the standards with An Post with a view to addressing this.

**WEST CORK POSTAL BRANCH**

48. This Conference notes the changing profile of mail which has resulted in lower letter volumes and much higher parcel/package volume. These changed circumstances no longer merit a physical count of letters to warrant a late finish by the Manager. Therefore this Conference instructs the incoming National Executive Council to conduct a review of the Cessation Of Late Finish Agreement with An Post with a view to agreeing a formula for payment on the extra volume which is in the main barcoded.

**GALWAY POSTAL BRANCH**

49. Conference instructs the incoming National Executive Council to seek agreement with An Post that technology is updated on delivery scanners so as when you P scan at the customers door that the scanner indicates that a D scan has not been performed and the Postal Operative can then D scan and then P scan to finish.

**WATERFORD POSTAL BRANCH**

50. Conference instructs the incoming National Executive Council to seek agreement with An Post that the Eircode finder is available on all Delivery scanners or at a work station in Mail Centres.

#### **WATERFORD POSTAL BRANCH**

51. In recognition of the damaging effect that separate Dublin and Provincial peak arrangements has on the reputation of the Union amongst Provincial branch members, Conference instructs the incoming National Executive Council to seek a singular national peak arrangement from An Post.

#### **NAAS POSTAL BRANCH**

52. This Conference instructs the incoming National Executive Council to have HGV drivers in An Post recognised by the RSA as professional drivers in this country. All HGV drivers must undertake CPC courses to avail of driver cards; this also allows drivers to work hours applied to the vehicle tachograph.

Currently in the Clonmel office 4 drivers hold this card, unfortunately 3 are postal operatives and when they drive the truck it is not on the HGV rate. One duty is collections and a HGV run to the PMC and this duty does not get the HGV rate.

In summing up we are requesting that all HGV drivers whether or not they are appointed to the HGV duty be paid the proper rate when they are doing a HGV run. It is important that the Company acknowledge the skill and responsibility undertaken when a driver embarks on his or her driving directive.

#### **CLONMEL POSTAL BRANCH**

53. This Conference instructs the incoming National Executive Council to look into the feasibility of allowing postal members in An Post to home garage CMVs, in cases where it is practical and not proven to be a cost to the Company.

Many members run a car solely for attending work and there is most likely a benefit under the green agenda to take several private vehicles off the road.

#### **CLONMEL POSTAL BRANCH**

54. Conference instructs the incoming National Executive Council to enter talks with An Post regarding returning transport arrangements to a local level with local garages instead of a central basis as is being used now.

#### **LETTERKENNY POSTAL BRANCH**

55. Conference instructs the incoming National Executive Council to seek a review from An Post of the Christmas peak arrangements in relation to the increase in the volume of parcels and packets. With regard to the peak arrangements we feel these need to be revisited with a view to having earlier starting dates.

#### **TULLAMORE POSTAL BRANCH**

56. Conference instructs the incoming Postal SEC to seek agreement with An Post that as new technologies and or revised methods of work measurement including route assessment that

are introduced by An Post to redesign duties in the final mile, processing, Administration or Retail that CWU staff employed in the appropriate work are fully trained in any new methodologies to advise and assist Local Representatives with the Companies systems rollouts thereby complimenting guidance from CWU Headquarters and Executive.

#### **WATERFORD POSTAL BRANCH**

57. Mindful of the importance of up-to-date training resources, this Conference instructs the incoming National Executive Council to see updated collection and delivery manuals for all Postal Operatives at An Post.

#### **NAAS POSTAL BRANCH**

#### **Associated Motions:**

Motion No. 44	Cork Postal Branch	<b>PASSED</b>
Motion No. 45	Cork Postal Branch	<b>PASSED</b>
	Dundalk Postal Branch	
Motion No. 46	Dundalk Postal Branch	<b>PASSED</b>
Motion No. 47	West Cork Postal Branch	<b>PASSED</b>
Motion No. 48	Galway Postal Branch	<b>PASSED</b>
Motion No. 49	Waterford Postal Branch	<b>PASSED</b>
Motion No. 50	Waterford Postal Branch	<b>PASSED</b>
Motion No. 51	Naas Postal Branch	<b>DEFEATED</b>
Motion No. 52	Clonmel Postal Branch	<b>PASSED</b>
Motion No. 53	Clonmel Postal Branch	<b>PASSED</b>
Motion No. 54	Letterkenny Postal Branch	<b>PASSED</b>
Motion No. 55	Tullamore Postal Branch	<b>PASSED</b>
Motion No. 56	Waterford Postal Branch	<b>PASSED</b>
Motion No. 57	Naas Postal Branch	<b>PASSED</b>

Chapter 14 was agreed.

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

58. Conference acknowledges the inadequate training currently being provided for new members commencing employment in the Clerk grade. Conference instructs the incoming NEC to seek from An Post an immediate review of Clerical/Retail training with a view to ensuring our members receive the necessary training required to confidently carry out their roles.

**DUBLIN POSTAL CLERKS BRANCH**

59. Conference instructs the incoming NEC to ensure seniority, as is set out in current standing agreements, remains the overall deciding factor in any future allocation of vacant/new Clerk roles within An Post.

**DUBLIN POSTAL CLERKS BRANCH**

60. That Conference instructs the incoming National Executive Council to seek an agreement with An Post, that management communicate and proactively engage in a reasonable and timely manner with TV licence staff and their representatives when issues around TV staff working conditions and welfare are brought to their attention, particularly health and safety issues that arise as a result of the nature of their work. It asks that a proper support structure be put in place for TV Licence inspectors including that of their future employment.

**NORTH KERRY POSTAL**

61. This Conference instructs the incoming National Executive Council to seek agreement from An Post that no further retail offices should be converted to contract status and in as much as possible all retail staff be allowed to remain in their existing locations and where warranted proper refurbishment be carried out at all company retail offices to bring them up to a satisfactory standard of accommodation.

