

Local Government and Local Services Division

► Conference 2019



Agenda

Hotel Kilkenny, Kilkenny
8th-10th May 2019

FORSA

FORSA



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COVER PHOTO

Luke and Mark McLoughlin pictured at the Fórsa rally in Roscommon town last June, organised in protest at management's refusal to implement a flexi leave program in the council. Photo: Reg Gordon.

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Conference timetable

Wednesday 8th May

16.00	Opening of conference
16.05	Address by local dignitaries Appointment of scrutineers Appointment of tellers Adoption of general standing orders for conference Recommendations of Standing Orders Committee Election arrangements Chairperson's address
16.45	Distribution of ballot papers for chairperson election and standing orders committee. On completion of the chairperson election, papers will be distributed for the vice-chairperson elections.
16.55	Distinguished service awards presentations
17.05	Motions 7 to 15 Motions 16 to 18 Motions 19 to 21 Motions 72 to 73
18.30	Any unreached numbered motions
19.00	Close of conference

Thursday 10th May

09.30	Conference resumes
09.35	Address by Kevin Callinan, Senior General Secretary Designate Motions 1 to 4 Motions 5 to 6 Motions 22 to 35 Motions 36 to 38 Motions 39 to 43
12.30	Address by Daria Cibrario, Local and Regional Officer, Public Services International
13.00	Lunch
14.30	Motions 44 to 54
15.00	Motions 55 to 66
15.35	Motions 67 to 71
16.00	Address by Dr. Mary Murphy, Senior Lecturer, Maynooth University
16.30	Any unreached numbered motions
16.45	Close of conference

Friday 11th May

10.30	More Power To You campaign - panel debate
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General standing orders for conference

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 16(i) and 20(ii) of the equivalent grade committee representatives as defined in Rule 25(ii)(e) of the Constitution may address Conference.¹ 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 three (3) minutes when clarifying points or answering questions.

¹ In accordance with rule 20(iv) and with the exception of the casting vote of the conference chairperson, only delegates and members of the National Executive Committee may vote at conference.

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 17(ix) and 21(ix) of the constitution.
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 National Executive Committee 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.
17. No smoking or vaping is permitted in the conference premises.

Brief outline of proportional representation system as used for Fórsa NEC and DEC elections

There are various different electoral systems used in different countries and organisations to achieve what are considered in those areas to be democratic outcomes. The UK has the first past the post system in single seat constituencies where the person with the largest vote – even if well below 50% – gets elected. In France, there are often two rounds – the first to eliminate those other than the top two – and the second round where one candidate must get a majority to win. In Ireland, we have multi-seat constituencies with a system of proportional representation (PR) with transferable votes. This applies if your first (or second etc.) choice is not elected or is elected with a surplus of votes. The ‘left over’ votes are then transferred to other candidates of your choice. There are some differences between the PR system used for Dáil elections and those used for Seanad elections – where the Panel elections and University Seat elections use further variations of the PR system. Some years ago, the former IMPACT decided on a hybrid version close to the Seanad Panel election system where each vote is treated as being equal to 1,000 votes. CPSU and PSEU operated broadly equivalent arrangements. While the Fórsa system is designed specifically for NEC and DEC elections it can be used for elections at branch and other levels. Branches and vocational groups are, of course, free to use any of the other Oireachtas models of PR should they wish.

Ballot paper

In any election it is important that the ballot paper is accurate, with candidates listed in alphabetical order (by surname, then first name).

While the ballot paper may give instructions as to how to vote (eg mark, 1, 2, 3 etc. opposite each candidate in order of your choice), the ballot paper may not contain any advice or recommendation as to who to vote for.

All ballot papers should have security features. This applies especially where postal ballots are used or when voters have possession of ballot papers for a period before the vote. Security features could include a ‘punched’ watermark, different coloured ink/paper, signatures of returning officers and/or other features that make them difficult to reproduce.

The system of distribution of ballot papers must also ensure that only those eligible to vote receive ballot papers, and that nobody can receive more than one ballot paper. The ballot papers should be placed in a sealed box, which is stored safely until the count. Postal ballots received should be placed on arrival in the count centre in a sealed container. It is essential that the ballot paper cannot identify the voter.

Returning Officer

A Returning Officer, preferably agreed, should be appointed in every case as decisions may be required in relation to

- The validity of ballots
- The order of distribution of surpluses or
- The elimination of candidates or
- In relation to requests for recounts.

While the Returning Officer may be assisted by various scrutineers (vote counters), only the Returning Officer can make decisions. Everyone else is there to assist only.

Valid ballot papers

One of the first jobs of the Returning Officer is to identify any spoiled or invalid ballot papers. The latter includes ‘forgeries’ or any ballot paper that does not carry the security marks. All photocopies of ballot papers are considered to be invalid.

Spoiled votes are those where the ballot paper either does not contain any votes (but might include uncomplimentary remarks) or does not clearly indicate a preference (eg more than one candidate with the same preference or ‘X’ etc. marked against them). A ballot paper may be deemed valid for the first or second preferences but invalid for subsequent counts (eg ballot paper marked 1, 2, 3, 3, 3. This identifies the first two preferences but not subsequent preferences).

First count

All of the valid ballot papers are sorted into parcels according to first preference vote. Each ballot paper is given a value of 1,000.

The quota

The quota is calculated by adding all of the valid first preference votes and dividing that number by the number of places to be filled plus one (ignoring any fractions), and then by adding one to the result. For example, if the number of valid votes was 100,000 (100 votes at value of 1,000 each) and the number of seats to be filled was 4, the quota is 20,001 ie $[100,000 \div (4+1) + 1]$.

Once a candidate reaches or exceeds the quota, on the first or subsequent counts, that candidate is elected. It is not possible, using this quota system, for more candidates to be elected than the number of places to be filled.

Distribute or eliminate?

The biggest causes of confusion in the PR system are:

- To decide whether to distribute one or more surpluses or to eliminate the lowest candidate(s), and
- If a surplus is to be distributed, how to calculate this and which votes, physically, are transferred.

In one-seat elections, eg union president, treasurer, chairperson of division, this is easy. If one candidate exceeds the quota (50% plus 1 in this case) he/she is elected. If no candidate reaches the quota, then the candidate with the lowest number of votes is eliminated. More than one candidate may be eliminated at the same time; if for example, the total of the bottom two candidates does not exceed the votes of the next highest candidate.

