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## LOCAL GOVERNMENT DIVISION 2017 AGENDA



2017

Local Government and Local Services  
Division Conference

## **AGENDA**

Mount Errigal Hotel, Letterkenny  
10th-12th May 2017



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# Conference timetable

## Wednesday 10th May

16.00	Opening ceremony Guest speakers Distinguished service awards Appointment of scrutineers and tellers Adoption of general standing orders for conference Minutes of conference 2015 Standing Orders Committee reports Election arrangements Chairperson's address Report on motions arising from conference 2015 Biennial report Libraries: motions 14-25
18:30	Conference adjourns

## Thursday 11th May

09.15	Conference resumes Pay motions 1-5
09.45	Equality and presentation of report by Camille Loftus Motions 46 and 47
10.10	New Union Project presentation
10.25	Housing: motions 6-13 Irish Water: motion 26
11.30	Guest speakers Seamus Neely, Chief Executive, Donegal County Council
11.45	Career progression: motions 27-46 Job evaluation: motions 41-45
13.00	Conference adjourns
14.00	Conference resumes Flexitime: motions 40-49 Other conditions of service: motions 50-66 Miscellaneous: motions 67-41 Conference adjourns

## Friday 12th May

10.00	Robert Carley, Looking after your personal wellbeing
12:30	Conference concludes

***Registration takes place between 15.00 and 16.00 on Wednesday 10th May.***

***Elections will commence at 10.45 on Thursday 11th May.***

***The Standing Orders Committee will advise conference of the precise arrangements and deadlines for each election.***



# Standing Orders Committee

## **Civil Service Division**

Finbar Meehan

Tom O'Connor (Vice Chairperson)

## **Education Division**

Eileen Coman

Mary Dolan

## **Health and Welfare Division**

Gerry Foley (Chairperson)

Gina McDonald

## **Local Government and Local Services Division**

Kathryn Collins

Rosemarie Conroy

## **Municipal Employees' Division**

John Gaynor

Tom Kavanagh

## **Services and Enterprises Division**

Anna Farrell

Teresa Kearns

***The Standing Orders Committee for the Local Government and Local Services Divisional Conference is Kathryn Collins, Rosemarie Conroy, Anna Farrell, Tom O'Connor and Finbar Meehan.***



# General standing orders for Conference (Amended 2012)

1. These standing orders shall be read in conjunction with the constitution of the Union. If there is conflict on meaning then the constitution shall prevail.
2. The Standing Orders Committee shall recommend the timetable for Conference and the order in which motions and amendments submitted shall be taken. When the time allotted to a group of motions has elapsed, the chairperson shall allow the debate in progress to finish. S/he shall then proceed to the next group of motions, thus guillotining any remaining motions in the current section. Such guillotined motions may be taken up by the chairperson later in Conference as time permits. Otherwise they are automatically referred to the appropriate executive committee.
3. Unless otherwise decided by Conference, only one motion may be before Conference for discussion at any time.
4. Individual motions and amendments should be proposed by a speaker from the appropriate executive committee or from the branch which gave notice of the motion or amendment. Where no delegate of that branch is present, the motion may be proposed by any other member of Conference. In the case of motions in common debate, all motions and amendments shall be deemed to be formally proposed, unless the Conference has been given advance notice that the proposer of a motion or amendment does not wish it to be proposed. There is no requirement for any motion or amendment to be seconded. Once the agenda has been adopted, motions may only be withdrawn with the agreement of Conference.
5. Only members of Conference as defined by Rules 15(i) and 19(ii) of the Constitution and Vocational Group Representatives as defined in Rule 24(ii)(d) of the Constitution may address Conference<sup>1</sup>. This rule shall not preclude the Standing Orders Committee from making recommendations to Conference, which shall be considered immediately by Conference.
6. Unless otherwise agreed by Conference, no member shall address Conference unless s/he is proposing or speaking to a motion or amendment or
  - (i) is raising a point of order; or
  - (ii) is raising a point of fact; or
  - (iii) is delivering the chairperson's address.
7. All speakers should address Conference from the rostrum or microphone, and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant Executive Committee and members of staff will be limited to (3) minutes when clarifying points or answering questions.
8. Where several motions and/or amendments submitted deal with the same topic, Standing Orders Committee may produce a composite or comprehensive motion. If it is not possible to do this, there may be a common debate on the issue covered by the group of motions and/or amendments. The first speaker on behalf of the proposing branch or the first speaker on behalf of the DEC in the case of motions proposed by the DEC shall be deemed to be the proposer of the motion. Each proposer shall have a maximum of four (4) minutes. In the subsequent debate, no-one may speak more than once, but each speaker may refer to any of the motion(s)/amendment(s) then before Conference, up to a maximum of three (3) minutes. Proposers of motions taken in common debate shall, subject to the discretion of the Conference chairperson, have the right of reply but only in respect of the motion proposed by her/him and the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. When the chairperson is satisfied that sufficient time has been allowed for debate, each motion and/or amendment shall be voted on separately in accordance with the relevant Standing Orders Committee report.
9. Amendments to amendments may not be moved, even under the terms of Rules 16(ix) and 20(ix) of the constitution.

