



**BETTER
WITH THE
FSU**

**Triennial Delegate Conference
Europa Hotel, Belfast
Friday 17th - Saturday 18th May, 2024**

Conference Motions 2024

FUTURE OF WORK

Motion 1. Reduced working hours

This conference recognises that the working week is constantly evolving and that many studies indicate a co-relation between excessive working hours and lack of productivity and higher anxiety levels for employees.

The Irish Banking Culture Board have conducted a number of staff surveys which have consistently shown significant levels of work-related stress.

Conference cognisant that the implementation of reduced work time schedules requires careful consideration by employers mandates the FSU Council to

- Begin exploratory discussions with employers on the benefits of reduced work time while protecting workers earnings,
- Identify the challenges and barriers that may exist in adopting a reduced working week
- to produce a report on its findings.

Bank of Ireland Sector

Motion 2. Remote working

Conference commends the work of the FSU in partnership with the University of Limerick in producing a report on the experiences of workers of remote working in the Finance Sector.

Conference notes the report findings indicate a desire for remote working and highlighted employee concerns on costs and career opportunities with 88% of participants reporting they would like to work from home at least some of the time.

Conference also notes that:

- Seventy-one percent indicated their employer did not provide financial support for costs associated with working from home.
- A majority indicated their employer had not conducted a risk assessment of their home working arrangements.
- Forty-four percent of respondents report feeling drained from work
- Almost two thirds of respondents either believed that remote working had resulted in reduced career opportunities, or they did not have a view on it.

Conference acknowledging an employee preference on access to remote working request the FSU Council work towards

- Recognition from Employers and Government towards the costs of remote working
- Career progression frameworks to ensure employees who work remotely have equal support for employee's advancement as those not engaging in remote working.
- A remote working model that is accessible and meets the needs of workers.

AIB Sector

Motion 3. Surveillance

Conference notes the report produced by the FSU and the University of Limerick on employee's experience on technological surveillance in the Financial Services Sector and acknowledges the work done by the FSU to promote and explore the issues involved including presenting to the Dail Committee on Enterprise, Trade and Employment.

Conference notes the report findings that :

The majority of survey respondents did not know if their computers were monitored, and a significant proportion were unaware if their phones were monitored.

Survey respondents overall held negative views about surveillance. They believed surveillance had negative implications for their morale, stress levels, level of privacy, their sense of control, and level of trust in their employer.

Survey respondents were much more likely to view surveillance as being negatively linked to employee productivity. A much higher proportion of respondents held negative rather than positive views about technology's ability to accurately capture their performance.

The majority of survey respondents either did not view surveillance as a legitimate employer activity or had no opinion on the matter.

Conference endorses the report recommendations that the issues raised in this report can be addressed in two ways: through collective bargaining between employers and employee representatives and through statutory regulation.

Conference instructs Council to

Pursue these objectives with Governments North & South.

Ensure employers provide evidence on the necessity and proportionality of technological surveillance in all its forms.

That surveillance functions should only be introduced with the agreement of the union and affected employees.

That the employers' collection of data from surveillance functions and the nature of its usage should be negotiated with the agreement of the union and affected employees.

That employers address, with the union, the impact of surveillance on employees, such as their stress and trust levels.

That employers provide evidence to the Union on the organisations' cybersecurity measures to protect employee data collected, in particular, biometric data.

Ulster Bank Sector

Motion 4. Artificial Intelligence (AI)

Conference notes with concern the expanding use of AI in the financial services sector.

According to the Central Bank of Ireland, AI is likely to have a significant influence in shaping how financial services are produced and delivered in the coming years, with the impact of its deployment already being seen in a range of functions within financial services firms, albeit often on a pilot basis, including:

- Customer service delivery
- Product pricing and credit scoring
- Reserving and regulatory capital modelling
- Insurance claims management
- Market trading activities

- Anti-money laundering procedures
- Cybersecurity.

Conference calls on the FSU Council to seek commitments from employers that the use of AI will not unduly effect employment standards and employment numbers in the sector.

Conference further calls on the Central Bank of Ireland (CBI) and the Financial Conduct Authority (FCA) to ensure that AI in the Finance Sector is regulated in a manner that is consistent with the CBI and FCA stated aims of protecting consumers and the wider economy.