In the single seat election, the lowest placed candidates are eliminated in order and their second preferences (or third preferences etc., if their second preference candidates are already eliminated) are transferred until one candidate either reaches the quota or only two candidates remain in the race. In the latter situation the candidate with the highest vote is deemed to be elected without reaching the quota. The ballot papers to be physically transferred in the case of eliminated candidates are the actual ballot papers showing the next highest preference. Where there is no remaining preference, then the vote is non-transferable.

However, where there is more than one position to be filled, the position becomes more complex.

In multi-seat elections (eg union vice president, 'ordinary' DEC members), the likelihood is that a number of candidates will exceed the quota on the first count. The surpluses in these cases may be very small in each case. The issue for the Returning Officer is to decide whether to eliminate one or more candidates or whether to distribute the surplus(es).

The Returning Officer will distribute the surplus(es) where the total value of all surpluses to be distributed exceeds the difference in votes between the lowest two candidates. This may alter the order of these lowest candidates and in particular the order in which they might be eliminated or moved up the list. The Returning Officer will distribute all surplus(es), (where available) before anybody is eliminated. When each surplus is distributed the lowest candidate will be eliminated.

The order in which surpluses are distributed is as follows:

- The greatest surplus is distributed first.
- If there are two or more surpluses that are equal the first to be distributed is the surplus that arose on the earliest count.
- Where this is also equal the surplus to be first distributed is that of the candidate with the highest first preferences.
- If all of these are still equal, the first surplus to be distributed is that of the candidate who was first ahead of the other candidate at the first count at which they were unequal.
- If there was no such count (eg first count surplus only to be distributed) then the Returning Officer shall decide by lot* which surplus to distribute first.

The order in which candidates are eliminated is as follows:

- The candidate with the lowest vote (total original and transferred) is first eliminated.
- Where two or more candidates equally have the lowest vote, the candidate who is first eliminated is that who received the lowest first preference votes.
- Where these are equal, the first candidate to be eliminated is that which was lowest at the first count at which they were unequal.
- Where these are equal (or cannot arise, as in the first count) the Returning Officer can exercise judgement based on a scrutiny of the preferences cast, however if the judgement of the Returning Officer is that they are still equal he/she shall decide by lot* which of them is to be eliminated first.

Where the votes of the lowest two or more candidates together with the total surpluses to be distributed does not exceed the votes of the next highest candidate, these may all be eliminated together.

*For the avoidance of any doubt "by lot" means a first preference paper of each equal candidate is placed in a hat and one is drawn out. The remaining paper (NOT the paper that has been drawn out) is the candidate to remain in the election.

Physical transfer of ballot papers

Where a surplus is to be distributed, the number of second preference (or next highest preference votes if the second preference is already elected or eliminated and so on) is calculated and the ballot papers are placed in bundles by reference to the second (or next highest preference vote as the case may be). Non-transferable votes (if such exists) are placed in a separate bundle. A ballot paper is non-transferable if it does not indicate a preference for a remaining candidate (eg there may not be any second or later preference indicated or any such candidate(s) may be already elected or eliminated).

The value of each bundle of votes is calculated by assigning a value to each vote by reference to the proportion of the surplus votes (of the elected candidate whose surplus is being distributed). These bundles (of ballot papers) with the 'adjusted' value written on the top are then physically transferred to the bundle of the appropriate candidate's first and any other transferred votes.

Where a candidate is eliminated their second preference votes (or remaining preferences as appropriate) are transferred to the remaining candidate who is named next highest on their list of preferences. Each of these transferred votes (if original votes or votes already valued at 1,000 from other eliminated candidates) is valued at 1,000 each, exactly the value as if they were first preference votes. This does not apply where the eliminated candidates' votes contain original and transferred "surplus" votes.

The value of each of the transferred "surplus" votes in this case is based on the value allocated at the time of the transfer. The other original votes and preference votes (but not those not containing "surplus" votes - see last paragraph) transferred from other eliminated candidates are valued at 1,000 each.

Elected without reaching the quota

Where at the end of any count the number of remaining candidates equals the number of vacancies remaining to be filled, they are deemed to be elected even if they have not reached the quota.

Where there is only one vacancy remaining and the highest placed candidate cannot be overtaken by any other remaining candidate (even if the next highest placed candidate were to receive the total value of any undistributed surpluses and the votes of all candidates to be eliminated) then that candidate is deemed to be elected.

Result sheet

The Returning Officer should complete the result sheet as the election proceeds showing:

- (1) The total number of votes cast.
- (2) The number of spoiled votes.
- (3) The total valid poll.
- (4) The number of seats to be filled.
- (5) The quota.
- (6) The list of candidates and their votes, showing transferred votes etc., at each count.

This result sheet should be made available to all candidates and everyone else with an interest in the outcome of the election eg a copy could be posted in the count centre, conference hall, etc. The Returning Officer will make the result sheet available to the candidates, and respond to any queries they may have, prior to making it available to others with an interest in the election.

Re-count

The conference election procedures do not specifically provide for re-counts.

However, the Returning Officer may at any time during the count require a re-count of some or all of the ballot papers if he/she has any reason to be concerned that an error may have been made.

There is no specific provision for candidates to seek a re-count either in part or in total. However, a Returning Officer would be required to have regard to any points made by candidates as to why a full or partial re-count should take place when deciding whether to order such a recount, eg if a clear error was spotted, where in the judgement of the Returning Officer the votes are close enough for any possible error to have a material effect on any outcome.

It would generally be useful to agree the timescale within which candidates could seek a re-count. This is required for very practical reasons, including that the conduct or outcome of later elections may be dependent on the outcome of the election in dispute, eg at union conference the vice president elections are not held until the presidential and treasurer election results are known. The security of the ballot papers is also an important factor if there were delays in holding a recount. As such, any requests for re-counts should preferably be made before the declaration of the results.

Fórsa conference election procedures

Rule 19 covers the divisional executive and its officers.

The election of the chairperson or cathaoirleach is straightforward. A standard PR STV election is conducted and the winner is elected.

Following that election, any candidates from the winner's constituency for the positions of vice-chairperson or leas-cathaoirleach are excluded from the election and any preferences voted for any such candidate move to the next preference. However there is a possibility that two candidates from the same constituency could be 'elected' in the vote for vice-chairpersons or leas-cathaoirleach. In that event, the last candidate elected from a constituency that has had a candidate already elected shall be replaced by the last eliminated candidate from a constituency that has not had a candidate elected.