<sup>1</sup>*In accordance with Rules 15(ii) and 19(iii) and with the exception of the casting vote of the Conference chairperson, only delegates may vote at Conference.*

## ***General standing orders for Conference (continued)***

10. Except as otherwise provided, no member of Conference shall speak to a motion more than once. For the purpose of this standing order, an amendment to a motion and a motion which has been amended shall each be considered to be a new motion.
11. Subject to the discretion of the Conference chairperson, the proposer of a substantive motion, not in common debate, shall have a right to reply immediately before the motion is put to Conference, provided that opposition has been expressed or clarification has been requested. However, the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. The proposer of an amendment shall not have a right of reply.
12. The following types of motion may be moved at any time:
  - i. Motion to “refer to the Central or Divisional Executive Committee.” The chairperson of Conference will then ask the proposer of the motion or amendment if s/he agrees. If not, there will be a short debate on the motion to refer, before Conference decides the issue by voting. If the motion to refer is defeated, the original debate will continue.
  - ii. Motion “that the question be now put.” This motion may only be put to Conference if the chairperson is satisfied that a reasonable amount of time for debate has been allowed. If the chairperson is so satisfied, the motion shall be put without discussion.
  - iii. Motion “that Conference proceeds to next business.” After this motion has been moved the proposer of the motion/amendment under discussion has the right to speak briefly against the procedural motion, which shall then be put without further discussion. If it is defeated, debate shall continue on the original motion/amendment.
  - iv. Motion to “suspend standing orders.” Such a motion shall state the purpose and period of time for which standing orders shall be suspended. This procedural motion must be passed by three-quarters of the delegates present and voting to be adopted.
13. If two or more members of Conference wish to speak, the chairperson will call on the members whom s/he first observes, except that when a member of the Standing Orders Committee rises, s/he shall be the next to speak.
14. If, in the opinion of the chairperson, grave disorder has arisen, s/he may at her/his discretion, adjourn the meeting for a specified time.
15. Mobile phones may not be used in the Conference Hall while Conference is in session.
16. No literature, other than Conference documents - agenda, minutes and reports - may be circulated in the Conference Hall without the express advance approval of Conference by a simple majority of delegates present and voting.

# Procedures to be applied in the counting of votes in elections held at union and divisional Conferences, as approved by the union Conference 1998

1. The total number of ballot papers shall be counted and spoiled ballot papers set aside - a paper shall be considered spoiled if it does not clearly indicate a first preference by the insertion of a "1", "/" or "X" for one candidate only. All ballot papers shall be given a value of 1,000.
2. All valid (unspoiled) papers shall be arranged in parcels according to the first preferences for each candidate and the value of each parcel shall be calculated.
3. The quota required to elect a candidate shall be calculated by dividing the total of the values of valid papers by a number exceeding by one the number of places to be filled and by adding one to the result, ignoring any fraction.
4. Any candidate who exceeds this quota, at this or any subsequent stage, shall be elected and the count shall conclude when all places have been so filled or when the number of remaining candidates equals the number of places left to be filled, which candidates shall then be elected.
5. Except when a surplus (excess of the value of a candidate over the quota) is to be distributed, the count shall proceed by the successive elimination of the lowest candidate and the distribution of that candidate's next available preferences. Where two or more candidates are lowest and have equal values, the candidate to be eliminated shall be the candidate who received least first preference votes. Where two or more such candidates received the same number of first preference votes, the candidate to be eliminated shall be the candidate whose value was least at the first count at which they were unequal. If there was no such count, the determination of the candidate to be eliminated shall be by lot. The lowest two or more candidates may be eliminated in one operation when their total together with the total of the undistributed surpluses of elected candidates do not exceed the value of the next highest candidate.
6. A surplus shall be distributed when the total of the undistributed surpluses of elected candidates exceeds the difference between the values of the two lowest candidates, in which case the largest surplus shall be distributed. Where two or more candidates have equal surpluses that are the largest, the surplus to be distributed shall be that which arose on the earliest count. Where two or more such surpluses arose on the same count, the surplus to be distributed shall be that of the candidate who received most first preference votes. Where two or more such candidates received the same number of first preference votes, the surplus to be distributed shall be that of the candidate whose value was greatest at the first count at which they were unequal. If there was no such count, the determination of the surplus to be distributed shall be by lot.
7. A surplus which arises on a first count shall be distributed by allocating each paper of the elected candidate to the remaining candidate next in order of preference in an uninterrupted sequence commencing with "1" and ending with the number inserted for that candidate, having multiplied the value of each paper by the ratio of the surplus to the total value of the elected candidate. A paper shall be non transferable if there is no such candidate.

A surplus which arises as a result of a transfer shall be similarly distributed having multiplied the value of each paper in that transfer by the ratio of the surplus to the total value of the papers in that transfer.

# Standing Orders Committee Report No.1

## 1. Motions received

Seventy-four (74) motions were received by the deadline. Two (2) motions were subsequently withdrawn by their branch (and do not appear on this agenda). One (1) is deemed out of order see 2 below. The remaining seventy-one (71) are included on the preliminary agenda attached. No motions were received late.