Tech & Services Sector

FUTURE OF BANKING

Motion 5. Bank Branches, Post Offices and Credit Unions

Conference notes that some international banks have committed to maintaining their branch networks, while others have started to reinvest in their branch networks.

Meanwhile on the island of Ireland we note that the retail banking landscape is changing at a rapid pace, and that closures of Post Offices and rationalisation of Credit Unions are also becoming more frequent. It is vital that both North and South we have a robust financial eco system that services all customers and that supports the economy and job creation, our farming community, the development of SME's through vibrant financial services networks based on blended services through branches, post offices, credit unions and technology.

We call on both Governments to reconstitute their Banking Forum's to develop Strategies to retain and develop our Financial Services Sector network to ensure no community or sector of industry are without accessible blended financial services.

Danske Bank Sector

Motion 6. Moratorium on Branch closures for 5 years

Conference notes that the retail banking landscape is changing at a rapid pace. Conference notes the research undertaken by the Department of Finance during the banking review and is aware that the research found that

- The standout reason for visiting a branch is to lodge or withdraw cash.
- The second most mentioned reason was to speak to someone for product/service advice.
- Secondary reasons for visiting a bank branch are to pay bills, for financial advice or in relation to savings.

The research also found that

- Access to cash is important to people
- Knowledge and financial expertise of staff is important to people
- One to one support and financial advice is important to people
- People still like to pay bills in their local Bank
- Local bank branch is still a required resource in communities particularly outside Dublin.

This conference commits the FSU to fund a campaign to get a commitment from the main retail banks in the Republic of Ireland and Northern Ireland that they will retain the current branch bank levels across the Country for the next five years.

AIB Sector

Motion 7. Preserving Access to Cash and face to face financial advice for all consumers

Recognising the fundamental role that cash plays in ensuring financial inclusivity and security for individuals across diverse economic backgrounds, Acknowledging the evolving landscape of digital transactions while understanding the persistent need for reliable and accessible cash services and

face to face financial advice , We, delegates of this FSU conference, hereby propose a motion to actively advocate for and safeguard access to cash by:

1. Collaborating with Government, financial institutions, regulatory bodies, and relevant stakeholders to establish and maintain a robust network of ATMs and physical banking locations.
2. Working with NGO's and other key groups in public awareness campaigns highlighting the importance of preserving access to cash for vulnerable populations and those facing barriers to digital adoption.
3. Advocating for the development and implementation of policies that protect the rights of individuals to access and use cash without facing discriminatory practices or unnecessary hurdles.
4. Encouraging innovation in cash-handling technologies to improve efficiency, security, and accessibility while maintaining the availability of traditional cash services.
5. Monitoring and addressing any legislative or regulatory changes that may impact access to cash and actively engaging in constructive dialogue with policymakers to ensure the interests of our members and the broader community are considered.
6. Seeking the red circling of the Banking Levy with the funds to be used to guarantee the sustainability of the branch network and the availability of financial and digital literacy.
7. Seeking Worker and Consumer Directors on the boards of all the banks North and South.

By passing this motion, we commit to defending the right to access cash as an essential component of financial freedom, promoting economic resilience, and safeguarding the financial well-being of all individuals. Let this motion be a testament to our commitment to inclusive financial practices and the preservation of diverse means of transaction for the benefit of our members and the communities we serve.

Bank of Ireland Sector

Motion 8. Recognition and Reward and career progression

This Conference conscious that we live in an era of workers being time poor and facing daily challenges on balancing work and life acknowledges the progress we in FSU have made on key aspects of our members reward frameworks, on achieving different forms of leave and on providing upskilling and training to ensure there is a clear attainable career progression for our members in each of the main retail banks since our last Conference. In order to continue to make progress :

Conference calls on the incoming Council to commission a review of the current reward framework of our members using specialist advice, if necessary, in to develop a strategy to enhance workers' pay, pensions, leave options and life cycle policies.

Conference requests the incoming Council to conduct an international benchmarking review of all types of leave with a view to lodging claims with employers to continue to develop worker centric leave policies based on the research.

Conference further calls on the incoming Council to prioritise significant improvements in the pathways for career progression for our members working closely with market experts such as the Institute of Bankers.

Tech Services/Ulster Bank/Bank of Ireland

Motion 9. Strategy of FSU to expand our influence in Financial Services

This conference, acknowledging the changing nature of the Financial Services Sector commends the work undertaken by all involved to produce the Financial Services Union Strategic Plan 2023 -26, a plan subsequently endorsed by the Council in March 2023. Conference notes it is vital the FSU is organised

to meet the changing expectations of future and existing members and reaffirms its commitment to growing union membership in the wider financial services sector.