**NORTH KERRY POSTAL**

**Associated Motions**

Motion No. 58	Dublin Postal Clerks Branch	<b>PASSED</b>
Motion No. 59	Dublin Postal Clerks Branch	<b>PASSED</b>
Motion No. 60	North Kerry Postal Branch	<b>PASSED</b>
Motion No. 61	North Kerry Postal Branch	<b>PASSED</b>

Chapter 15 was agreed.

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

62. Conference acknowledges the inequality around pay and conditions for our members working in wholly owned subsidiaries of An Post when compared to those working in the core An Post business. Conference instructs the incoming NEC to seek a substantial improvement to these member's terms and conditions in line with those of An Post employees.



**Associated Motions:**

Motion No. 62

Dublin Postal Clerks Branch

**PASSED**

*Ian McArdle, Deputy General Secretary, gave a presentation on An Post Subsidiaries*

*Cormac O Dalaigh, National Officer, gives a verbal report on the chapter.*

Chapter 16 was agreed.

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

*Diarmuid O’Connell, Industrial Organiser, gave a presentation on Private Sector*

There were no associated motions in this chapter.

Chapter 17 was agreed.

**12:05 p.m. POSTAL/COURIER OCCUPATIONAL CONFERENCE CONCLUDES**

# *Ecomms Occupational Conference*

## Decisions taken on Wednesday 17<sup>th</sup> April 2024

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

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

### **NATIONAL EXECUTIVE REPORT – ITEM 1**

#### **CHAPTER 21 – EIR NETWORKS**

*John Clarke, National Officer gave presentation on eir Networks*

#### **CHAPTER 22 – APPRENTICE PROGRAMME**

*John Clarke, National Officer gave presentation on eir Apprentice Programme*

#### **CHAPTER 25 – RETAIL/FOTS**

*Laura McKenna, Industrial Organiser gave presentation on eir Retail/FOTS*

#### **CHAPTER 27 – TRANSPORT & FACILITIES**

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

63. Conference instructs the incoming National Executive Council to examine with eir the call out process for our COTs and NRT/NFTs to ensure members are not receiving un warranted phone calls from private numbers at night whether they are on the call out rota or not and to ensure each call out is properly resourced.

#### **DUBLIN NO. 2 BRANCH**

64. Conference instructs the incoming National Executive Council to ameliorate the plight of the N.R.T. by negotiating with eir to:

- a) Have all subsistence paid in advance of deployment.
- b) Seek a substantial increase in all subsistence rates in line with Revenue guidelines.
- c) Move all former Apprentices pay from bi weekly to weekly.
- d) Agree corporate room rates with as many Hotel chains nationwide as possible.

#### **DROGHEDA DISTRICT BRANCH**

65. Conference instructs the incoming National Executive to engage with Eir on removing the 3 year restriction on Trainee Technician mobility within the company, to facilitate career progression.

#### **DUBLIN NO 1 BRANCH**

66. Conference instructs the incoming National Executive to engage with Eir to address the disparity between the 18 month training contract and the demonstrated competency and productivity of the trainee technicians. This should allow for productivity to be rewarded by pay progression following a 12 month time frame.

**DUBLIN NO 1 BRANCH**

67. Conference instructs the incoming National Executive Council to negotiate with Eir to change the working week of newly qualified NRT Technicians and apprentices from Friday to Thursday to Monday to Sunday.

**LIMERICK DISTRICT BRANCH**

**Associated Motions:**

Motion No. 63	Dublin No.2 Branch	<b>PASSED</b>
Motion No. 64	Drogheda District Branch	<b>PASSED</b>
Motion No. 65	Dublin No. 1 Branch	<b>PASSED</b>
Motion No. 66	Dublin No. 1 Branch	<b>PASSED</b>
Motion No. 67	Limerick District	<b>PASSED</b>

Chapter 21 was agreed.

Chapter 22 was agreed.

Chapter 25 was agreed.

Chapter 27 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 2 – CHAPTER 24 – EIR NATIONAL MANAGERS’ BRANCH**

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

68. Due to the extraordinary rise in inflation; there is dissatisfaction among our members where the base increase has fallen below the market norms. Conference instructs the incoming National Executive Council to engage with eir to open discussions in relation to salary increments for each of our members. Employees should have the facility where their base pay is increased by a percentage based on the number of years in service. By accumulating and storing the knowledge gained, Eir retains what has made them the number 1 fibre/broadband provider in Ireland. In addition, sharing this information throughout the organisation will not only improve performance but will improve morale and wellbeing within the company. The base pay increase should be calculated based on the current CPI (Customer Price Index).

**EIR REGIONAL MANAGERS BRANCH**

69. Conference instructs the incoming National Executive Council to engage with eir to seek extra annual day's leave for every five years in service.

**EIR REGIONAL MANAGERS BRANCH**

70. Conference instructs the incoming NEC, in line with Eir's continued commitment to 'Go Green', the option of an electric vehicle at the next change of vehicle for all CWU members should be afforded to them. It is widely known that an Electric Vehicle may not suit each

individual meaning the option would not force any individual into a situation they didn't choose.

## **EIR REGIONAL MANAGERS BRANCH**

### **Associated Motions:**

Motion No. 68	eir Regional Managers Branch	<b>REMIT</b>
Motion No. 69	eir Regional Managers Branch	<b>PASSED</b>
Motion No. 70	eir Regional Managers Branch	<b>PASSED</b>

Chapter 24 was agreed.

## **NATIONAL EXECUTIVE REPORT – ITEM 3 – CHAPTER 19 – EIR JCC**

*Ian McArdle, Deputy General Secretary gave presentation on eir JCC*

71. Conference instructs the incoming National Executive Council to negotiate with Eir an increase in annual leave for all CWU members in Eir.