## 2. Motions considered to be out of order

Motion 72 is considered to be out of order for the following reason:

In accordance with the Instrument of Amalgamation, Article 7(iii), Divisional Conferences may not consider matters provided that conflict with policy as previously determined by the Union Conference. Conference 2014 and 2016 determined the union position on this issue, and Motion 72 seeks to change this, contrary to the provisions of the Instrument of Amalgamation.

## 3. Motions appropriate to Divisional Conference

In accordance with the Instrument of Amalgamation, Article 7(iii), and until otherwise determined by the Union Conference, each Divisional Conference shall determine policy on pay, conditions and other matters affecting only the members in the Division. However, Divisional Conferences may also consider other matters provided that they are not matters which are of sole concern to the members of another Division or which conflict with policy as previously determined by the Union Conference. Decisions of Divisional Conference in relation to such matters have the status of recommendations to the Central Executive who shall decide on any action to be taken.

Where a motion covers a matter that has, or could have, both divisional and central (ie more than one division) dimensions, it is recommended that unless the substance or text of that motion clearly requires otherwise, it should be presumed that it is intended by the proposers as a matter for action at divisional and not at central level within the union. As such, motions in this category would not be deemed to fall into the category of Article 7(ii) above as advice to the CEC. However, such motions cannot be portrayed as deciding anything other than divisional policy on the issues covered.

SOC Report No.2 will identify motions, which if carried, have the status of recommendations to the CEC.

## 4. Standing Orders Committee

The Standing Orders Committee for the Local Government and Local Services Divisional Conference is Kathryn Collins, Rose Marie Conroy, Anna Farrell, Tom O' Connor, and Finbar Meehan.

Branches and Divisional Executives who have queries or who wish to seek changes to standing orders or SOC reports are asked to contact the SOC as soon as possible, preferably before Conference. The SOC will also be available in the conference hotel to branches from 2.00pm to 3.15pm on the opening day of the divisional conference.

# Standing Orders Committee Report No.2

This report is a consolidated report including Standing Orders Committee Report No.1

## 1. **Conference timetable**

The foregoing timetable for conference is recommended.

## 2. **General standing orders**

The foregoing General Standing Orders are recommended.

## 3. **Motions received**

Seventy-four (74) motions were received by the deadline and are included on the preliminary agenda attached. No motions were received late.

## 4. **Motions considered to be out of order**

Motion 72 is considered to be out of order for the following reason

In accordance with the Instrument of Amalgamation, Article 7(iii), Divisional Conferences may not consider matters provided that conflict with policy as previously determined by the Union Conference. Conference 2014 and 2016 determined the union position on this issue, and Motion 72 seeks to change this, contrary to the provisions of the Instrument of Amalgamation.

## 5. **Amendments received**

Four (4) amendments were received on time and are included on the agenda. No amendments were received late.

## 6. **Composite motions/amendments**

There are no proposed composite motions.

## 7. **Advisory motions**

In accordance with the Instrument of Amalgamation, Article 7(ii), and until otherwise determined by the Union Conference, each Divisional Conference shall determine policy on pay, conditions and other matters affecting only the members in the Division. However, Divisional Conferences may also consider other matters provided that they are not matters which are of sole concern to the members of another Division or which conflict with policy as previously determined by the Union Conference. Decisions of Divisional Conference in relation to such matters have the status of recommendations to the Central Executive who shall decide on any action to be taken.

Where a motion covers a matter that has, or could have, both divisional and central (ie more than one division) dimensions, it is recommended that unless the substance or text of that motion clearly requires otherwise, it should be presumed that it is intended by the proposers as a matter for action at divisional and not at central level within the union. As such, motions in this category would not be deemed to fall into the category of Article 7(ii) above as advice to the CEC. However, such motions cannot be portrayed as deciding anything other than divisional policy on the issues covered. As such, it is recommended that Motions 1, 3, 4, 5, 12, 13, 58, 59, 60, 70, and 71 will, if carried, have the status of recommendations to the CEC. Article 7(ii) of the LGPSU/UPTCS Instrument of Amalgamation refers.

## **8. Common debates**

It is recommended that the following motions are taken in common debate:

Motions 1, 2, 3, 4 and 5

Motions 6, 7, 8, 9, 10, and 11

Motions 12 and 13

Motions 14, 15, 16, 17, 18, 19, 20, 21 and amendment, 22 and 25

Motions 27, 28 and amendment, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39 and 40

Motions 41, 42, 43, 44 and 45

Motions 48 and 49

Motions 50 and 51

Motions 52, 53 and 54

Motions 56 and amendment, 57 and 58

Motions 61 and 62.

## **9. Guillotined motions**

These will be taken during conference at the end of other sections if time permits, with the balance, if any, of guillotined motions being taken at the end of conference.

It is recommended that guillotined motions be taken in the order they were guillotined, with all guillotined motions in a section being completed before moving to the next set of guillotined motions.

## **10. Emergency motions**

Branches are asked to advise the SOC of any emergency motions as soon as possible so that these might be included in a Standing Orders Committee report to conference.

## **11. Withdrawal of motions**

Branches are asked to advise the SOC of any motions that they wish to withdraw so that these can be included in a Standing Orders Committee Report to conference (see form on back of agenda).