If a vacancy subsequently arises in the office of chairperson or cathaoirleach, it shall be filled by the election by the DEC of a vice-chairperson or leas-cathaoirleach. In turn, the Divisional Executive shall elect a member of the Divisional Executive to fill that vacancy of a vice-chairperson or leas-cathaoirleach from the constituency of the original chairperson or cathaoirleach in order to fulfil the requirement regarding the three officers coming from different constituencies.

Rule 23 covers the National Executive and its officers. The president, treasurer and three vice-presidents must be from different divisions. For the purposes of this rule, the Local Government and Local Services Division, and the Municipal Employees' Division are combined.

The election of the president is straightforward. A standard PR STV election is conducted and the winner is elected. Following that election, any candidates from the president's constituency for the position of treasurer are excluded from the election and any preferences voted for any such candidate move to the next preference.

The election of the treasurer is also straightforward. A standard PR STV election is conducted and the winner is elected. Following that election, any candidates from the treasurer's and president's constituencies for the positions of vice-presidents are excluded from the election and any preferences voted for any candidates move to the next preference.

However there is a possibility that two or three candidates from the same constituency could be 'elected' in the vote for vice-president. In that event, the last candidate elected from a constituency that has had a candidate already elected shall be replaced by the last eliminated candidate from a constituency that has not had a candidate elected. In the event that this does not satisfy the rules, then the second last candidate from a constituency that has had a candidate already elected shall be replaced by the last eliminated candidate from a constituency that has not had a candidate elected.

When a vacancy arises in the office of president, it shall be filled by the senior vice-president.

When a vacancy arises in an office of vice-president, subject to the requirement that the president, treasurer and three vice-presidents must be from different divisions, the rule prescribes that it shall be filled by the person who, in the election held at the previous biennial meeting of the union conference, most closely failed to be elected, provided that, when there is no such person, the vacancy shall be filled by the election of a member by the National Executive.

April 2019

Standing Orders Committee

Civil Service Division

Siobhan Daly
Helen Lundy

Education Division

Eileen Coman
Maggie Ryan

Health and Welfare Division

Gerry Foley
Gina McDonald

Local Government and Local Services Division

Kathryn Collins
Rosemarie Conroy

Municipal Employees' Division

James Cole
Tom Kavanagh

Services and Enterprises Division

Teresa Kearns
Anna Farrell

Standing Orders Committee Report No.2

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

1. Motions and nominations received

Seventy-five (75) motions were received by the deadline and seventy-three (73) are included on the final agenda. All nominations received in time are set out elsewhere in this conference booklet for your information. Some motions were received late and are not recommended for the final agenda. These are set out in appendix 2 below.

2. Motions considered to be out of order

Two motions were considered to be out of order, as such, at this stage. However numbered motion 74 was considered by the SOC to be out of order as it directs members of the NEC elected to represent all the members of the union on how to vote on an issue. Motion 75 was also considered by the SOC to be out of order as it would require a rule change amendment to enact. The SOC has adjusted the union terminology in some motions to make them in order.

3. Amendments received

A total of four (4) amendments were received by the deadline as set out in rule. No amendments were received late.

4. Amendments considered out of order

The amendment to motion 74 has been deemed to be out of order by the SOC. It seeks to amend an already out of order motion and an out of order motion cannot be amended back into order. A further amendment to motion 75 (another out of order motion) was received, again an out of order motion cannot be amended back into order.

5. Advisory motions

In accordance with the rule, and until otherwise determined by national 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 National 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 advice to the NEC. However, such motions cannot be portrayed as deciding anything other than divisional policy on the issues covered.

6. Common debates

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

Motions 2 and 3

Motions 8, 9, 10, 11, 12, 13, 14 and 15

Motions 20 and 21

Motions 27 and 28

Motions 41 and 42

Motions 46 and 47

Motions 50, 51, 52, 53 and 54

Motions 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65 and 66.

General Standing Orders No.8 provides that the SOC may produce a composite or comprehensive motion where several motions or amendments submitted deal with the same topic. A composite motion is where the main items in the motions on the same topic are combined within it, while a comprehensive motion is one that is fully inclusive of all of the separate elements of each motion on the same topic. In general, the SOC tries to use the text of an actual motion submitted as the text for a composite motion rather than to draft a separate text.

7. 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.

8. Standing orders committee

The standing orders committee for the Local Government Conference is Rosemarie Conroy and Kathryn Collins. However, these will be assisted by other members of the national SOC as necessary at the divisional conference. The names of the 12 SOC members are set out elsewhere in this document.

9. Brief outline of proportional representation system as used for Fórsa elections

The SOC is recommending to all conferences that this document be formally adopted as part of SOC report No.2.

10. Withdrawal/remission of motions

The SOC has been advised by the Cork Health & Local Government Branch that motion 41 is being withdrawn. Otherwise it has not been made aware, at the time of drafting this report, of any proposing branches seeking or agreeing to the withdrawal or remission of any of the numbered motions from the preliminary agenda issued on 13th March 2019. Any branches attending conference who wish to do so may use the form supplied at the back of this agenda booklet.

11. Withdrawal of nominations

The SOC has been notified at the time of writing this report that Alan Hanlon will not be a candidate for the National Executive Committee. However, he is still a candidate for the Divisional Executive Committee. The SOC wish to advise that if any branches are of a mind to do so and would prefer for these not to appear on the ballot papers issued at conference then they must be requested by noon on Wednesday 24th April 2019. Nominations may be withdrawn at the conference before the elections using the form supplied at the back of this agenda booklet.

12. Emergency motions

The union rules provide that motions or amendments not included in the final agenda cannot be considered at conference other than where two-thirds of the delegates agree to add a motion of which timely notice could not have been given (ie, where it refers to events that have occurred since the final date for receipt of motions. At the time of writing the SOC has not received any for consideration.

13. Composite motions

There are no composited motions.

Branches and divisional executive 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 well before conference. The SOC will also be available in the conference hotel to branches on the opening day Thursday 8th May 2019.