## **MID NORTH-WEST DISTRICT BRANCH**

72. Conference instructs the incoming National Executive Council to seek agreement with Eir to provide an Enhanced Health Insurance plan for all CWU members in Eir.

## **MID NORTH-WEST DISTRICT BRANCH**

### **Associated Motions:**

Motion No. 71	Mid North-West District Branch	<b>PASSED</b>
Motion No. 72	Mid North-West District Branch	<b>PASSED</b>

Chapter 19 was agreed.

## NATIONAL EXECUTIVE REPORT – ITEM 4 – CHAPTER 18 – PAY & BONUS

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

73. Conference instructs the incoming National Executive Council to engage with eir any future external hires into the Access Network, separate to the Apprentice Program to ensure a defined recruitment process which includes a defined pay structure with full regard to existing staff entitlements.

**CORK DISTRICT BRANCH**

74. Conference instructs the incoming National Executive Council to engage with eir to increase the allowance paid to NRT technicians.

**CORK DISTRICT BRANCH**

75. Conference instructs the incoming National Executive Council to negotiate with Eir an improved Staff Offer in line with eir's competitors. Staff at Vodafone and Three pay €5 per month for a similar bundle that eir currently charges its staff €29.99 per month.

**CORK DISTRICT BRANCH**

76. Conference recognises that the current PMR bonus scheme in eir is inadequate, therefore Conference instructs the incoming National Executive Council to engage with eir management to ensure employees get a pro rata bonus for the time they work in the year that they retire or leave the company.

**DUBLIN NO 2 BRANCH**

77. Conference instructs the incoming National Executive to negotiate with eir voluntary exit packages for long term sick employees who unfortunately due to their medical circumstances may never return to their work places.

**DUBLIN NO 2 BRANCH**

78. Conference instructs the incoming National Executive Council to negotiate an agreement with Eir to look to provide free health insurance from the Company. At the minimum the Company should provide an allowance/subsidy to any employees who takes out health insurance.

**SEAN CONNOLLY BRANCH**

79. Conference instructs the incoming National Executive Council to negotiate with Eir to seek a pay agreement in line with the recent public sector pay deal 10% over 2•5 years and this pay deal be fully pensionable.

**LIMERICK DISRICT BRANCH**

80. Conference instructs the incoming National Executive to negotiate with the Eir on an increase in the Annualized OnCall allowance .

**DUBLIN NO 1 BRANCH**

81. Conference instructs the incoming National Executive to continually review Trainee Technician Pay , to mitigate inflationary effects.

**DUBLIN NO 1 BRANCH**

82. Conference instructs the incoming National Executive Council to negotiate with Eir as a matter of urgency that the performance management bonus be paid out to any staff member who has reached their targets for it in the previous year, regardless if they are in service at the date of payment or not. If targets have been met there should not be any reason to withhold the bonus regardless of retirement, career break or leaving the company for any reason.

**MID NORTH-WEST DISTRICT BRANCH**

83. Conference instructs the incoming National Executive Council to negotiate with Eir so that anyone acting in a higher position is paid the rate for that position while acting in the position.

**MID NORTH-WEST DISTRICT BRANCH**

**Associated Motions:**

Motion No. 73	Cork District Branch	<b>PASSED</b>
Motion No. 74	Cork District Branch	<b>PASSED</b>
Motion No. 75	Cork District Branch	<b>PASSED</b>
Motion No. 76	Dublin No. 2 Branch	<b>PASSED</b>
Motion No. 77	Dublin No. 2 Branch	<b>PASSED</b>
Motion No. 78	Sean Connolly Branch	<b>PASSED</b>
Motion No. 79	Limerick District	<b>PASSED</b>
Motion No. 80	Dublin No. 1 Branch	<b>PASSED</b>
Motion No. 81	Dublin No. 1 Branch	<b>PASSED</b>
Motion No. 82	Mid North-West District Branch	<b>PASSED</b>
Motion No. 83	Mid North-West District Branch	<b>PASSED</b>

Chapter 18 was agreed.

**NATIONAL EXECUTIVE REPORT – ITEM 5 – CHAPTER 20 – EIR SUPERANNUATION SCHEMES**

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

84. Conference instructs the incoming National Executive Council to engage in discussions with eir management as a matter of urgency to review the existing eir retirement policy to allow employees who wish to work beyond 65 years of age to do so.

**DUBLIN NO 2 BRANCH**

85. Conference instructs the incoming National Executive Council to renegotiate the Pension Accord in Eir with a view to removing the limits on pay increases that qualify as defined benefit pensionable pay. The economic environment has moved from low and negative inflation to one of high inflation resulting in pensioners having less purchasing power and active pensions being less than 50% of pay/salary.

We endured a number of years with no pay increases, and years where increases did not match inflation. The pension scheme allowed for annual pay increases all through this time.

At a minimum this should be viewed as an accrued benefit and built into the way future pay increases are treated for DB pensions.

**SEAN CONNOLLY BRANCH**

86. Conference instructs the incoming National Executive Council to negotiate with Eir another special pension increase in excess of what is due under the pension accord, to try and recover pension value after the current period of high inflation and cost of living crisis.

**LIMERICK DISTRICT**

87. Conference instructs the incoming National Executive Council to negotiate with Eir to ensure that better access and information on retirement and pensions for members who are nearing or thinking about retirement be provided by the company. In this regard the incoming National Executive should also negotiate that a point of contact in Eir HR be made available after a member retires to help resolve any issues regarding payments, taxes and any other issues that may be encountered following a member's retirement.