## **12. Distinguished service awards**

Any Distinguished service awards will be presented at the conference session on Wednesday night 10th May.

## **13. Officer elections and votes**

Elections will commence on the morning of Thursday 11th May at conference at 10.45am. Details will be advised to conference by the SOC.

It is recommended that Gerry Foley, SOC, be appointed as returning officer. It is recommended that conference appoints at least six scrutineers to count ballot papers.

## **14. Conference votes**

It is recommended that conference appoints at least eight tellers to count any votes at conference.

## **15. SOC and queries**

Branches and divisional executives who have queries or who wish to seek changes to standing orders or SOC reports are asked to contact the SOC as soon as possible, preferably before Conference. The SOC will also be available in the conference hotel to branches\* from 14.00 to 15.15 on the opening day of the divisional conference.

## **16. Standing Orders Committee**

The Standing Orders Committee for the Local Government and Local Services Divisional Conference is Kathryn Collins, Rosemarie Conroy, Anna Farrell, Tom O'Connor and Finbar Meehan.

*\*Principal delegates only*

# Nominations for election

	Name	Nominated by
<b>Cathaoirleach/Chairperson</b>	Sean Reid	Cavan, Clare, Donegal, Dublin City, Dun Laoghaire/Rathdown, Galway, Leitrim, Longford, Mayo, Offaly, Sligo, South Dublin, Wicklow
<b>Leas Cathaoirleach/Vice-Chairperson</b>	Gerry Quigley	Donegal, Dublin City, Dun Laoghaire/Rathdown, Galway, Leitrim, Longford, Offaly, South Dublin
<b>Divisional Executive Member</b>	Karen Boyle	Clare, Donegal, Dublin City, Galway, Leitrim, Longford, Offaly
	Tom Browne	Clare, Donegal, Dublin City, Galway, Leitrim, Longford, Offaly
	Declan Connolly	Cork
	Pat Considine	Clare
	Julie Flood	Dublin City, South Dublin
	Michael Hand	Cavan, Dublin City, Leitrim, Longford
	Finbarr Keaney	Cavan, Dublin City, Leitrim, Longford, Sligo
	Ray Kennedy	Dublin City, Offaly
	Padraig McGivney	Cavan, Leitrim
	Ann Marie Maher	Laois
	Orla Murrin	Leitrim, Sligo
	Vincent Savage	Tipperary
	Susan Sherin	Dublin City, Kerry
	Seamus Smith	Dublin City, Kerry
	Noel Stacey	Wexford
	Catherine White	Dublin City, Dun Laoghaire/Rathdown, South Dublin
	Michael Whymys	Dublin City, Dun Laoghaire/Rathdown, Fingal, South Dublin
<b>Third Divisional Representative on CEC</b>	Tom Browne	Clare, Dublin City, Galway, Leitrim, Longford, Offaly
<b>Standing Orders Committee</b>	Kathryn Collins	Cork
	Rose Marie Conroy	Fingal
	Lyn McGrath	Dublin City

# Motions

## Pay, national agreements and hours of work

### Motion 1 - Dun Laoghaire/Rathdown Branch

That this Conference recommends that IMPACT insist on a full and immediate rescinding of FEMPI legislation as the emergency has passed thanks to the draconian costs and levies imposed on the public sector. Aspects of FEMPI were implemented immediately so it's only appropriate that they should be removed immediately.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 2 - Dublin City Branch

That this conference calls on IMPACT through its Local Government Division to ensure that management live up its responsibilities and obligations under all the public service agreements. Failure by management to honour the PSAs should be met by a default position of non-cooperation and consideration of a protective rule 25 ballot.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 3 - Leitrim Branch

That this conference mandates the union, in any forthcoming negotiations, to seek to reverse and remove the additional unpaid hours forced on members in this division as a consequence of the HRA and LRA agreements.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 4 - Cork Branch

The Cork Branch calls on IMPACT's Local Government and Local Services Divisional Executive Committee to use its influence in the forthcoming pay talks to set the following objectives as non-negotiable demands. These are:

- Immediate unwinding of the FEMPI legislation, which unfairly targets public sector workers;
- The restoration of the principle of 'equal pay for equal work' so that all new and recently appointed employees in the public sector enjoy the same terms and conditions as existing employees;
- The securing of a pay increase that is commensurate with the recent pay increases that have been secured by the Gardai
- The protection of public service pensions
- The protection of public services from further outsourcing and privatisation.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 5 - Cork Branch

The Cork Branch calls on IMPACT's Local Government and Local Services Divisional Executive Committee to negotiate a substantial reduction in the pension levy for public servants in the next national pay agreement that will succeed the Lansdowne Road Agreement. Public servants have seen reduction in their pay since FEMPI was introduced. While we have seen a reduction in the pension levy payable by public servants under the LRA, we feel that negotiations on the next national pay agreement should include a further substantial reduction in the levy. This levy is an additional tax on public servants.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐



## Housing, homelessness and property tax

### Motion 6 - Divisional Executive Committee

That this conference condemns the failure of successive governments and local authorities to directly supply local authority housing in order to respond to the housing crisis.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 7 - Laois Branch