Conference supports the objective to grow our membership base from new and existing financial services sector through an organisation wide focus on recruitment and organising.

FSU Council

Motion 10. Strategy of FSU member first approach

Conference supports the four strategic pillars set out in the FSU strategic plans 2023-26 of member growth, member experience, reputation and brand and organisation design and model and urges Council to apply resources and capabilities to these for the duration of the strategic plan to achieve our stated purpose, ambition and vision.

Conference further notes that a significant part of the strategy is to ensure that our members proposition evolves to meet the needs of members and future members and commits the FSU to work with our members to improve and evolve our services through research and listening to our membership.

FSU Council

Motion 11. Redundancy legislation reform

We have witnessed wave after wave of redundancies and job losses in the tech and games sector over the last 18 months.

Firstly, this conference notes and applauds the great work done by many of our new members in these areas to improve redundancy terms, save jobs and better organise their colleagues. It has not been easy and these activists have often placed themselves more at risk in order to better represent and support their colleagues.

From listening directly to our members involved it became clear that the collective redundancy legislation was entirely inadequate or 'almost useless' as one member put it.

So, this conference calls on FSU to campaign to improve the collective redundancy legislation along the lines as recommended in our publication 'Lessons from Tech Redundancies' to make the processes fairer and the voice of workers and their union stronger in the process. This is when workers need the union most and it is unacceptable that employers continue to deny their staff that right.

Tech & Services Sector

Motion 12. Maternity Pay

FSU has made progress in recent years on maternity paid leave for members with many of our employers however developments in the childcare sector have required us to further review the support to pregnant staff. Childcare facilities now require children to be 12 months or older before they are accepted into crèches.

Therefore, this conference instructs the incoming Council to present claims for 12 months paid maternity leave with Government and employers.

AIB Sector

Motion 13. FSU Taskforce on Gender participation in our Union

Voluntarist Organisations globally are impacted by participation rates as life becomes more demanding for workers. This is particularly so for workers who also have caring responsibilities.

In our Organisation which has a female membership of 70% we need to understand why even taking account of global trends on participation that participation remains low.

Recognising the valuable contributions of women in the workforce and acknowledging the need for inclusive representation within trade unions, we propose a motion to actively encourage and support female participation in our organisation under the following headings FSU should:

Diversity and Representation: Highlight the benefits of diverse perspectives in decision-making processes within trade unions. - Acknowledge the underrepresentation of women and the importance of rectifying this imbalance.

Inclusive Environment: - Emphasise the creation of an inclusive and welcoming environment for all members, regardless of gender. - Promote a culture that values and appreciates the unique contributions of women in trade unions.

Barriers to Participation: - Identify and address any existing barriers preventing women from actively engaging in trade union activities. - Propose measures to eliminate these barriers, fostering equal opportunities for all members.

Support Mechanisms: - Advocate for the establishment of mentorship programs, workshops, and resources specifically tailored to support female members. - Encourage leadership development opportunities for women within the trade union.

Public Outreach:- Implement outreach programs to attract more women to join the trade union. - Showcase success stories of women who have thrived in similar environments.

Monitoring and Reporting: - Establish a monitoring system to track the progress of female participation within the trade union. - Regularly report on the advancements made in achieving a more gender-inclusive membership.

This motion aims to foster a more inclusive and diverse trade union, recognising the significance of female participation. By implementing these measures, we are committed to creating an environment where all members, regardless of gender, can actively contribute to the success and effectiveness of our organisation.

Ulster Bank Sector

Motion 14. Gender Pay Gap

The gender pay gap (GPG) in the finance sector is worse than all other industries in Ireland and is actually increasing, now at an average of 18.7% across the main retail banks compared to a national average of 14.1%. While other sectors are coming down, the banks gender pay gap is actually increasing! Conference calls on the union to demand a detailed and specific action plan from each bank aimed to reduce the GPG to the national average in 3 years.

Conference calls on FSU to utilise our women's network to develop, implement and lead an approved campaign strategy to achieve this by organising women workers voice around this important issue. As part of this the union will work to achieve legislation in Northern Ireland on this issue to ensure GPG reporting in line with UK legal requirements.