**MID NORTH-WEST DISTRICT BRANCH**

**Associated Motions:**

Motion No. 84	Dublin No. 2 Branch	<b>PASSED</b>
Motion No. 85	Sean Connolly Branch	<b>PASSED</b>
Motion No. 86	Limerick District	<b>PASSED</b>
Motion No. 87	Mid North-West District Branch	<b>PASSED</b>

Chapter 20 was agreed.

**17:05**

***eCOMMS OCCUPATIONAL CONFERENCE ADJOURNS***

# *Ecomms Occupational Conference*

## **Decisions taken on Thursday 18<sup>th</sup> April 2024**

### **NATIONAL EXECUTIVE REPORT – ITEM 6 – CHAPTER 23 eir CUSTOMERS SERVICES CENTRES**

*Fionnuala Ní Bhrógáin, National Officer, gave a Presentation on eir Customer Services Centres*

There were no Motions associated with this Chapter.

Chapter 23 was agreed.

### **NATIONAL EXECUTIVE REPORT – ITEM 10 – CHAPTER 26 – HEALTH & SAFETY**

88. Conference instructs the incoming National Executive Council to work with eir to create a National P.P.E. Field Testing Sub Group designed to rigorously test all P.P.E. This group should be populated by Engaged Field Technicians with a clear reporting structure to both the C.W.U. and eir Health & Safety Committee.

#### **DROGHEDA DISTRICT BRANCH**

89. Conference instructs the incoming National Executive Council to negotiate with Eir that all toilets and facilities in Eir exchanges and Eir offices are cleaned and maintained on a as need and regular basis.

#### **MID NORTH-WEST DISTRICT BRANCH**

#### **Associated Motions:**

Motion No. 88	Drogheda District Branch	<b>REMIT</b>
Motion No. 89	Mid North-West District Branch	<b>PASSED</b>

Chapter 26 was agreed.

### **NATIONAL EXECUTIVE REPORT – ITEM 11 – CHAPTER 28 – EQUALITY**

*Carol Scheffer, National Officer gave presentation on Equality*

There were no Motions associated with this Chapter.

Chapter 28 was agreed.



## NATIONAL EXECUTIVE REPORT – ITEM 12 – CHAPTER 30 – KN CIRCET

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

90. Conference instructs the incoming National Executive Council to seek agreement with the company that allows for time off for Committee representatives to attend at least two committee meetings per year.

**KN CIRCET BRANCH**

91. Conference instructs the incoming National Executive Council to engage with Circet to deliver more work life balance policies for members in KN/Circet.

**KN CIRCET BRANCH**

92. Conference instructs the incoming National Executive Council to seek agreement from Circet to deliver a transparent and achievable bonus model for our administration, Managers and field members.

**KN CIRCET BRANCH**

93. In light of increase in food price inflation conference instructs the incoming National Executive Council seek agreement from the Circet to increase subsistence rates across the company.

**KN CIRCET BRANCH**

### **Associated Motions:**

Motion No. 90	KN Circet Branch	<b>PASSED</b>
Motion No. 91	KN Circet Branch	<b>PASSED</b>
Motion No. 92	KN Circet Branch	<b>PASSED</b>
Motion No. 93	KN Circet Branch	<b>PASSED</b>

## NATIONAL EXECUTIVE REPORT – ITEM 7 – 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 8 – CHAPTER 31 – VODAFONE

*Ian McArdle, Deputy General Secretary, gave a presentation on Vodafone*

There were no Motions associated with this Chapter.

Chapter 31 was agreed.

## NATIONAL EXECUTIVE REPORT – ITEM 9 – CHAPTER 32 – PHONEWATCH

*Laura McKenna, Industrial Organiser, gave a presentation on Phonewatch & American Airlines*

*Ian McArdle, Deputy General Secretary, gave a presentation on BT Ecas (999)*

There were no Motions associated with this Chapter

Chapter 32 was agreed.

**12.20 pm**

***eCOMMS OCCUPATIONAL CONFERENCE CONCLUDES***

# GENERAL CONFERENCE

## Decisions taken on Thursday 18<sup>th</sup> April 2024

### NATIONAL EXECUTIVE REPORT – ITEM 6 – STATUS OF MOTIONS PASSED AT BIENNIAL CONFERENCE 2022

Item 6 was agreed.

### STANDING ORDERS BALLOT RESULTS 2024

DEEMED ELECTED	
<b>eComms Panel</b>	<b>Postal/Courier Panel</b>
Enda Moran, Mid Northwest District Branch	Paul Darcy, Dublin Postal Amalgamated Branch
Joel Potts, Drogheda District	Tom Prendergast, Portlaoise Postal

### ELECTION OF PRESIDENT

**Frank Donohoe**

**Proposed by:** Vinny Kilroy, Managers Branch

**Seconded by:** Ellen Moore, Portlaoise Postal Branch

Election unopposed.

### NATIONAL EXECUTIVE REPORT – ITEM 7 – CHAPTER 6 – FINANCE

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

There were no Motions associated with this Chapter.

Chapter 6 was agreed.

*Oliver Roethig, Regional Secretary at UNI Europa, addressed Conference*

*Owen Reidy, General Secretary, Irish Congress of Trade Union, addressed Conference*

### NATIONAL EXECUTIVE REPORT – ITEM 8 – CHAPTER 7 – UNION STRUCTURE & ORGANISATION

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

Rule Change – Rule 5.3, 5.18

**PASSED**

Supplementary Report No 1 – GP Committee Report re Dundalk Postal Branch

**PASSED**

*Carol Scheffer, National Officer, gave a presentation on Rule Change -Rule 5.3, 5.18*

Chapter 7, Rule 5.3, 5.18 & Supplementary Report No 1 was agreed.