Call on conference to support the motion that the incoming DEC seek appropriate staffing levels to deal with homelessness both in the interest of the safety of our members and the dignity of the clients.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 8 - Donegal Branch

That Conference acknowledges the work and support of the Divisional Executive Council in ensuring that the outsourcing of the housing assistance payments to an external services provider didn't proceed and thereby forcing Government to use an in-house shared service model instead and Donegal Local Government Branch now calls on IMPACT to continue to protect all the services provided by local government.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 9 - Donegal Branch

That IMPACT trade union calls on the Government to prioritise and strengthen the role of local authorities in providing social housing services to ensure that responsibility for social housing remains within the public service and is not transferred to unaccountable private bodies.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 10 - Dublin City Branch

That this conference calls on IMPACT through its Local Government Division to work to ensure the issue of addressing homelessness remains at the top of the union's agenda.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 11 - Donegal Branch

That this Conference calls on the Department of Housing, Planning, Community and Local Government to review the measures in place within local authorities to deal with rural homelessness and provide the necessary resources to address the issue in a meaningful way.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 12 - Dublin City Branch

That this conference calls on IMPACT through its Local Government Division to seek a review of the effect of the local property tax in terms of its effectiveness as a funding stream for local government.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 13 - Dun Laoghaire/Rathdown Branch

In light of the housing crisis, and in particular for those who are in private rented accommodation, that this Conference agrees that IMPACT should negotiate with Government to overturn the decision to cease the rent tax credit in 2017 and to have this tax credit restored and continued.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## Libraries

### Motion 14 - Clare Branch

That this conference opposes the introduction of the staffless “open libraries” project and is in favour of library services staffed by appropriate levels of both professionally qualified and regular staff. This Conference mandates the Divisional Executive Committee and IMPACT staff to work to ensure that the professional and experiential requirements and grade parity with other local government staff are not further diluted by Government on the recommendation of the Minister for Local Government and his agents, the Local Government Management Agency.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 15 - Clare Branch

This conference, in the context of protecting the physical health and wellbeing of its members, mandates the Divisional Executive Committee to oppose the un-negotiated introduction of the staffless “open libraries” system due to the seeming non-recognition of health and safety legislation in the development of this plan and its implementation.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 16 - Clare Branch

That this conference mandates the Divisional Executive Committee to oppose the introduction of the non-negotiated “open libraries” staffless system on the grounds of staff liability under the child protection provisions of the Department of Children and Youth Affairs policy document: “Ensuring The Safety & Welfare of Children/Young People: Child Protection Policy and Code of Behavior for working with children/young people July 2011.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 17 - Laois Branch

That this AGM calls on the Local Government Divisional Executive Committee to issue a public statement denouncing the standard of the LGMA report on the staffless library pilot which was misleading and contained false information. That IMPACT call for a full and independent review of the pilot scheme into staffless libraries with extended parameters.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 18 - Laois Branch

That IMPACT immediately engages in a nationwide campaign to raise awareness regarding the issues of staffless libraries, which are unsafe and do not provide equal access.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 19 - Laois Branch

That IMPACT immediately engages in a nationwide campaign to raise awareness of the sustained attack which is being unilaterally undertaken by the LGMA and management across a range of issues regarding the public library service, staffless libraries, national library management system, staffing levels, changes in qualification requirements and diversion of funding to outsourced companies - security and couriers.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 20 - Laois Branch

That this AGM calls on the Local Government Divisional Executive Committee to obtain a definitive answer to the question as to whether funding for new and refurbished libraries will be withheld for specific projects in which a council decides against the implementation of the staffless libraries initiative or will those councils who decide not to have staffless libraries be discriminated against.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## **Motion 21 - Donegal Branch**

This Conference calls on IMPACT to continue to oppose proposals to provide staffless libraries.

### ***Amendment to motion 21 - Dublin City Branch***

Insert after “libraries” “and to seek a review of the sierra library management system which could lead to staff displacements”.

#### ***Proposed amended motion to read:***

This Conference calls on IMPACT to continue to oppose proposals to provide staffless libraries and to seek a review of the sierra library management system which could lead to staff displacements.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## **Motion 22 - Cork Branch**

The Cork branch calls on IMPACT's Local Government and Local Services Divisional Executive Committee to seek written clarification from the LGMA and the Minister for Housing, Planning, Community and Local Government to omissions from their report into the 'open library' pilot scheme. These omissions relate to breaches and resultant penalties to the use of 'open libraries' as given to Offaly County Council under a freedom of information request and as reported by the Galway Independent on Wednesday 16th November 2016. The results of the freedom of information request are contrary to the report on the pilot scheme thus rendering the report flawed and any decisions made with respect to the future rollout of the project that were based thereon ill advised.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## **Motion 23 - Dun Laoghaire/Rathdown Branch**

That this Conference opposes and will resist any attempt to create an amalgamated national library authority to replace existing library authorities.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### ***Amendment to motion 23 - Dublin City Branch***

Insert after last word of motion, “Conference notes that the introduction of the costly and ill thought out sierra library management system brings a national library authority a step closer”.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

#### **Proposed Amended Motion to read:**

That this Conference opposes and will resist any attempt to create an amalgamated national library authority to replace existing library authorities. Conference notes that the introduction of the costly and ill thought out sierra library management system brings a national library authority a step closer.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## **Motion 24 - Dun Laoghaire/Rathdown Branch**