Nominations

Cathaoirleach/Chairperson (1)

NOMINEE	BRANCH	NOMINATING BRANCH
REID, Sean	Donegal Local Government	Cavan Health & Local Government Clare Health & Local Government Cork Health & Local Government Donegal Local Government Dublin City Local Government Dun Laoghaire Rathdown Fingal Galway Health & Local Government Leitrim Health & Local Government Mayo Local Government Meath Health & Local Government Offaly Health & Local Government Sligo Health & Local Government South Dublin Local Government Tipperary Local Government

Leas-Cathaoirleach/Vice-Chairperson (1)

NOMINEE	BRANCH	NOMINATING BRANCH
FAY, Liz	Cork Health & Local Government	Cork Health & Local Government Laois Health & Local Government
O'QUIGLEY, Gerry	Dun Laoghaire Rathdown	Cavan Health & Local Government Clare Health & Local Government Donegal Local Government Dublin City Local Government Dun Laoghaire Rathdown Fingal Galway Health & Local Government Kerry Health & Local Government Leitrim Health & Local Government Mayo Health & Local Government Offaly Health & Local Government Sligo Health & Local Government South Dublin Local Government Tipperary Local Government

Third Divisional Representative on NEC (1)

NOMINEE	BRANCH	NOMINATING BRANCH
FAY, Liz	Cork Health & Local Government	Cork Health & Local Government Kerry Health & Local Government
FLOOD, Julie	Dublin City Local Government	Cavan Health & Local Government Clare Health & Local Government Cork Health & Local Government Donegal Local Government Dublin City Local Government Dun Laoghaire Rathdown Fingal Galway Health & Local Government Kerry Health & Local Government Leitrim Health & Local Government Mayo Health & Local Government Offaly Health & Local Government Sligo Health & Local Government South Dublin Local Government Tipperary Local Government

Divisional Executive Committee (13)

NOMINEE	BRANCH	NOMINATING BRANCH
BROWNE, Tom	Galway Health & Local Government	Galway Health & Local Government Kerry Health & Local Government Offaly Health & Local Government
CONSIDINE, Pat	Clare Health & Local Government	Clare Health & Local Government Cork Health & Local Government Kerry Health & Local Government
FAY, Liz	Cork Health & Local Government	Cork Health & Local Government Kerry Health & Local Government
FLOOD, Julie	Dublin City Local Government	Cavan Health & Local Government Clare Health & Local Government Cork Health & Local Government Donegal Local Government Dublin City Local Government Dun Laoghaire Rathdown Fingal Galway Health & Local Government Kerry Health & Local Government Leitrim Health & Local Government Mayo Health & Local Government Offaly Health & Local Government Sligo Health & Local Government South Dublin Local Government Tipperary Local Government

Divisional Executive Committee (13) *continued*

NOMINEE	BRANCH	NOMINATING BRANCH
KEANEY, Finbarr	Leitrim Health & Local Government	Cavan Health & Local Government Cork Health & Local Government Leitrim Health & Local Government Longford Health & Local Government
KENNEDY, Ray	Offaly Health & Local Government	Galway Health & Local Government Kerry Health & Local Government Longford Health & Local Government Offaly Health & Local Government
McGIVNEY, Pdraig	Cavan Health & Local Government	Cavan Health & Local Government Kerry Health & Local Government Leitrim Health & Local Government Meath Health & Local Government
MAHER, Ann Marie	Laois Health & Local Government	Cork Health & Local Government Kerry Health & Local Government Laois Health & Local Government Longford Health & Local Government
MURRIN, Orla	Sligo Health & Local Government	Cork Health & Local Government Sligo Health & Local Government
O'QUIGLEY, Gerry	Dun Laoghaire Rathdown	Dun Laoghaire Rathdown
SAVAGE, Vincent	Tipperary Local Government	Kerry Health & Local Government Tipperary Local Government
SHERIN, Susan	Limerick Local Government	Kerry Health & Local Government Limerick Local Government
SMITH, Seamus	Kerry Health & Local Government	Cork Health & Local Government Galway Health & Local Government Kerry Health & Local Government Kilkenny Health & Local Government Offaly Health & Local Government
WHITE, Catherine	South Dublin Local Government	Dublin City Local Government Dun Laoghaire Rathdown Fingal Kerry Health & Local Government South Dublin Local Government
WHYMS, Michael	Fingal	Dublin City Local Government Dun Laoghaire Rathdown Fingal Kerry Health & Local Government

Standing Orders Committee (2)

NOMINEE	BRANCH	NOMINATING BRANCH
CONROY, Rose	Fingal	Donegal Local Government Fingal
MURPHY, Stephen	Cork Health & Local Government	Clare Health & Local Government Cork Health & Local Government Donegal Local Government Kerry Local Government

Motions

Pay and related

Motion 1 – Meath Health & Local Government Branch

The Meath branch calls on the incoming Local Government Divisional Executive to pursue the establishment of a second long-term service increment (LSI2) for clerical officer/library assistant and analogous grades.

Withdrawn Amended Carried Not Carried Remitted

Motion 2 – Divisional Executive Committee

That this Conference notes the commitments given in the Public Service Stability Agreement 2018-2020 with regard to the outstanding adjudication awards. The conference directs the Divisional Executive Committee to ensure that outstanding adjudication awards within the local government sector are brought to finality within the terms of the agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 3 – Wexford Local Government Branch

The Local Government and Local Services Division calls on the minister to make immediate arrangements for payment of a 5% increase in pay in respect of the grade of senior executive officer, as recommended in the report of the Public Service Benchmarking Body (21st December 2007) and being an “outstanding adjudication” under the Public Service Stability Agreement 2018-2020. In the event that this increase in pay has not been made before 1st June 2019, the union agrees to ballot its members for industrial action in support of payment of this outstanding pay increase.

Withdrawn Amended Carried Not Carried Remitted

Motion 4 – Dun Laoghaire Rathdown Branch

This Conference fully supports the nurses’ strike and calls on the government to (i) bring nurses pay into line with comparable health professionals and (ii) take all necessary steps to end the recruitment and retention crisis in Irish hospitals.

Withdrawn Amended Carried Not Carried Remitted

Pensions and related

Motion 5 – Cavan Health & Local Government Branch

That this union seeks the abolition of the post-2013 superannuation scheme. This ‘yellow pack’ pension scheme has the potential to leave future retired members below the poverty line.

Withdrawn Amended Carried Not Carried Remitted

Motion 6 – Cavan Health & Local Government Branch

That this Conference directs the incoming Executive Committee to defend, protect and seek full recognition and remuneration for work carried out in compiling the register of electors as superannuated income and not an allowance to be bought out.