Danske Bank Sector

Motion 15. Entry Level Pay

This conference notes that entry level pay in the sector has fallen behind some of the increases negotiated by the union for existing members. Noting how it is the union strategy to reach out to young workers in particular Conference calls on the union to actively campaign for a new sectoral entry rate of pay across banking and finance more generally. To do this the union will:

1. Engage our Youth Forum in taking a leading role in this campaign.
2. Conduct research to decide on the new level;
3. Engage university students and recent new entrants on this;
4. Put forward union demands to employers; and
5. Campaign to win an improved entry level rate.

Young Workers Forum

Motion 16. Housing

Council welcomes the report on housing issued by ICTU entitled *A New Housing Model, How we deliver the homes that people need* and recognises it makes a significant contribution to finding a policy resolution to the housing crisis in Ireland.

Conference supports the position adopted by ICTU in the report and agree when they say that “such is the scale of the housing emergency that now confronts, that we need to see a dramatic step change in policy, a systemic response to a deep systemic crisis.

Conference supports the call by congress for an increased role for the state in the direct provision of public housing.

Conference supports the establishment of a new housing semi-state that would have at its core a policy of providing cost rental housing.

Young Workers Forum

Motion 17. Pensions

Conference recognises the negative effect that the cost of living has on FSU retired members. FSU unequivocally opposes the unfair and unjust pension awards made by the Banks in recent years which further pushes some pensioners into pension poverty.

Conference urges the FSU Council to maintain strict focus on the issues confronting its retired members and asks that improved pension payments from each of the Banks to its retired members is a core component of the work of the FSU.

Specifically, we seek for those members in Defined Benefit Schemes

- The protection of existing benefits and the overall value of members pensions
- pension payments in AIB which are in line with inflation.
- The removal of the 1% clawback and cap of 3% increase in Bank of Ireland and the allocation of increases for new retirees
- In Danske Bank the commitment of the bank to fund discretionary increases when inflation exceeds the various schemes caps
- In Ulster Bank the strict application of existing scheme rules and also a commitment of the bank to fund discretionary increases including post sale of the scheme in ROI

And for those FSU members in Defined Contribution Schemes

- Employer contributions of at least 12% to ensure reasonable pension provision in retirement

Retired Members Committee

Motion 18. Consumer code of conduct

To keep pace with rapid changes in financial services, the review of the *Central Bank's Consumer Protection Code* must rebalance the Code to make it consumer centric and strengthen protections for consumers and introduce stronger enforcement.

This conference recommends the following changes to the Code:

- The future Code should impose a duty on regulated entities to take steps to offer assistance where there is a reasonable basis to believe a person may be vulnerable.
- The future Code should have stronger provisions to protect consumers from branch closures, initially putting in place a 5 year moratorium on closures.
- The revised Code should very clearly limit the ability of banks and other high street financial service providers to reduce access to in-person, over the counter services.
- The future code should require the banks to submit robust, board approved, assessments to the Central Bank when they are planning to significantly alter the services provided through branches.
- The future code should require ex-post assessments by banks, to include a survey of impacted customers, nine to 15 months after the change and a requirement to rectify material issues.
- The future code should increase the minimum notice period required to four months (currently one) for significant banking service changes (e.g. going cashless).
- The future code should require all providers of retail banking products and services to set out and publish customer charters, incorporating service standards.
- The future Code should acknowledge and provide provision and enforcement structures to account for any new legislative framework to manage any further decline in cash infrastructure.
- The future Code should require each bank to have a financial & digital literacy officer in each of its branches.

FSU Council

Motion 19. Resisting Offshoring Threats and Upholding Ethical Practices

Introduction:

As a union dedicated to protecting the rights and welfare of Irish workers in the financial services industry, we confront a pressing issue – the looming threat and potential scandal of offshoring Irish banking jobs. Jobs leaving from Balhadreen to Bangalore, From Carlow to Calcutta. These are Irish jobs leaving quietly some from majority state-owned banks. Which leads to a question regarding the responsibility to the preservation of local employment. Let's be very clear this is not about supporting the consumer or improving services, it is instead the latest in a long line of cost cutting measures as our banks race to the bottom. The rise of offshoring introduces concerns about job displacement, making it imperative to develop a robust strategy to resist the offshoring of these vital roles. Our union recognizes the gravity of the situation and commits to a proactive stance, collaborating with industry stakeholders to not only preserve Irish jobs but also champion ethical practices.