### ELECTION OF VICE-PRESIDENT

**Tom Sheehan**

**Proposed by:** Donal O'Driscoll, Cork District Branch



***VOTE OF THANKS ON BEHALF OF THE UNION TO THE OUTGOING PRESIDENT IVOR REYNOLDS***

***GENERAL SECRETARY CONGRATULATED NEWLY ELECTED PRESIDENT, FRANK DONOHOE &  
VICE PRESIDENT, TOM SHEEHAN***

***PRESENTATION TO JARLATH HENEGHAN, REGIONAL OFFICER, BY SEÁN MCDONAGH, GENERAL  
SECRETARY***

***SEÁN MCDONAGH, GENERAL SECRETARY THANKED EVERYONE FOR THEIR ATTENDANCE &  
PARTICIPATION IN CONFERENCE & ALSO THANKED ALL OFFICERS AND STAFF FOR THEIR WORK***

***"JOE HILL" SUNG BY PAT COMPTON***

**17.00**

***GENERAL CONFERENCE CONCLUDES***

## **NEC BALLOT RESULTS 2024-2026**

### **Postal/Courier Sector – General Panel**

Ellen Moore	7347
Jason Caulfield	7201
Michael Wall	7147
Des Hopkins	7106
Frank Donohoe	7081
Anthony McCrave	7024
Tara Ravenhill	6960
James Moore	6908
Paul Kennedy	6873
Sean O'Donnell	6246
Deirdre Medlar	6211
David Sheehy	5515
Ken Good	3627
Tony Harnett	2106
Elaine Cockburn	2029
Tom Behan	1627

### **Postal/Courier Sector – Women's Panel**

Gill Burns	7188
Maxine Scanlon	5342
Karen Malone	2625

### **Postal/Courier Sector – Manager's Panel**

Martin Duffy	5306
Ken Colgan	2237

### **Postal/Courier Sector – Private Sector Panel**

Maurice Noonan	4168
John O'Donoghue	3375

### **eComms Sector – General Panel**

Pascal Connolly	2508
Alan Dempsey	2508
Adam Farrell	2508
Tom Hayes	2508
Frank Joyce	2508
Tom Sheehan	2508
Adam Kavanagh	2374
Stephen Elliott	2334
Shane Murphy	308

### **eComms Sector – Women’s Panel**

Sabrina Kirwan	1419
Caroline Schween	726
Ciara Wade	363

### **eComms Sector – Manager’s Panel**

Fiona Woods	2508
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## **STANDING ORDERS BALLOT RESULTS 2024-2026**

### **Postal/Courier Panel**

Paul Darcy	6860
Tom Prendergast	6785
Andrew Keehan	5865
Robert Kent	4358

### **eComms Panel**

Enda Moran	7220
Joel Potts	5222

## BRANCH VOTING STRENGTHS

### Postal Courier

An Post Insurance	Postal/Courier Sector	44
An Post Commerce Business Solutions	Postal/Courier Sector	16
Athlone Postal	Postal/Courier Sector	208
Ballina Postal	Postal/Courier Sector	76
Ballinasloe Postal	Postal/Courier Sector	54
Birr/Roscrea Postal	Postal/Courier Sector	48
Bray Postal	Postal/Courier Sector	115
Carlow Postal	Postal/Courier Sector	89
Castlebar Postal	Postal/Courier Sector	54
Castlerea & District	Postal/Courier Sector	52
Cavan Postal	Postal/Courier Sector	61
Ck-on-Shannon Postal	Postal/Courier Sector	71
Claremorris Postal	Postal/Courier Sector	41
Clonmel Postal	Postal/Courier Sector	51
Cork Clerks	Postal/Courier Sector	46
Cork Postal	Postal/Courier Sector	435
Cycle Couriers	Postal/Courier Sector	1
Data Ireland	Postal/Courier Sector	1
Donegal South-West	Postal/Courier Sector	56
DPD Athlone	Postal/Courier Sector	105
DPD Clare	Postal/Courier Sector	21
DPD Couriers	Postal/Courier Sector	1
DPD Galway	Postal/Courier Sector	5
DPD Kerry	Postal/Courier Sector	27
Drogheda Postal	Postal/Courier Sector	92
Dublin Mails Managers	Postal/Courier Sector	137
Dublin Managers Branch	Postal/Courier Sector	246
Dublin Postal Amalgamated	Postal/Courier Sector	920
Dublin Postal Clerks	Postal/Courier Sector	379
Dublin Postal Delivery	Postal/Courier Sector	1253
Dundalk Postal	Postal/Courier Sector	112
Ennis Postal	Postal/Courier Sector	137
Enniscorthy Postal	Postal/Courier Sector	65
Fastway Couriers	Postal/Courier Sector	4
Galway Postal	Postal/Courier Sector	256
GLS	Postal/Courier Sector	1
Kells Postal	Postal/Courier Sector	62
Kilkenny Postal	Postal/Courier Sector	90
Killarney/SthKerry Postal	Postal/Courier Sector	101
Kilmallock & District	Postal/Courier Sector	40
Letterkenny Postal	Postal/Courier Sector	97
Lifford/Inishowen	Postal/Courier Sector	66
Limerick Postal	Postal/Courier Sector	212
Longford Postal	Postal/Courier Sector	58
Mallow Postal	Postal/Courier Sector	128
Monaghan Postal	Postal/Courier Sector	63
Mullingar Postal	Postal/Courier Sector	123
Naas Postal	Postal/Courier Sector	203
Navan Postal	Postal/Courier Sector	70