Withdrawn Amended Carried Not Carried Remitted

Housing

Motion 7 – Dun Laoghaire Rathdown Branch

This Conference agrees that the solution to the current housing crisis does not lie with the private sector, but in the public provision of housing. This Conference notes the availability of state-owned land that is zoned for housing and asserts that no state-owned land should be transferred to private developers.

This Conference further agrees that no further local authority housing stock should be sold through tenant purchase schemes.

This Conference also notes the potential for house-building using a cooperative housing model and agrees that the union will investigate the potential for this to form part of its policy on housing.

Withdrawn Amended Carried Not Carried Remitted

Motion 8 – Donegal Local Government Branch

Fórsa calls on Government to urgently examine the HAP limits payable to landlords by HAP shared services as they are based on family composition and do not take into consideration prevailing market rents.

Withdrawn Amended Carried Not Carried Remitted

Motion 9 – Donegal Local Government Branch

That this Conference condemns the failure of Housing Minister Eoghan Murphy and Minister for State Damien English to finalise the terms of reference of the MICA redress scheme and calls for this scheme to be rolled out to affected homeowners without any further delay.

Withdrawn Amended Carried Not Carried Remitted

Motion 10 – Tipperary Local Government Branch

That Conference notes the continued failure of government policy to resolve the housing and homelessness crisis and demands the urgent provision of a “public housing building programme” to be rolled out through local authorities.

Withdrawn Amended Carried Not Carried Remitted

Motion 11 – Clare Health & Local Government Branch

This Conference considers the practice of considering those on HAP to be housed to be unfair. This Conference recognises that this is not the case and significant housing insecurity exists for those in receipt of HAP. This Conference mandates the Divisional Executive to strive to change this policy and have those in receipt of HAP payments returned to the regular public housing list.

Withdrawn Amended Carried Not Carried Remitted

Motion 12 – Clare Health & Local Government Branch

This Conference recognises that the model of housing provision in use by the State currently does not meet the need of citizens and residents in providing adequate, habitable and affordable homes. This Conference mandates the incoming Divisional Executive Committee to seek a reengagement by the public sector with the development of publicly owned housing.

Withdrawn Amended Carried Not Carried Remitted

Motion 13 – Cork Health & Local Government Branch

This Conference calls on the Local Government Division of Fórsa trade union to proactively seek that central government enable local authorities to realise the provision of sustainable public housing. The over reliance of local authorities on the private sector to provide housing to those in need is feeding in to the cycle that is causing an increase in those who require housing and homelessness services.

Withdrawn Amended Carried Not Carried Remitted

Motion 14 – Cork Health & Local Government Branch

This Conference calls on Fórsa to take all necessary steps to ensure that local authorities have a leading role in the public housing and affordable schemes.

To ensure that local authorities are funded correctly to ensure that all housing provision services are fulfilled. And that local authorities be provided the funding required to build the required levels of housing stock so that local authorities are not reliant on private building firms to provided public housing stock via Part 5 Planning.

Withdrawn Amended Carried Not Carried Remitted

Motion 15 – Divisional Executive Committee

That this Conference condemns the failure of successive governments to properly resource local authorities to be the primary providers of public housing.

Withdrawn Amended Carried Not Carried Remitted

Local government policy

Motion 16 – Divisional Executive Committee

That this Conference, concerned that Ireland has the most centralised system of local government in Europe, commends the trade union-based campaign, supported by Fórsa and other ICTU unions, to revitalise local government in the provision of public housing, water services, waste management and the promotion of a carbon neutral society.

Withdrawn Amended Carried Not Carried Remitted

Motion 17 – Clare Health & Local Government Branch

This Conference recognises the weakness of public service provision in Irish local authorities in comparison to other European counterparts. It also recognises that the practices of new public management and privatisation in conjunction with the austerity measures have weakened the ability of the local government sector to provide the high level of quality services that our members wish to provide. To this end the Divisional Conference mandates the Divisional Executive to seek the return of privatised services such as waste collection to the control of the public sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 18 – Cavan Health & Local Government Branch

That this Conference mandates the executive to seek to reverse the stripping of services from local authorities and to preserve the functions of local authorities as the fundamental units of local democracy.

Withdrawn Amended Carried Not Carried Remitted

Public policy

Motion 19 – Donegal Local Government Branch

That Conference calls on Fórsa to continue the debate and take a lead role highlighting the threat to jobs and living standards arising from the effects of Brexit.

Withdrawn Amended Carried Not Carried Remitted

Motion 20 – Leitrim Health & Local Government Branch

We have less than 11 years until 2030 to slow the rate of global warming. In light of climate change, serious consideration should be given to reducing travel-related emissions from commuters in the workforce. To assist with reducing our collective carbon footprint, we ask conference to seek arrangements for members in local government to work from their nearest office or from home base.

Withdrawn Amended Carried Not Carried Remitted

Motion 21 – Cork Health & Local Government Branch

Climate change is an existential threat to humanity. Fórsa must be part of the solution. This Conference calls on Fórsa to publicly state its support for the ongoing national campaign to force the Government not to licence further exploitation of fossil fuels.

Withdrawn Amended Carried Not Carried Remitted

Career structure including job evaluation

Motion 22 – Divisional Executive Committee

That this Conference recognises that the common recruitment pool no longer provides adequate career development opportunities for local authority workers and calls on the division to ensure that the skills, knowledge and experience of such workers are properly recognised in the arrangements for revised fields of competition for promotional posts.

Withdrawn Amended Carried Not Carried Remitted

Motion 23 – Divisional Executive Committee

That this Conference acknowledges the union’s achievements regarding on-line testing in promotional interviews for grades IV to VII. The conference urges the Divisional Executive Committee to continue its efforts to achieve a similar result for grades above that level.

Withdrawn Amended Carried Not Carried Remitted

Motion 24 – Kerry Health & Local Government Branch

That in terms of online testing, this Conference would seek a similar agreement for posts above grade VII similar to the agreement attained for grades IV to VII.

Withdrawn Amended Carried Not Carried Remitted

Motion 25 – Cork Health & Local Government Branch

This Conference demands that the Local Government Divisional Executive effectively challenges the ongoing attempts to further increase the use of psychometric testing for the filling of vacancies in local government.