Proposal:

In our pursuit of safeguarding Irish banking jobs, our union must expose this practice for what it is. We must scope out the size of the issue and raise it politically. Together we can craft guidelines specific to the Irish context, leveraging our collective influence to resist offshoring practices and ensuring the ethical treatment of workers. We will actively engage in shaping policies that prioritize job security for Irish workers, working towards legislation that enforces ethical standards and holds financial institutions accountable for preserving local employment. Through our collaborative efforts, we aim to stand against the threat of offshoring, protecting Irish jobs, especially in state-owned banks, and setting a standard for ethical practices in the face of evolving economic landscapes.

Bank of Ireland Sector

Motion 20. Combatting The Rise of the Far Right

Against the backdrop of rising far-right radicalisation and polarisation, and a surge in anti-democratic movements across Western countries concerns are growing that the number of people supporting far-right ideology in Ireland and Northern Ireland is growing. The rise of the far-right simply cannot be ignored.

Research finds that civil society strategies are needed to help prevent future far-right growth in Ireland. Irish Congress of Trade Unions has developed a strategy in conjunction with affiliates to educate and inform union members. The action plan is designed to equip unions to oppose the hate filled messages of racism, misogyny, and bigotry of the far-right at every opportunity. It includes a range of measures including training for workers to combat the far-right, to invest in workplaces integration, and to seek to develop workplace leaders of minority ethnic backgrounds and bring them to the fore of trade union activities.

Unions need to be at the forefront of countering the far-right and their narrative and be visible promoting the idea that the trade union movement was built on uniting working people, standing stronger together; in the workplace, in the streets, and in communities.

“The far right does not represent working people, trade unions do”.

Conference calls on Council to work with ICTU on their action plan, and advocate for policies and action which come from, and amplify, the issues experienced by migrants and working-class communities, both in the workplaces and in society.

Conference welcomes the recent demonstrations and mobilisations in defence of refugees and other communities facing attacks from the far right and urges Council to reinforce our Unions position in support of opposing far right ideology in all its forms.

Ulster Bank Sector

Motion 21. Addressing the Financial Impact of Menopause

Conference notes that In the Republic of Ireland, a woman going through menopause can expect to pay from €17 to €60 a month on the cost of HRT, plus €50 to €60 on a doctor’s visit to get the prescription, or in the cases of accessing repeat prescriptions it can cost from €15 to €60 on top of medication costs. Conference notes that this adversely affects women on low income and needs to be addressed.

Conference acknowledges that in recent years the UK government have announced plans to cut the cost of repeat hormone replacement therapy (HRT) prescriptions and have established a new government Menopause Taskforce.

Conference welcomes the Department of Health setting up a specialist clinic in Holles Street and the women’s taskforce.

Conference calls on the Government in the Republic of Ireland to produce an action plan on how the cost of treatments in Ireland can be eased

Conference calls on FSU to lobby and campaign for better supports for women in the Republic of Ireland who are going through menopause, and to lobby Government to make menopause treatment medications available over the counter at pharmacies, and for free Hormone Replacement Therapy for those that require it.

Danske Bank Sector

RULE CHANGES

Motion 22.

Conference resolves to adopt the revised Rules specified in the table below as amending the existing Rules of the Union: Rules 7 (d), 7 (e), 10, 19 (e), 20 (e), 29, and 42.

Conference also instructs Council to implement all the provisions of the new rules with immediate effect to ensure that the union business thereafter is conducted under the new rules and provisions.