Nenagh Postal	Postal/Courier Sector	40
Nightline	Postal/Courier Sector	17
North-Kerry Postal	Postal/Courier Sector	128
NthWexford/SthWicklow Postal	Postal/Courier Sector	84
Portlaoise Postal	Postal/Courier Sector	305
Postal Maintenance Branch	Postal/Courier Sector	28
PrintPost	Postal/Courier Sector	11
Roscommon Postal	Postal/Courier Sector	30
Sligo Postal	Postal/Courier Sector	104
Southern Regional Managers Branch	Postal/Courier Sector	129
Thurles Postal	Postal/Courier Sector	48
Tipperary Postal	Postal/Courier Sector	49
Tuam Postal	Postal/Courier Sector	32
Tullamore Postal	Postal/Courier Sector	65
UPS Ballymount	Postal/Courier Sector	1
UPS Cork	Postal/Courier Sector	34
UPS Finglas	Postal/Courier Sector	63
UPS Shannon	Postal/Courier Sector	17
UPS Sligo	Postal/Courier Sector	1
UPS Waterford	Postal/Courier Sector	7
Waterford Postal	Postal/Courier Sector	187
West-Cork Postal	Postal/Courier Sector	91
Western Regional Managers	Postal/Courier Sector	126
Westport Postal	Postal/Courier Sector	43
Wexford Postal	Postal/Courier Sector	70
Wheels We Deliver	Postal/Courier Sector	1

#### **eComms Sector / Private Sector**

3 Ireland	eComms Sector	26
ABIT Communications	eComms Sector	3
Accenture	eComms Sector	18
Apple	eComms Sector	1
BAM FM Ireland	eComms Sector	1
BT Ireland	eComms Sector	69
Bulgari	eComms Sector	1
Call Centre Branch	eComms Sector	133
Chill Insurance	eComms Sector	1
Ciscom	eComms Sector	1
Citizens Information Board	eComms Sector	0
Clare Distribution Services	eComms Sector	3
Cloud 10 Beauty	eComms Sector	1
Cork Branch	eComms Sector	174
Cork General	eComms Sector	3
Cornmarket Group	eComms Sector	3
Covalen	eComms Sector	3
Covidien	eComms Sector	2
DATA Branch	eComms Sector	2
DEBRA Ireland	eComms Sector	1
Delcom	eComms Sector	1
Dell Ireland	eComms Sector	1
Denali (WNS)	eComms Sector	0

DHL Global Forwarding	eComms Sector	1
Digital River Ireland	eComms Sector	1
Drogheda Branch	eComms Sector	86
Dublin No.1	eComms Sector	378
Dublin No.2	eComms Sector	174
eComms	eComms Sector	10
eir Managers Branch	eComms Sector	134
FDK Engineering	eComms Sector	1
Galway Branch	eComms Sector	107
IBM	eComms Sector	9
Imagine Broadband	eComms Sector	1
Infosys BPM	eComms Sector	1
Intrum Justitia	eComms Sector	1
IPM Potato Group	eComms Sector	0
Ipsos MRBI	eComms Sector	1
Ivertec	eComms Sector	1
Kedington Branch	eComms Sector	12
Killalee Ltd	eComms Sector	1
KNN Contractors Branch	eComms Sector	570
Limerick Branch	eComms Sector	169
Lufthansa InTouch	eComms Sector	2
Lumen	eComms Sector	1
MCI	eComms Sector	5
PhoneWatch	eComms Sector	96
PLK Engineering	eComms Sector	1
Portlaoise Branch	eComms Sector	84
Qualtrics	eComms Sector	1
Regional Broadband	eComms Sector	0
Relate Care	eComms Sector	2
Research & Markets	eComms Sector	0
Rhenus Logistics	eComms Sector	1
Rigney Dolphin Waterford	eComms Sector	2
Sabeo	eComms Sector	1
Seán Connolly Waterford District	eComms Sector	106
Secto Services	eComms Sector	8
Sligo Branch	eComms Sector	256
Spectrum	eComms Sector	1
Susquehanna	eComms Sector	1
Symantec	eComms Sector	0
Synchro	eComms Sector	8
Sysdig	eComms Sector	1
Telecom External Contracts	eComms Sector	5
Temple Recruitment	eComms Sector	1
Translation.ie	eComms Sector	0
Twilio	eComms Sector	5
Uplift	eComms Sector	1
Verizon Connect	eComms Sector	2
Vodafone	eComms Sector	174

### Direct Reps

CWU	Direct Reps	7
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Dublin Professional & Mgrs	Direct Reps	<b>15</b>
First Tech Credit Union	Direct Reps	<b>5</b>
FM Downes	Direct Reps	<b>8</b>
Halligan Insurances	Direct Reps	<b>6</b>
Unemployed Branch	Direct Reps	<b>1</b>

## DELEGATES TO CONFERENCE

### eComms Delegates

Donal	O Driscoll	<b>Cork District</b>
Mike	Boland	<b>Cork District</b>
Alanna	Cotter	<b>Cork District</b>
Bernard	Foley	<b>Drogheda District</b>
Joel	Potts	<b>Drogheda District</b>
Sabrina	Kirwan	<b>Limerick District</b>
James	Crowley	<b>Limerick District</b>
Jeremiah	Daly	<b>Limerick District</b>
Patrick	Moran	<b>Sligo Galway District</b>
James	Monaghan	<b>Sligo Galway District</b>
Deborah	Flannery	<b>Sligo Galway District</b>
Enda	Moran	<b>Sligo Galway District</b>
Cian	McCormack	<b>Sligo Galway District</b>
Brian	Lowery	<b>Sligo Galway District</b>
Ciara	Wade	<b>Sligo Galway District</b>
Paul	McKelvey	<b>Sean Connolly District</b>
Patrick	Sheridan	<b>Sean Connolly District</b>
PJ	McNicholas	<b>Sean Connolly District</b>
Diarmuid	Gorman	<b>Sean Connolly District</b>
Adam	Kavanagh	<b>Dublin No 1</b>
Gerard	Smith	<b>Dublin No 1</b>
David	Stack	<b>Dublin No 1</b>
Abiola	Olayokun	<b>Dublin No 1</b>
Will	Meegan	<b>Dublin No 1</b>
Patrick	Feeney	<b>Dublin No 2</b>
Yvonne	Heffernan	<b>Dublin No 2</b>
Adam	Farrell	<b>Dublin No 2</b>
Anthony	Farrelly	<b>Dublin No 2</b>
Caroline	Schween	<b>Vodafone</b>
Stephen	Caulfield	<b>Vodafone</b>
Tracy	O'Brien	<b>Vodafone</b>
Fiona	Woods	<b>National Managers Branch</b>
Maureen	Conway	<b>National Managers Branch</b>
Aidan	Byrne	<b>National Managers Branch</b>
John	McEvoy	<b>Phonewatch</b>