That this Conference considers the Libraries Development Unit of the LGMA as an unsatisfactory replacement for the National Library Council.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## **Motion 25 - Limerick Branch**

The Limerick Branch seeks your support for all library staff members in their effort to maintain staffed libraries.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## Irish water: service level agreement

### Motion 26 - Dublin City Branch

That this conference calls on IMPACT Local Government Division to ensure that IMPACT members' terms and conditions are upheld and defended in local authority water service SLAs and Irish Water.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## Career progression (promotions/qualifications)

### Motion 27 - Divisional Executive Committee

That this conference condemns recent moves by the Department of Housing, Planning, Community and Local Government and the local government employers to alter unilaterally the qualifications for an array of administrative, technical, professional and library posts.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 28 - Divisional Executive Committee

That this Conference condemns attempts by local government employers to erode promotional opportunities for local government workers. The Conference notes the endorsement of industrial action by members on the matter and urges the Local Government and Local Services Division to ensure that the fields of competition for promotional posts are consistent with other sections of the public service.

### ***Amendment to motion 28 - Carlow Branch***

Delete "fields of competition" and replace with "common recruitment pool".

Delete "consistent with other sections of the public service" and replace with "retained and/or altered through the acceptance of members through ballot".

### ***Proposed amended motion to read:***

That this Conference condemns attempts by local government employers to erode promotional opportunities for local government workers. The Conference notes the endorsement of industrial action by members on the matter and urges the Local Government and Local Services Division to ensure that the common recruitment pool for promotional posts are retained and/or altered through the acceptance of members through ballot.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 29 - Cork Branch

The Cork Branch calls on IMPACT's Local Government and Local Services Divisional Committee to respond in the strongest fashion to the latest attempt by the LGMA to remove the remaining avenues for promotional opportunities for local government staff. This attempt is just the latest in a series by the LGMA to seriously weaken the terms and conditions of existing staff. The LGMA have in recent years been in the vanguard of an attack on local government employees. These attacks have included:

- the current attempt to remove the 'confined pool' as a fundamental element of the promotions system for local authority staff;
- the introduction of staffless libraries;
- the stripping of functions from the majority of local authorities and their re-allocation to a small number of local authorities, which are classified as lead providers;
- the imposition of rigid manpower numbers for each local authority, which has seen the sector lose 25% of its staff since 2008, which has contributed to the demand for outsourcing of services and the loss of a grade structure for local authority staff.

It is time that IMPACT takes on the LGMA in the strongest possible manner and resists these attacks on local government and the terms and conditions of our members.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 30 - Longford Branch**

We call on the incoming executive to generate an awareness campaign across all IMPACT representative grades to ensure that due diligence takes place when positions are advertised. We have seen far too many times that management have unilaterally changed the required qualifications without agreement and these may only be noticed after the position has been filled. In order to be proactive in ensuring that only the nationally agreed qualifications are a requirement for the advertised position it is important that this awareness is generated in order to ensure that IMPACT can object in a timely fashion.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 31 - Wexford Branch**

That this union seeks to have psychometric testing at SEO and higher levels removed as such tests are biased against older members in terms of equality in that imperically they are discriminated as the tests require speed and very strong mental agility, such quality tends to reduce in older people.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 32 - Wexford Branch**

That this Union calls on the PAS when conducting their tests etc, that the dignity of candidates is paramount in terms of proper facilities such as desk space, rough work paper, working computers etc, and that results are checked and rechecked before candidates results are released.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 33 - Wexford Branch**

That this Union notes the ongoing specialisation of posts within the local government sector which continues to reduce the promotional outlets for grades 4 to 7 generalist posts so that a certain number of posts are left without specialisation to ensure a reasonable prospect of long term promotion for such members.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 34 - Dublin City Branch**

That this conference calls on IMPACT through its Local Government Division to ensure that any changes in job qualifications or eligibility are negotiated with the union.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 35 - Dublin City Branch**

That this conference calls on IMPACT through its Local Government Division to reaffirm its opposition to grade drift and that no member of IMPACT should do work above their grade without the appropriate remuneration.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 36 - Dublin City Branch**

That this conference calls on IMPACT through its Local Government Division to protect IMPACT technical grades, their function, numbers and future structure across their employments.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 37 - Clare Branch**

This conference mandates the DEC and IMPACT staff to work to ensure uniformity of responsibility and of duties across the local government sector. This should be in line with the Labour Court's ruling with regard to technicians duties and grading and the drawing of job specifications regarding same.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 38 - Longford Branch**

We call on the incoming executive to seek discussions nationally on the anomalies that exist across the local authorities in relation to national posts such as environmental awareness officers (EAO's). Historically when agreeing to the formation of new national projects or national posts each local authority is given the anonymity to decide on the appropriate grade. The implications of this has seen for example EAO's graded as staff officer in one local authority and in a bordering local authority graded as a senior staff officer, even though the role and responsibilities are identical. Another example of this would be the recently implemented HAP scheme with the grading structuring varying from clerical officer to staff officer.