FSU Council

Rule Number	Current	Proposed
7 (d)	7 (d) If the UK joins the eurozone, the subscription rates applicable to UK members will be those applying to Republic of Ireland members on the date when the UK Government formally adopts the euro as the official currency of the UK.	Delete rule, and re-number current rule 7 (e) to 7 (d).
10	Any member whose annual subscription for the previous calendar year has not been paid on or before January 31 in the following year shall be suspended from membership and forfeit their right to avail of all the entitlements and benefits of membership outlined in Rule 6. In exceptional cases, having received satisfactory evidence of extenuating circumstances from the member concerned, or for other strategic reasons, the Council may at its discretion extend the deadline for the receipt of any unpaid amount.	Member subscriptions will be effectively managed to ensure collection in a timely manner, and that individual members subscriptions are paid up to date. The procedure for this will be approved by Council. Any member whose subscriptions have not been paid in line with that process shall cease to be a member of the union and will forfeit their right to avail of all the entitlements and benefits of membership outlined in Rule 6.
19 (e)	Each Point of Contact shall hold office for a period of two years from 2016-2018 – after which the term of office shall be three years. If a Point of Contact ceases to hold office for any reason (including transfer to another workplace), the resulting vacancy shall be filled for the remainder of the term through a by-election in line with the procedures decided by the Council.	Each Point of Contact shall hold office for the period of time between the Union's Triennial Conferences. If a Point of Contact ceases to hold office for any reason (including transfer to another workplace), the resulting vacancy shall be filled for the remainder of the term through a by-election in line with the procedures decided by the Council.
20 (e)	Each Area Co-ordinator shall hold office for a period of two years from 2016-2018 – after which the term of office shall be three years. If an Area Co-ordinator ceases to hold office for any reason (including transfer to another area), the resulting vacancy	Each Area Co-ordinator shall hold office for the period of time between the Union's Triennial Conferences. If an Area Co-ordinator ceases to hold office for any reason (including transfer to another area), the resulting vacancy shall be filled for the remainder of the

<p>29 (First paragraph)</p>	<p>shall be filled for the remainder of the term through a by-election in line with the procedures decided by the Council. For the strategic governance of the Union between Delegate Conferences, a Council shall be elected every two years until 2018 and every three years afterwards. The Council shall endeavour to act at all times in the best interests of the Union as a whole, rather than in the interests of any particular group or category of members.</p>	<p>term through a by-election in line with the procedures decided by the Council. For the strategic governance of the Union between Delegate Conferences, a Council shall be elected triennially. The Council shall endeavour to act at all times in the best interests of the Union as a whole, rather than in the interests of any particular group or category of members. (The rest of Rule 29 remains unchanged.)</p>
<p>42</p>	<p>A Delegate Conference of the Union shall be convened by the Council before the end of June in 2016. A further Delegate Conference shall be convened between February 1 and June 30 in 2018 and subsequently triennially within the same time-frame. In exceptional circumstances the Council shall have the power to convene the Delegate Conference later than June 30 in any one year. However, every effort shall be made to revert to the June 30 deadline on subsequent occasions. The date and venue for each Conference shall be decided by the Council. A notice containing the date, time and venue of the Delegate Conference shall be published on any websites operated by the Union – and in any other printed or electronic communications issued regularly to members (including e-mail updates and SMS text messages) not less than ten weeks before the date of the opening of the Conference.</p>	<p>A Delegate Conference of the Union shall be convened by the Council triennially between February 1 and June 30 in the relevant years. In exceptional circumstances the Council shall have the power to convene the Delegate Conference later than June 30 in any one year. However, every effort shall be made to revert to the June 30 deadline on subsequent occasions. The date and venue for each Conference shall be decided by the Council. A notice containing the date, time and venue of the Delegate Conference shall be published on any websites operated by the Union – and in any other printed or electronic communications issued regularly to members (including e-mail updates and SMS text messages) not less than ten weeks before the date of the opening of the Conference.</p>

Explanatory note

Rule Number	Amendment	Purpose
7 (d)	Delete rule which currently reads: “If the UK joins the eurozone, the subscription rates applicable to UK members will be those applying to Republic of Ireland members on the date when the UK Government formally adopts the euro as the official currency of the UK.”	Rule is not required. If change occurs in a relevant state’s currency, any required rule change can be made.
7 (e)	Renumber rule number to 7 (d)	
10	Delete existing rule and replace with: “Member subscriptions will be effectively managed to ensure collection in a timely manner, and that individual members subscriptions are paid up to date. The procedure for this will be approved by Council. Any member whose subscriptions have not been paid in line with that process shall cease to be a member of the union and will forfeit their right to avail of all the entitlements and benefits of membership outlined in Rule 6.”	Current rule requires amendment to ensure collection of subscriptions in an effective and consistent way.
19 (e)	Delete the words “for a period of two years from 2016-2018 – after which the term of office shall be three years.” and replace with the words: “for the period of time between the Union’s Triennial Conferences.”	Removal of historical information.
20 (e)	Delete the words “ for a period of two years from 2016-2018 – after which the term of office shall be three years.” and replace with the words “for the period of time between the Union’s Triennial Conferences.”	Removal of historical information.
29	Delete the words “every two years until 2018 and every three years afterwards.” and replace with the word “triennially.”	Removal of historical information.
42	(i) Delete the words “before the end of June in 2016. A further Delegate Conference shall be convened” and replace with the word “triennially”. (ii) Delete the words “2018 and subsequently triennially within the same time-frame.” and replace with the words “the relevant years.”	Removal of historical information.