### Postal Courier Delegates

Gareth	Daly	<b>Athlone Postal</b>
Peter	Conlon	<b>Athlone Postal</b>
Caroline	Heavin	<b>Athlone Postal</b>
Anthony	Clogher	<b>Athlone Postal</b>
Michael	Brannelly	<b>Ballina Postal</b>
John	Armstrong	<b>Ballina Postal</b>
Ann Marie	Murray	<b>Ballinasloe Postal</b>
Colum	McCann	<b>Ballinasloe Postal</b>
Breeda	Galvin	<b>West Cork</b>

Lucinda	Ross	<b>West Cork</b>
Tom	Murtagh	<b>Birr/Roscrea Postal</b>
Darren	Clucas	<b>Bray Postal</b>
Barry	Keogh	<b>Bray Postal</b>
David	Kelly	<b>Carlow Postal</b>
Ray	Timmons	<b>Carlow Postal</b>
Eddie	Heslin	<b>Carrick On Shannon</b>
Gerry	Goldrick	<b>Carrick On Shannon</b>
Noel	Feeney	<b>Castlebar Postal</b>
Seán	Murphy	<b>Claremorris Postal</b>
David	Looby	<b>Clonmel Postal</b>
Ann	Kenneally	<b>Clonmel Postal</b>
Paul	Madden	<b>Cork Clerks</b>
Jason	Radford	<b>Cork Postal</b>
Gavin	O Neill	<b>Cork Postal</b>
Diarmuid	Cogan	<b>Cork Postal</b>
Brian	Hallahan	<b>Cork Postal</b>
Breffini	Jones	<b>Cork Postal</b>
Deirdre	Dorney	<b>Cork Postal</b>
Denis	McCarthy	<b>Cork Postal</b>
Daniel	Rose	<b>Donegal South West</b>
Paul	Crawford	<b>Donegal South West</b>
William	Caddell	<b>Drogheda Postal</b>
Maurice	Clutterbuck	<b>Drogheda Postal</b>
Mark	Gilmore	<b>Dundalk Postal</b>
Sean	McKenna	<b>Dundalk Postal</b>
Jacqueline	McNamara	<b>Ennis Postal</b>
Flan	Enright	<b>Ennis Postal</b>
Padraig	O Connor	<b>Enniscorthy Postal</b>
Robert	Byrne	<b>Enniscorthy Postal</b>
Carmel	Higgins	<b>Galway Postal</b>
Damien	Corcoran	<b>Galway Postal</b>
Barry	Haddock	<b>Galway Postal</b>
Tom	Walsh	<b>Galway Postal</b>
Kevin	Molloy	<b>North Wexford/South Wicklow</b>
David	Fitzpatrick	<b>North Wexford/South Wicklow</b>
Claire	Brady	<b>Kells Postal</b>
Roisin	Doughty	<b>Kells Postal</b>
Arno	Kourthout	<b>Kilkenny Postal</b>
John	McClellan	<b>Kilkenny Postal</b>
Tony	Harnett	<b>Kilmallock Postal</b>
Pat	Barrett	<b>Kilmallock Postal</b>
Ken	Good	<b>Letterkenny Postal</b>
Liam	O Grady	<b>Letterkenny Postal</b>
Michael	Gallagher	<b>Lifford/Inisowen Postal</b>
Seamus	McLaughlin	<b>Lifford/Inisowen Postal</b>
Ray	Neville	<b>Limerick Postal</b>
Niall	McGowan	<b>Limerick Postal</b>
Dermot	Leaddin	<b>Limerick Postal</b>