Delegates we are seeking that agreement is reached on the appropriate structure to be implemented before national programmes are rolled out thus eliminating any ad hoc arrangements, this motion is also asking that where these anomalies exist that a review is carried and a process to address these anomalies is agreed.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 39 - Wicklow Branch**

We call on the division to ensure that jobs/professions in the local authority sector, that are viewed as outside the mainstream, a proper job description, remuneration and career path are put in place.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 40 - South Dublin Branch**

That this conference address the anomaly where members, following competition within the public sector, accept promotion or transfer to a grade below their existing grade are treated as new entrants. They are not afforded the same treatment as colleagues who are promoted within their current employer for salary purposes. We feel this is unfair and unacceptable. We ask that Impact take all necessary steps to rectify the matter and ensure all members are treated equally. We ask conference to support the motion.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## **Job evaluation**

### **Motion 41 - Donegal Branch**

That this conference directs the Local Government and Local Services Divisional Executive to seek to incorporate a job evaluation scheme into the local government sectoral arrangements of the successor to the current national agreement.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 42 - Wexford Branch**

That this Union continues to press for a local government job evaluation scheme.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 43 - Limerick Branch**

That this Conference requests that the IMPACT Local Government and Local Services Division negotiate and agree the implementation of a job evaluation scheme for clerical/administrative and other grades in the local government sector.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 44 - Dublin City Branch**

That this conference calls on IMPACT through its Local Government Division to negotiate a job evaluation scheme with management. Such a scheme would protect against grade drift and the pushing down on work onto lower grades.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 45 - Wicklow Branch**

We call on the division to consider scoping and engaging with relevant management and unions to introduce a job evaluation scheme into the local authority sector similar to that in the health sector.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## **Equality**

### **Motion 46 - Dun Laoghaire/Rathdown Branch**

This Conference directs the Divisional Executive to investigate the possibility of the establishment of nationally agreed schemes and procedures to encourage and facilitate the recruitment and continued employment of people with disabilities in the local government sector.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 47 - Divisional Executive Committee**

That this conference notes with concern the erosion of real family friendly policies in the local government sector and calls on IMPACT's Local Government and Local Services Division to initiate a nationwide campaign to maintain and improve such policies.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐



## Flexitime

### Motion 48 - Laois Branch

We call on incoming Divisional Executive to seek the commencement of discussions with the LGMA for the introduction of a flexitime scheme for our members in the local authorities similar to that achieved by our colleagues in the civil service.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 49 - Dun Laoghaire/Rathdown Branch

This Conference notes that a pilot scheme, established in the civil service under the terms of the Lansdowne Road Agreement, restored access to more than one day's flexi leave per period. This Conference further notes that following the completion of the pilot, this has now been restored within that sector.

Accordingly, this Conference directs the Divisional Executive to pursue the restoration of any more favourable aspects to flexi schemes that were restricted under section 3.18 of the Haddington Road Agreement, in particular access to leave under the scheme and the range of staff eligible to avail of the flexi scheme.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Other conditions of service

### Motion 50 - Wicklow Branch

That this Divisional Conference notes the hardship imposed on many members since 2014 through the halving of the periods of paid sick leave and seeks to have the reduction re-negotiated as soon as possible. Many members whose medical conditions may not fulfil the strict definition of 'critical illness' feel pressured to return to work too soon for financial reasons.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 51 - Donegal Branch

This Conference calls on IMPACT to seek to have additional sick leave provided to those who have suffered a critical illness so that after-care appointments can be attended without having to use annual leave.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 52 - Sligo Branch

We propose for this conference to call on IMPACT trade union Local Government Divisional Executive Committee to engage with Sligo local authorities and amend the travel and subsistence allowance policy part 6.0.(b)

"Having submitted a valid Certificate of Insurance to the Finance Department where either a general indemnity to the Policy Holder's Employers OR a specific indemnity covering Local Government is contained within

To

"Officers who are required to pay higher premiums to effect insurance cover for their own cars because they are travelling on official business may be refunded, on the production of the necessary receipts, the extra expenditure involved."

With the increase of car insurance premiums, it is not fair for our members to have to pay extra for local authorities indemnity or a higher insurance class (demanded by some insurers). This is an unsustainable situation where workers have to pay to be allowed to do work. The mileage allowance is to cover mileage and car maintenance only.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 53 - Sligo Branch

We propose for this conference to call the IMPACT Local Government Divisional Executive Committee to engage with local authorities and request that, should a local authority employee using her/his own car to travel on official business for the employer, get involved in a car accident that she/he is not liable for, the local authority will indemnify/refund any loss of no claims bonus that may occur from this.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### **Motion 54 - Cork Branch**

The Cork Branch calls on IMPACT's Local Government and Local Services Divisional Executive Committee to seek to have the local government/civil service mileage rates revised upwards to take into account recent increases in motor insurance costs.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 55 - Donegal Branch**

This Conference calls on IMPACT to lobby the LGMA to amend the parental leave scheme so that arrangements can be put in place for payment of wages to be spread out over the year in line with the shorter working year.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 56 - Wexford Branch**

That this union take immediate steps to ensure that employers cease the practice of hour for hour overtime arrangements.