COLLECTIVE BARGAINING

Motion 23. Campaign for Transposition

This Conference notes the Government is required to transpose the EU Directive on Adequate Minimum Wages by end November 2024.²

This Conference acknowledges the EU Directive requires the Government to produce an action plan to significantly increase collective bargaining coverage by promoting collective bargaining and making it easier for workers to join and organise their union. The ability to organise and to bargain collectively are inextricably linked. One without the other is meaningless.

This Conference positively acknowledges the work that FSU has been doing with SIPTU, CWU and Mandate, to deliver a positive, impactful, and strong transposition which is worker-centric in its outlook. This Conference endorses the trade union movements Right to Organise Campaign and commits to continue the unions efforts and support for this vital right.

Noting that the Directive on Adequate Minimum Wages states that ‘In a context of declining collective bargaining coverage, it is essential that the Member States promote collective bargaining’ including ‘measures easing the access of trade union representatives to workers this conference supports a strong transposition of the EU Directive on Minimum Wages in a manner which:

1. Puts in place an outright ban on union-busting by bad employers.
2. Introduces stronger protections for union members so workers cannot be victimised, isolated, discriminated against or dismissed for their union activity.
3. Introduces prescribed facilities for union representatives so they have the means to discharge their functions professionally and with the support of their employer.
4. Provides access for unions to meet and talk to staff in the workplace who wish to join their union.
5. Includes union recognition and collective bargaining as a positive attribute in all public tendering processes and related to any provision of public funds or supports to companies.

FSU Council

Motion 24. High Level Report – Good Faith Engagement

Noting the positive use of legislation in Northern Ireland by FSU to secure collective bargaining for managers in AIB it is now time we have legislation that provides for engagement and bargaining at an enterprise level in the Republic of Ireland. The High-Level Report provides a route for private sector workers who organise in a union to engage with and meet their employer face to face with their union official to engage in good faith to try reach agreements on behalf of the workforce.

The current position where bad employers ignore staff and their union was never acceptable and is no longer tolerable.

Workers are demanding change and legislating for ‘good faith engagement’ as contained in the High-Level Report is one way the Government can seek to progress positive change for workers in providing greater employee voice at work.

Conference calls on Council, and the union movement more generally, to continue to pressure the Government to live up to their commitment and legislate for this basic human right.

Tech & Services Sector

Motion 25. Enhancing Collective Bargaining in Northern Ireland

We welcome Minister Murphy's commitment to strengthen the role of trade unions as part of his Departments Good Jobs initiative. Specifically on collective bargaining for Northern Ireland we call on the new Assembly to strengthen the role of unions in the workplace and to strengthen collective bargaining coverage across the economy. Echoing the cornerstone of the EU Directive on Adequate Minimum Wage we call on the Assembly to legislate for an action plan to raise collective bargaining coverage to a minimum of 80% of the workforce and to provide unions with the supports to facilitate 'effective' collective bargaining. To do this the legislation should also provide for the following:

- Union access to workplaces to organise workers
- Outright ban on union-busting practices
- Stronger protections for union activists performing their roles
- Greater facilities for union reps to conduct their role
- Collective bargaining to be part of all public procurement processes

Danske Bank Sector

Motion 26. Expanding Collective Bargaining in Financial Services

Conference notes the research by Prof. John Geary of UCD which indicates that nearly 2/3's of young workers wants a union in the workplace. In contrast to this demand, we see that a significant part of the financial services sector in Ireland is non-union. While the union will seek to get Government to introduce legislative changes to assist and support collective bargaining, we also note how we need to direct resources, time and effort towards the organisation of workers in the greater financial services sector to achieve collective bargaining in new employments.

FSU commits to build on our growing membership outside of the retail banks and to support workers who are seeking to unionise with resources and staff to assist them. FSU is committed to increasing collective bargaining coverage across the finance sector as a whole as a key component of our growth strategy.

FSU Council