Withdrawn Amended Carried Not Carried Remitted

Motion 26 – Kerry Health & Local Government Branch

That this Conference continues to block ongoing attempts by management of local authorities to specialise posts within the sector thus reducing promotional outlets.

Withdrawn Amended Carried Not Carried Remitted

Motion 27 – Kerry Health & Local Government Branch

That this Conference continues its fight for a fair and equal local government job evaluation scheme.

Withdrawn Amended Carried Not Carried Remitted

Motion 28 – Divisional Executive Committee

That this Conference recognises the efforts made by the Division to secure an adequate fair and robust job evaluation system for the sector. The conference urges the incoming Divisional Executive Committee to seek to finalise the matter within its term of office.

Withdrawn Amended Carried Not Carried Remitted

Motion 29 – Fingal Branch

That the DEC investigate the current interview process and ensure that the interviewers engaged by the employer are at the appropriate grade/retired grade to interview the candidate before them and are fully trained in competency based interviews.

Withdrawn Amended Carried Not Carried Remitted

Motion 30 – Kilkenny Health & Local Government Branch

That Fórsa continues to block attempts by management to specialise posts within the local government sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 31 – Cavan Health & Local Government Branch

That this Executive seeks to have all housing liaison officer or analogous posts regraded to the minimum level of senior staff officer (grade VI or higher).

Withdrawn Amended Carried Not Carried Remitted

Motion 32 – Cavan Health & Local Government Branch

That this Conference directs the incoming Executive Committee to seek the end of the practice of retired management being deployed to sit on interview boards.

Withdrawn Amended Carried Not Carried Remitted

Motion 33 – Cavan Health & Local Government Branch

That this Conference directs the incoming Executive Committee to seek the end of the practice of allowing local government CE's appoint their nominated persons to interview boards in campaigns run by the Public Appointments Service, thus calling into question the independence and transparency of the PAS recruitment process.

Withdrawn Amended Carried Not Carried Remitted

Motion 34 – Cavan Health & Local Government Branch

That this Conference directs the incoming Executive Committee to demand more transparency and independence in the recruitment of clerical and administrative grades within local authorities.

Withdrawn Amended Carried Not Carried Remitted

Motion 35 – Longford Health & Local Government Branch

We call on the Division to ensure that opportunities for promotion for our members are maximised to the greatest extent possible by ensuring that where the maximum salary of the promotional post advertised is equal to the maximum salary of the candidate applying for the post, the candidate is deemed ineligible to apply as it is not a promotion, save for where the post is unique or specific in nature, or vice versa.

Withdrawn Amended Carried Not Carried Remitted

Equality and Diversity

Motion 36 – Dun Laoghaire Rathdown Branch

This Conference welcomes Fórsa's support last year for the first Transpride march to take place in Dublin. This Conference notes the progress that has been made towards recognition of transgender rights as human rights, but also notes the continuing difficulties and discrimination that transgender people face both in society and in the workplace. This Conference resolves to continue to support the pursuit of rights for transgender people both through the work of Fórsa's Equality Committee and through the Irish Congress of Trade Unions.

Withdrawn Amended Carried Not Carried Remitted

Motion 37 – Cork Health & Local Government Branch

That Fórsa trade union will seek an amendment to the Paternity Leave Act 2016, to include an allowance for paid time off for prospective fathers to attend key ante-natal appointments associated with the development of their unborn child.

Withdrawn Amended Carried Not Carried Remitted

Motion 38 – Laois Health & Local Government Branch

We call on the incoming Divisional Executive to seek an extension of current breastfeeding arrangements for local authority members returning from maternity leave. Current arrangements allow breastfeeding for their babies to the age of six months and we are seeking an extension to age of 12 months, as has been introduced for civil service and teaching staff returning to work.

Withdrawn Amended Carried Not Carried Remitted

General-terms and conditions

Motion 39 – Divisional Executive Committee

That this Conference directs the incoming Divisional Executive Committee to commission an independent report on the family friendly policies of the local authorities' sector. The conference is concerned that the sector considerably lags behind other sectors of the public service, with consequent effects on the working and family lives of its staff.

Withdrawn Amended Carried Not Carried Remitted

Motion 40 – Dublin City Local Government Branch

That this Conference calls for Fórsa to support the securing of the payment of planner’s subscription fees across all grades, as is the case for engineers, city architects and city valuers in Dublin City Council and other local authorities.

Amendment to motion 40 - Meath Health & Local Government Branch

Delete all after "calls" and insert “on Fórsa to seek the recoupment of all professional membership fees for all administrative, technical and library staff employed in applicable positions as is the case for engineering analogous grades, city architects and city valuers in Dublin City and other local authorities”.

Proposed amended motion to read:

“That this Conference calls on Fórsa to seek the recoupment of all professional membership fees for all administrative, technical, and library staff employed in applicable positions as is the case for engineering analogous grades, city architects and city valuers in Dublin City and other local authorities.”

Withdrawn Amended Carried Not Carried Remitted

Motion 41 – Cork Health & Local Government Branch

This Conference calls on Fórsa to negotiate a reduction in the current sick leave entitlements from 12 weeks with full pay in a four-year period to 12 weeks with full pay in a two-year period.

Withdrawn Amended Carried Not Carried Remitted

Motion 42 – Cavan Health & Local Government Branch

That this union seeks the full restoration of members’ sick leave entitlements, from three months full and three months half pay, to six months full and six months half pay.

Withdrawn Amended Carried Not Carried Remitted

Motion 43 – Longford Health & Local Government Branch

We call on the Division to seek the establishment of transfer panels for grade to grade transfers.

Amendment to Motion 43 - Cork Health & Local Government Branch

To insert the words “inter authority” after “of” and before “transfer.”

Proposed amended motion to read:

“We call on the Division to seek the establishment of inter authority transfer panels for grade to grade transfers.

Withdrawn Amended Carried Not Carried Remitted

Working time: terms and conditions

Motion 44 – Clare Health & Local Government Branch

This Conference mandates the incoming Divisional Executive Committee to seek a uniform implementation of the worksharing scheme on an equitable basis across all local authorities.

Withdrawn Amended Carried Not Carried Remitted

Motion 45 – Leitrim Health & Local Government Branch

We note with concern that some employers within the local government have been actively reducing family-friendly policies. We ask this Conference, as a priority, to seek continued improvements in family friendly policies for all members throughout the Local Government sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 46 – Leitrim Health & Local Government Branch

That this Conference mandates the Local Government Division to seek that the pre-Haddington Road working hours be reinstated in the local government division in any future pay agreements.