Following the implementation of FEMPI overtime payments ceased within many employments within the public sector. However the need for out of hours working increased, along with the additional workload placed upon our members. Whilst IMPACT members reacted to this situation responsibly, employers have taken advantage of the goodwill shown to them and situations such as emergency cover over the Christmas period, weekend call outs etc, extra work such as rent reviews, tri-annual assessment of housing needs etc necessitated members to work over and above their working week, the reward was flat rate time in lieu. This practice completely undermines the principle of premium rates for hours worked that encroach on an individual's personal time. There is ample flexibility for reasonable extra hours available to the employers through the flexi-clock system which effectively increases the hours worked at flat rate to nine hours per day-giving a leeway to employers of almost eight hours per week before premium rates become applicable.

Whilst realising that this may not be an issue for all members, I believe that it is a very important issue insofar as it erodes a hard fought for trades union principle. Overtime is not, and never was a method of earning extra money. It was designed to compensate workers who were required to work hours which encroached on their valuable family time. The premium payment system also encouraged employers through economic sense to employ more people rather than utilise expensive overtime payments to complete projects.

### ***Amendment to motion 56 - Divisional Executive Committee***

Delete the paragraphs from "Following the implementation" to "complete projects".

### ***Proposed amended motion to read:***

That this union take immediate steps to ensure that employers cease the practice of hour for hour overtime arrangements.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 57 - Limerick Branch**

That this Conference request that IMPACT negotiate revised overtime arrangements in any new public sector agreement as the current overtime arrangements do not adequately remunerate staff who agree to work overtime for their employer.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐



### **Motion 58 - Wexford Branch**

That this Union pursue the re-instatement of travel and subsistence to the levels in force prior to the introduction of FEMPI.

Following the implementation of FEMPI, there was an across the board reduction of 25% in travel and subsistence payments. In that time, fuel and insurance costs have risen and in many cases, the current payments are not sufficient to cover the cost of keeping a car on the road for work purposes. It should be recognised by IMPACT that some member's contract of employment stipulates the use of a car to carry out their duties. Furthermore, the cost of Class1 or Class 2 is an additional burden on members, and the requirement for provision of this cover limits our members in obtaining more competitive quotes. Members who are required through their contract of employment to have a vehicle available to them as part of their contract of employment should not bear a financial burden for this and when fuel, insurance more frequent maintenance due to higher mileage, and depreciation in value of a vehicle, are all considered, current rates are not sufficient to adequately recompense members for their work related expenditure.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 59 - Wexford Branch**

That this Union seek to ensure that the link between salaries and incomes of pensioners within the service are strengthened and preserved.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 60 - Wexford Branch**

That this Union seeks to improve the income of employees into the future for those who return to the workforce having left to rear their families by seeking better old age pension criteria so that such persons are not discriminated against in having reared their families and then return to the workforce.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 61 - Dun Laoghaire/Rathdown Branch**

This Conference welcomes the recent success of the civil service division of IMPACT in securing improved access to bereavement leave. This Conference directs the Local Government Divisional Executive to pursue access to similar arrangements for local government staff.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 62 - Leitrim Branch**

That this conference mandates the Union seek an improvement in the compassionate leave afforded to members in this division to that comparable to the recently revised scheme in the civil service.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 63 - Wicklow Branch**

We call on the division to address the lack of an appeal mechanism beyond the employers, for schemes such as job sharing and career break applications in the local authority sector.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 64 - Dublin City Branch**

That this conference calls on IMPACT through all its Local Government Division to campaign for the inclusion of post natal depression as part of the critical illness protocol.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 65 - Divisional Executive Committee**

That this conference calls on local government employers to proactively develop policies for wellbeing in the workplace.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### **Motion 66 - Dublin City Branch**

That this conference calls on IMPACT through its Local Government Division to ensure management honours its obligations under the information and consultation directive 2006.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## Miscellaneous

### Motion 67 - Dun Laoghaire/Rathdown Branch

That this Conference calls for support and help to all whistleblowers from all employers in our sector.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 68 - Waterford Branch

That IMPACT expresses its solidarity with the transport workers at Bus Éireann as they face in to the threat of an attempt by management to reduce their wages and conditions of employment. IMPACT should stand with the Bus Éireann workers in support of publicly run state transport services and against privatisation of public services.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 69 - Divisional Executive Committee

That this conference welcomes the joint guidelines on migration and strengthening anti-discrimination in local and regional government agreed between EPSU and CEMR. The conference further calls on the Local Government and Local Services Divisional Executive Committee to ensure that local government employers in Ireland promote the guidelines.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 70 - Divisional Executive Committee

That this conference calls on local government employers to take steps to ensure that local communities are protected from the adverse effects of Brexit.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

### Motion 71 - Dun Laoghaire/Rathdown Branch

That this Conference agrees that IMPACT should negotiate with Government to overturn the decision to cease the trade union subscription tax credit and to have this tax credit restored.

*Withdrawn* ☐ *Amended* ☐ *Carried* ☐ *Not Carried* ☐ *Remitted* ☐

## Motion out of order

### Motion 72 - Limerick Branch

The organiser's post should be funded completely from IMPACT HQ central funds, rather than being funded by local branch contributions.

# LOCAL GOV VERNMENT



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