

Dairy Executives' Association

Summer 2019

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"DEA to shortly undertake a Ballot of all Members."

DEA Constitution and Rules

By Matt Carroll & Sylvia Matthews

The Executive Council of the Association has undertaken a comprehensive review of the Constitution and Rules over the past two years. This exercise was timely as the previous rule changes were dating back to the 1990's. A complete alteration of the Rules was done in 1983. In 1986, the name was changed to the Dairy Executives' Association (previously 'Irish Creamery Managers' Association'). Finally, a change was made in the rule regarding strike ballot in 1991 to comply with the requirements of the new Industrial Relations Act 1990.

A substantial amount of the existing Constitution is still up-to-date and the main changes have been limited to what is necessary today.

- Modernise the language for the 21st Century. Only one gender mentioned in existing rules - you can guess which one!
- Simplify the process of making small minor amendments to the rules by giving the CEC authority.
- Underpin the use of our DEA website both for communication and recruitment of new members. Provide for communication by email, SMS, etc
- Revise Branch membership requirements for representation on the Central Executive Council (CEC).
- Provide for a new category of 'Pensioner' membership. Many retiring members have expressed an interest in keeping in touch with the DEA.

DEA Constitution and Rules (continued)

We plan to shortly undertake a Ballot of all Members of the DEA to seek your approval for these proposed changes that are being recommended by the Central Executive Council (CEC). A copy of the proposed Constitution & Rules is available for inspection on the website at,

<http://www.thedairyexec.com/Downloads.aspx>

**"Copy of proposed
Constitution & Rules is
available for inspection
on the DEA website."**

Note: The Ballot will be conducted via email.

Please use your vote.



Brexit arrives on Halloween 2019

With little over two months to Halloween and Brexit, every passing day seems to heighten the odds of a no-deal Brexit. With the current lack of resolve or compromise evident amongst the Dublin, London and Brussels administrations, the outlook for an agreed withdrawal does not look overly promising.

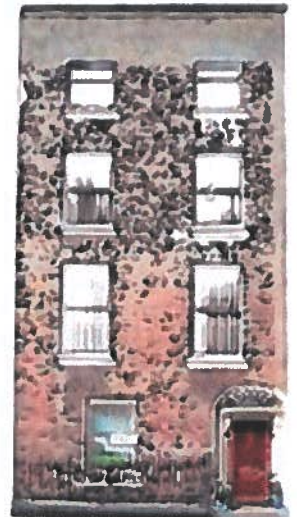
A crash out Brexit would impose an instant shock to the Irish economy with a significant Pound Sterling devaluation badly impacting exports to the UK. Immediate tariffs on dairy and beef products of up to 50% would greatly add to our exporters' woes. The impact on trading across the Irish Border is unquantifiable at this stage but would have huge repercussions for the agri-food sector. The whole food supply chain connecting Ireland to NI and the UK would be hugely disrupted.

Just recently, the Central Bank provided a very stark warning with its prediction that 100,000 jobs will be lost in the medium term with 34,000 of those lost by the end of next year. Their prediction is far worse than that set out by our Government in their Summer Economic Statement last month.

Similarly, our neighbours in NI will be badly impacted with the NI Civil Service recently reporting that at least 40,000 jobs would be at risk in NI from a no-deal Brexit.

The shock to the Republic's labour market will mainly impact on Irish companies that rely heavily on exporting to the UK. Many of the at-risk jobs are predicted to fall within the agri-food sector. Given the DEA's high membership density within this sector, we anticipate significant disruption post 31st October. As always, the DEA will seek to defend and vindicate the rights and interests of any of our Members who may be impacted by a no-deal Brexit.

On a brighter note, there is still time for the parties to agree on a Withdrawal Agreement that would avoid the above calamities. Should that turn out to be the case, I think we'll enjoy having the kids call to our doors in their scary costumes for Halloween trick or treat this year!



DEA House



DEA Union website

"The DEA is one of Ireland's oldest trade unions with a proud history dating back to 1899. We are a registered Trade Union and have held a current negotiating license since 1951."

DEA Pensioner Membership

Following persistent enquiries down the years, the DEA Central Executive Council (CEC) has decided to recommend the acceptance of retiring Members into a special Pensioner Membership.

Many retiring Members wish to retain a connection with the DEA, often after many years of active membership. The DEA would gain from continuing to have the assistance and good counsel of Members who were previously active on branch committees, Central Executive Council, etc.

This resolution will be an element of the forthcoming Ballot of the entire membership on proposed changes to the DEA Constitution and Rules.

What's happening to Parental leave entitlements?

Following various recent enhancements to the law, the state of play now is,

- Parental Leave: Effective 1st September '19, unpaid parental leave is extended to 22 weeks' per child with the age of a qualifying child rising to 12 years.
- Paid Parental Leave: Effective 1st November '19, both Mother and Father will be entitled to take 2 weeks paid parental leave each during the child's first year (rising to 7 weeks over next 3 years).
- Maternity Leave: remains unchanged at 26 weeks (paid) with Additional Maternity Leave of 16 weeks (unpaid)
- Paternity Leave: remains unchanged at 2 weeks (paid) for new parents (excluding Mother).

In the above categories which are paid, it is only a State benefit that applies, often €245 per week. Any "top up" payment from the employer has to be negotiated by the union. Please note that during all of the above leaves, an employee continues to accrue service, statutory annual leave and public holidays.

While any improvement to family-friendly benefits is welcome, the combination of so many schemes and rules is somewhat confusing. Ask your HR representative if you feel you are entitled to any of these benefits or require further clarity.

Diversity and Inclusiveness

The DEA's origins date back to the early years of the last century - coinciding with the founding of the co-operative movement across Ireland by Horace Plunkett. In the succeeding century, the agri-food landscape has changed very considerably across the country. The one constant has been the primary position maintained by the sector across Ireland's indigenous industries. This lead has been maintained through innovation and constant modernisation of the industry coupled with the commitment of a very capable, committed and highly flexible labour force.



Over recent years, developments at EU level have greatly influenced the progress and direction of Irish agri-business. No doubt, Brexit will accelerate this process as our main trading partner pursues other food markets. However, these fast-moving developments haven't been matched with similar progress in terms of diversity and inclusiveness.

Interestingly, Mr. TJ Flanagan (CEO of ICOS) recently criticised the lack of involvement of young people and women across the boards of Irish co-ops. Only a handful of directors are women and the average age of board members is around 60. Disapproving of this situation, he went on to state, "we have to figure out how to get people involved and challenge ourselves and ask is the model relevant". Similarly, the DEA experiences difficulty in recruiting younger members. Also, there is no woman or younger member serving on our Central Executive Council (CEC).

There are considerable research findings to show that having a diverse and inclusive leadership both in business and trade unions is highly beneficial and bring a whole new perspective to the table. If you fit the bill or you can recommend a colleague, that would be a tremendous boost!

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