Withdrawn Amended Carried Not Carried Remitted

Motion 47 – Cork Health & Local Government Branch

That this AGM calls on Fórsa to negotiate a reduction in the working week from 37 hours per week to 35 hours per week with no reduction in pay.

Withdrawn Amended Carried Not Carried Remitted

Motion 48 – Wexford Local Government Branch

That the DEC conduct a review of time off in-lieu (TOIL) in all local authorities.

Withdrawn Amended Carried Not Carried Remitted

Motion 49 – Laois Health & Local Government Branch

We call on the incoming Divisional Executive to seek to protect all current family-friendly workplace initiatives for our members and to commence discussions with the Local Government Management Agency (LGMA) to further enhance and expand these.

Withdrawn Amended Carried Not Carried Remitted

Motion 50 – Divisional Executive Committee

That this Conference ensures that the existing flexitime schemes operated in local authorities are protected, and it becomes the policy of this division to support local branches to seek enhancements of these arrangements.

Withdrawn Amended Carried Not Carried Remitted

Motion 51 – Divisional Executive Committee

That this Conference commends the union members in Roscommon County Council for their stance in defending flexitime. The Conference pledges continued support to the branch and members to ensure that all family friendly policies are applied in Roscommon County Council.

Withdrawn Amended Carried Not Carried Remitted

Motion 52 – Leitrim Health & Local Government Branch

Conference calls on the Local Government Division and Fórsa to ensure that strong and clear protections are included in any successor to the current national pay agreements to prevent management going rogue as has been clearly witnessed in Roscommon County Council.

Withdrawn Amended Carried Not Carried Remitted

Motion 53 – Leitrim Health & Local Government Branch

Conference condemns the dictatorial and omnipotent approach taken by the CEO of Roscommon County Council over flexitime/flexileave. This adversarial approach undermines confidence in national pay and collective agreements and in the industrial relations process. Conference calls on Fórsa to raise these concerns at the highest level in government.

Withdrawn Amended Carried Not Carried Remitted

Motion 54 – Laois Health & Local Government Branch

We call on the incoming Divisional Executive to seek to protect current flexitime arrangements across local government and to pursue the introduction of a flexitime scheme for our members that allows for the minimum of 1.5 days/flexi period in all local authorities as achieved by our colleagues in the civil service.

Withdrawn Amended Carried Not Carried Remitted

Irish Water

Motion 55 – Divisional Executive Committee

This Conference calls on Government to immediately publish its plans for a constitutional referendum to ensure that water services remain under democratic public control.

Withdrawn Amended Carried Not Carried Remitted

Motion 56 – Divisional Executive Committee

That this Conference calls on the Divisional Executive to continue to ensure that members' terms and conditions through pre-agreed service level agreements (SLA) are defended throughout the ongoing negotiations with the government and Irish Water. The conference welcomes the assurances from the Minister for Housing, Planning and Local Government, received by Fórsa, that the provisions of the Water Services Act (No. 2) of 2013 will not be invoked in any negotiations on the future of Irish Water.

Withdrawn Amended Carried Not Carried Remitted

Motion 57 – Sligo Health & Local Government Branch

That the Conference calls on Fórsa to seek to have a referendum called to have a right to water article inserted into the constitution, where the supply and provision of water will remain in public ownership, and that this remains in operation as and by public service.

Withdrawn Amended Carried Not Carried Remitted

Motion 58 – Sligo Health & Local Government Branch

That the Conference calls on Fórsa to seek to have a referendum called to have a right to waste water article, inserted into the constitution, where the treatment and discharge of public waste water will remain in public ownership, and that this remains in operation as and by public service.

Withdrawn Amended Carried Not Carried Remitted

Motion 59 – Sligo Health & Local Government Branch

That the Conference calls on Fórsa to continue to oppose any plans to transfer staff out of local authorities without agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 60 – Sligo Health & Local Government Branch

That the Conference calls on Fórsa to seek that the terms of the service level agreement for local authorities are honoured in full until the expiry of the SLA in 2025, unless an alternative is agreed with Fórsa in the interim.

Withdrawn Amended Carried Not Carried Remitted

Motion 61 – Sligo Health & Local Government Branch

That the Conference calls on Fórsa to continue seeking the long-term sustainability of local government water services staff by maintaining staffing levels in water services.

Withdrawn Amended Carried Not Carried Remitted

Motion 62 – Dublin City Local Government Branch

That this Conference calls on Fórsa to work within the ICTU group of unions to prioritise and uphold its member's terms and conditions in local authority water service SLAs and Irish Water.

Withdrawn Amended Carried Not Carried Remitted

Motion 63 – Dublin City Local Government Branch

That this Conference calls on Fórsa to ensure that the provision of water is seen as a key public, social and economic asset and that all steps are taken to uphold the protection of water within public ownership. This conference also calls on Fórsa to continue in its endeavours for a constitutional referendum to ensure that the provision of water is in the public interest and ensure that it cannot be privatised.

Withdrawn Amended Carried Not Carried Remitted

Motion 64 – Donegal Local Government Branch

That Conference calls on Fórsa to lobby for a constitutional referendum on the ownership of the public water service.

Withdrawn Amended Carried Not Carried Remitted

Motion 65 – Mayo Health & Local Government Branch

Conference resolves that Fórsa will defend resolutely, by all means at our disposal, all of the terms and conditions of our members in water services in the event of any transfer to any other body or organisation and taking into account the relocation distance as laid down under the agreement between Fórsa and Government currently in place.

Withdrawn Amended Carried Not Carried Remitted

Motion 66 – Kerry Health & Local Government Branch

That this Conference calls on the Divisional Executive to ensure that members' terms and conditions are upheld and defended in local authority water services SLAs.

Withdrawn Amended Carried Not Carried Remitted

Libraries

Motion 67 – Dublin City Local Government Branch

That this Conference calls on the Local Government Divisional Executive to maintain the necessary pressure with the Government, its agent the Local Government Management Agency (LGMA), and local councils to maintain library services within the control of said local councils.

Withdrawn Amended Carried Not Carried Remitted

Motion 68 – Meath Health & Local Government Branch

Conference calls on the incoming Local Government Divisional Executive to pursue a job evaluation scheme for all grades in the library service.