Maryse	O Connor Mackessy	<b>Limerick Postal</b>
Neil	Quinn	<b>Longford Postal</b>
Paddy	Creamer	<b>Longford Postal</b>
Tim	Noonan	<b>Mallow Postal</b>
Jerry	O'Brien	<b>Mallow Postal</b>
Brian	McCarville	<b>Monaghan Postal</b>
Mary	McGinnity	<b>Monaghan Postal</b>
Ray	McDonnell	<b>Mullingar Postal</b>
Gordon	Ward	<b>Mullingar Postal</b>
Robert	Kent	<b>Naas Postal</b>
Brian	Mullarkey	<b>Naas Postal</b>
Radoslaw	Pyciarz	<b>Naas Postal</b>
Thomas	Behan	<b>Naas Postal</b>
Gill	Burns	<b>Nenagh Postal</b>
Teddy	Murphy	<b>North Kerry Postal</b>
William	O Sullivan	<b>North Kerry Postal</b>
Tom	Prendergast	<b>Portlaoise Postal</b>
Eddie	Burtenshaw	<b>Portlaoise Postal</b>
Clare	Delaney	<b>Portlaoise Postal</b>
Don	White	<b>Portlaoise Postal</b>
Andries	Slabbert	<b>Portlaoise Postal</b>
Gerard	Kehoe	<b>Roscommon Postal</b>
Patrick	Bohan	<b>Sligo Postal</b>
Dick	Ryan	<b>Thurles Postal</b>
Jer	Harnett	<b>Tipperary Postal</b>
Michael	Ryan	<b>Tipperary Postal</b>
Gerry	Connolly	<b>Tuam Postal</b>
Brendan	Curley	<b>Tullamore Postal</b>
Paul	Sheehy	<b>Tullamore Postal</b>
Chris	Jones	<b>Waterford Postal</b>
Anthony	Horan	<b>Waterford Postal</b>
Peter	O Dwyer	<b>Waterford Postal</b>
Ray	Crowley	<b>Waterford Postal</b>
Paul	Farren	<b>Westport Postal</b>
Eamonn	Healy	<b>Wexford Postal</b>
Brian	Martin	<b>Wexford Postal</b>
Seán	Berry	<b>Dublin Postal Delivery Branch</b>
Seán	Boylan	<b>Dublin Postal Delivery Branch</b>
Keith	Butler	<b>Dublin Postal Delivery Branch</b>
Gary	Conroy	<b>Dublin Postal Delivery Branch</b>
Karl	Donohoe	<b>Dublin Postal Delivery Branch</b>
Richard	Edgewoth	<b>Dublin Postal Delivery Branch</b>
Michael	Lonergan	<b>Dublin Postal Delivery Branch</b>
Derek	Lordan	<b>Dublin Postal Delivery Branch</b>
Joe	McDonald	<b>Dublin Postal Delivery Branch</b>
John	McGuirk	<b>Dublin Postal Delivery Branch</b>
Greg	Mulhall	<b>Dublin Postal Delivery Branch</b>
Brian	Mullins	<b>Dublin Postal Delivery Branch</b>
Sindy	Nestre	<b>Dublin Postal Delivery Branch</b>

Seán	O Donnell	Dublin Postal Delivery Branch
Paul	Syder	Dublin Postal Delivery Branch
Joseph	Ward	Dublin Postal Delivery Branch
David	Sheehy	Dublin Postal Clerks
David	Meehan	Dublin Postal Clerks
Joe	Daly	Dublin Postal Clerks
Brian	Ryan	Dublin Postal Amalgamated
Graham	Coventry	Dublin Postal Amalgamated
Anthony	Larkin	Dublin Postal Amalgamated
Paula	Martin	Dublin Postal Amalgamated
Therese	Dunne	Dublin Postal Amalgamated
Dermot	Walsh	Dublin Postal Amalgamated
John	Seagrave	Dublin Postal Amalgamated
Lesley	Sheridan	Dublin Postal Amalgamated
Katie	McMillan	Dublin Postal Amalgamated
Paul	Darcy	Dublin Postal Amalgamated
Ken	Colgan	Dublin Managers
Karen	Malone	Dublin Managers
Des	Lernihan	Dublin Managers
Gary	Langan	Dublin Managers
Sean	Carey	Dublin Managers
Joseph	Ruddock	Dublin Mails Manager
Pat	Hawkins	Dublin Mails Manager
William	Bell	Western Regional Managers
Martin	Duffy	Western Regional Managers
Gerard	Lynch	Southern Regional Managers
Maxine	Scanlon	Southern Regional Managers
Paul	Hurley	Southern Regional Managers
Maurice	Noonan	Postal Maintenance Branch
Paula	Thornton	An Post Insurance

### Privat Sector Delegates

Gerard	O Sullivan	KN Networks
Paul	Davy	KN Networks
Darren	Rigney	KN Networks
Liam	Williams	KN Networks
Patrick	Finnerty	DPD Athlone
David	Cassidy	DPD Athlone
John	O Donoghue	DPD Clare
Keith	O'Neill	UPS
Stuart	Carey	UPS
Donal	Feehan	UPS
Laurence	Mullen	UPS

### NEC Delegates

<b>Tom</b>	<b>Hayes</b>	Ecomms
<b>Ivor</b>	<b>Reynolds</b>	Ecomms
<b>Frank</b>	<b>Joyce</b>	Ecomms
<b>John</b>	<b>Dunleavy</b>	Ecomms

<b>Tom</b>	<b>Sheehan</b>	Ecomms
<b>Pascal</b>	<b>Connolly</b>	Ecomms
<b>Shane</b>	<b>Murphy</b>	Ecomms
<b>Alan</b>	<b>Dempsey</b>	Ecomms
<b>Stephen</b>	<b>Elliott</b>	Ecomms
<b>Frank</b>	<b>Donohoe</b>	Postal Courier
<b>Gerry</b>	<b>Sexton</b>	Postal Courier
<b>Willie</b>	<b>Mooney</b>	Postal Courier
<b>Ellen</b>	<b>Moore</b>	Postal Courier
<b>Jason</b>	<b>Caulfield</b>	Postal Courier
<b>Anthony</b>	<b>McCrave</b>	Postal Courier
<b>Deirdre</b>	<b>Medlar</b>	Postal Courier
<b>Adrian</b>	<b>Scanlon</b>	Postal Courier
<b>Tara</b>	<b>Ravenhill</b>	Postal Courier
<b>Paul</b>	<b>Kennedy</b>	Postal Courier
<b>Michael</b>	<b>Wall</b>	Postal Courier
<b>Elaine</b>	<b>Cockburn</b>	Postal Courier
<b>Vinny</b>	<b>Kilroy</b>	Postal Courier
<b>Des</b>	<b>Hopkins</b>	Postal Courier
<b>Norita</b>	<b>Dawson</b>	Postal Courier Observer

#### **Standing Orders Delegates**

<b>Jim</b>	<b>McCarron</b>	EComms
<b>Pat</b>	<b>Delaney</b>	Ecomms
<b>Sean</b>	<b>McDermott</b>	Ecomms
<b>James</b>	<b>Moore</b>	Postal Courier
<b>Danny</b>	<b>Hoare</b>	Postal Courier
<b>David</b>	<b>Stapleton</b>	Postal Courier