Withdrawn Amended Carried Not Carried Remitted

Motion 69 – Clare Health & Local Government Branch

In light of current and ongoing negotiations with local authorities, and the uneven engagement by management in various authorities on the full aspects of the agreement reached in 2018, this Conference mandates the incoming Divisional Executive to maintain a watching brief to ensure that all library services in all local authorities are adequately staffed so as to provide the appropriate levels of service to the public.

Withdrawn Amended Carried Not Carried Remitted

Motion 70 – Cork Health & Local Government Branch

This Conference calls on the Local Government Division of Fórsa trade union to immediately pursue the creation of the grade of library staff officer.

Withdrawn Amended Carried Not Carried Remitted

Motion 71 – Offaly Health & Local Government Branch

The Conference welcomes the commitment of the LGMA to enable local authorities to negotiate for the availability of flexitime for library staff in local authorities. The Conference commends those branches that have established flexitime for library workers. Conference calls on the DEC to provide all necessary support to those branches whose employers are refusing to introduce flexitime for library staff.

Withdrawn Amended Carried Not Carried Remitted

Health and safety

Motion 72 – Tipperary Local Government Branch

That this Conference calls on Fórsa to support the Civil Defence Officers Association's request for adequate resources and supports to enable them to be in a position to carry out their role in a safe and effective manner.

Withdrawn Amended Carried Not Carried Remitted

Motion 73 – Cavan Health & Local Government Branch

That this Conference mandates Fórsa to engage with employer organisations to seek agreement on the appropriate use of lone working devices.

Withdrawn Amended Carried Not Carried Remitted

Motions ruled out of order

Motion 74 – Dun Laoghaire Rathdown Branch

This Conference notes the work of the campaigns section of Fórsa in organising the successful working time conference in 2018, and hopes that this will be the start of a wider campaign among trade unions and civil society groups to pursue a four day week. In order to deliver more immediate gains to our members however, this Conference resolves that local government members of the NEC will not vote at NEC level to recommend any successor to the Public Service Stability Agreement unless it contains substantive progress in reversing the additional working hours imposed on public servants by successive national agreements.

Amendment to Motion 74 – Divisional Executive Committee

Delete everything after “four day week.”

Proposed amended motion to read:

“This Conference notes the work of the campaigns section of Fórsa in organising the successful working time conference in 2018, and hopes that this will be the start of a wider campaign among trade unions and civil society groups to pursue a four day week.”

Withdrawn Amended Carried Not Carried Remitted

Motion 75 – Cavan Health & Local Government Branch

That this Conference directs the CEC to review member recruitment procedures to ensure that approval is sought from branches before membership subscriptions are deducted.

Amendment to Motion 75 – Meath Health & Local Government Branch

Delete all after “Conference” and insert “requires that the NEC reviews the procedure around adoption of new members whereby prior approval is required from the appropriate branch executive before adoption by the NEC.”

Proposed amended motion to read:

“That this Conference requires that the NEC reviews the procedure around adoption of new members whereby prior approval is required from the appropriate branch executive before adoption by the NEC.”

Withdrawn Amended Carried Not Carried Remitted

Motions received after the closing date

Motion 76 – Roscommon Health & Local Government Branch

The Conference calls on Fórsa to protect the currently Irish Water SLA until such time as a referendum can be held to ensure that Irish Water stays in public ownership and that Fórsa should resist any attempt by Government to privatise our public water network.

Withdrawn Amended Carried Not Carried Remitted

Motion 77 – Roscommon Health & Local Government Branch

The Conference calls on Fórsa to ensure that it does everything in its power to protect all staff currently working in and future staff working within water service sections in all local authorities from the implementation of Section 1.9 of the Water Services Act. Furthermore it calls on Fórsa to receive guarantees that no staff member can be transferred to Irish Water without their consent.

Withdrawn Amended Carried Not Carried Remitted

Motion 78 – Roscommon Health & Local Government Branch

The Conference calls on Fórsa to protect all family-friendly policies within local government and that all agreed policies are applied fairly and in their integrity throughout the local government sector. It calls on the DEC to protect these policies and to take whatever necessary steps required to protect these policies.

Withdrawn Amended Carried Not Carried Remitted

Motion 79 – Roscommon Health & Local Government Branch

Roscommon Local Government Branch calls on Fórsa to do everything in their power to ensure that local government chief executives comply with national government policies and to ensure that chief executives are accountable to the relevant bodies if they do not comply.

Withdrawn Amended Carried Not Carried Remitted

Motion 80 – Roscommon Health & Local Government Branch

Roscommon Local Government Branch calls on Fórsa Local Government Division to ensure that local government management are held to account for breaches of the Public Service Stability Agreement and furthermore are held to account by the local government oversight process.

Withdrawn Amended Carried Not Carried Remitted

Motion 81 – Roscommon Health & Local Government Branch

Roscommon Local Government Branch calls on Fórsa Local Government Division to ensure that family-friendly policies are defended and prioritised within the sector. Furthermore, family-friendly policies should be prioritised in any successor to the current Public Service Stability Agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 82 – Roscommon Health & Local Government Branch

Roscommon Local Government Branch calls on Fórsa to ensure that TOIL (time off in lieu) is standardised nationally for all local authorities ensuring that travel time is included.

Withdrawn Amended Carried Not Carried Remitted



Local Government and Local Services conference 2019

Motion, amendment and nomination withdrawal forms

Fórsa local government and local services conference 2019

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
[Please use BLOCK capitals]

Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
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Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

Election	Nomination
Name of principal delegate	
Signature of principal delegate	
Date	Time
SOC signature	Date Time

Fórsa local government and local services conference 2019

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
[Please use BLOCK capitals]

Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
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Election	Nomination
Name of principal delegate	
Signature of principal delegate	
Date	Time
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Fórsa local government and local services conference 2019

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
[Please use BLOCK capitals]

Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
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Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

Election	Nomination
Name of principal delegate	
Signature of principal delegate	
Date	Time
SOC signature	Date Time

Fórsa local government and local services conference 2019

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
[Please use BLOCK capitals]

Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
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Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

Election	Nomination
Name of principal delegate	
Signature of principal delegate	
Date	Time
SOC signature	Date Time



FORSA

-  [forsa_union_ie](#)
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-  [Fórsa Trade Union](#)
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FÓRSA



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