

Association of Eircom Pensioners

Annual Meeting Report 2015

The Annual Meeting of the Association of eircom Pensioners will be held on Wednesday April 29, 2015 at 2 o'clock in the eircom Head Office, 1 Heuston South Quarter, St. John's Road, Dublin 8. The usual refreshments will be served before the meeting from 1 o'clock.

You are cordially invited to attend

Agenda for AGM:

Standing order report No. 1

1. Address of welcome by- Seamus Browne, Chairperson
2. Silent Prayer in Honour of deceased members
3. Address by Guest Speaker – Mr Jim Foley, former Group Pensions Director eircom Limited
4. Minutes of Inaugural Meeting
5. Honorary Secretary's Report
6. Motions

Standing order report No. 2

1. Election of Officers and Committee
2. Open Forum
3. Closing Address by the Chairperson

A large attendance of members is requested

Denis J. Fahey
Honorary Secretary

Important Notes:

All **motions** for discussion at the Annual Meeting should be given in writing to the Honorary Secretary by Friday April 24, 2015.

Nominations are sought for the committee for the coming year. The expectation is that all committee members will be proactive especially to lead the recruitment campaign in their respective Districts.

From within the nominations an Officer Board of four will be elected:- Chairman, Vice-Chairman, Secretary and Treasurer. The committee of no more than twenty other members is required. Each District is confined to two committee members with the exception of Dublin and in the event of more than two nominations received from a district only members from that District will be permitted to vote.

All nominations are to be with the Secretary no later than Friday April 24, 2015. A nomination **paper** is included in this report for that purpose.

Transport to 1 Heuston South Quarter:

Take the Luas from Abbey Street Lower to Heuston Station. The eircom Head Office is only 100 metres from the Heuston Station stop.

This is a great opportunity for pensioners to see the new eircom Head Office on what was the historical site of the St. John's Road Factory Depot.

We remember our deceased Colleagues:

Masses in Whitefriar Street Church, Dublin 2 on Wednesday May 6, 2015 @ 11.30 a.m. and Wednesday November 4, 2015 @ 11.30 a.m. and Washington St., Church, Cork, Wednesday May 6, 2015 @ 11 a.m.

1 The Minutes of the Inaugural Meeting on Thursday August 14, 2014.

- 1 The meeting commenced at 14.00hrs and was presided over by the Chairman Seamus Browne. Seamus welcomed all present including our Guest Speaker Mr Jim Foley, Group Pensions Director eircom Limited. The key message emphasised by the Chairman was the building and development of the Association of eircom Pensioners on a District basis mirroring the former district structure of Telecom Eircom. The emphasis will be placed on Recruitment, Recruitment, and Recruitment. The Chairman advised that the Association of eircom Pensioners has built good communications and a strong working relationship with Mercer who now manages the pension payments on behalf of eircom.
- 2 Prayers were recited and offered for all deceased members who died over the past year including Martin Lawlor our former Treasurer who had served for over ten years and Prionnsias O'Gallochair a long serving member of the Committee. (20 years) RIP
- 3 Address by Jim Foley, Group Pensions Director eircom Ltd., gave a Power Point Presentation on both Pension Funds as outlined hereunder:-

Total Membership at June 30, 2014 = 17,320		
Main Fund	Main & No. 2 Fund	No. 2 Fund (pre 84 service only)
1,844	15, 059	417

Membership 2014	June 30	Main Fund	Main & No. 2 Fund	No. 2 Fund
Active	2,649	521	2,128	0
Deferred	6,721	1,011	5,710	0
Pensioners	7,950	312	7,221	417

Scheme Assets June 30 2014	Main Fund	€3,557m	No. 2 Fund	€425m
Equities	28%		51%	
Property	8%		8%	
VC/Forestry	2%		2%	
Bonds	62%		39%	

Significant de-risking of Main Fund since 2010 Pension Accord

Main fund		No. 2 Fund
Minimum Funding Standard	Satisfied at 30/9/2013	Exempt
	Satisfied at 30/3/2014	
Triennial Funding Valuation	Surplus at 30/9/2013	Ministerial Guarantee

Pension Levy					
Temporary Gov Levy of 0.6% for 4 years 2011 to 2014	Calendar Year	Levy %	Pension Levy		Combined
			Main Fund	No. 2 Fund	Total
Additional levy of 0.15% for 2014 and 2015 €96m cost (estimate)	2015 (estimate)	0.15%	5,335,500	540,000	5,875,500
	2014 (estimate)	0.75%	26,677,500	3,187,500	29,865,000
	2013 0.60% actual		18,605,618	2,623,336	21,228,954
	2012 0.60% actual		17,099,138	2,718,837	19,818,975
	2011 0.60% actual		15,876,125	3,137,546	19,013,671
Future Levies ????					
	Total		83,593,881	12,207,219	95,301,100

Trustees of Main and No 2 Funds wrote to all members in Dec 2011 indicating that it may be necessary to reduce benefits in the future to recover levy.

Main Fund Trustees in Jan 2014 decided that levy must be recovered either by non application of future increases or direct reduction in future benefit payments, with a preference for the former. The issue continues to be under review by the trustees.

Challenges *in the lifetime of the average member of the eircom DB Scheme the life expectancy beyond retirement has doubled and the long term investment return has halved.....*

Pensions Landscape remains challenging....

We are in a new era of sustained low levels of investment return....

Pensions levy is a risk

Markets are unpredictable ...

Trustees continue on a de risking journey to secure the Fund.....

Jim received a resounding round of applause for an excellent presentation and concluded by responding to a number of questions from the floor. **The attendance record indicates in excess of 200 attendees.**

Communication Package:

Jim gave details of the following package:

- Existing customers who want to add BB, TV or Mobile to their current eircom service can get a €90 discount off their new bundle price (€15 per month for 6 months)
- Customers who don't have any eircom product can get any bundle for €24 for the first six months.
- Customers who can get Fibre can avail of the Family and Friend offer - €30 for eFibre Unlimited usage with Off-Peak home phone OR €30 for 12 months for eFibre Unlimited usage, eVision Essential with Off-Peak home phone - €45 after 12 months.

The Shop facilities in Head Office had staff in attendance to demonstrate and explain the above details. We understand that a lot of our members have availed of this package as their contract with other carriers expired and find it very cost beneficial.

2 Hon. Secretary's Report to the Inaugural meeting:

Denis commenced with a brief history on the Eircom Branch (RCPSA) that culminates in the launch today of an autonomous Association that caters exclusively for all retirees including pre 84 employees as per our rules.

He was very pleased that he is part of the committee that resulted in today's launch and commended all for their attendance which he understood to be over 200.

When we consider that last January (2014) we represented 4,974 pensioners today we stand just short of 3,000? This is just phenomenal and greatly surpasses our expectations. Over the intervening months a phenomenal amount of work has gone on behind the scenes and we are indebted to a committee of dedicated workers that got us to this position. He reiterated the Chairman's comments concerning recruitment and appealed to those with a skill-set that would fit the requirements of groupings such as Development/Recruitment, Strategy/Policy, PRO/Web mastery, Social and Finance.

He explained that in order to accommodate the different type of potential member there are two types of application forms and also a Standing Order form, all of which can be downloaded from our website at www.aoep.ie for those wishing to join.

In addressing the attendance he declared that in the coming months he will be seeking assistance of all and anyone whom he had spoken to over the past eight months who indicated their willingness to assist. Even though we are in our infancy he stated that the Association had intervened in resolving pay issues, taxation, entitlements etc., etc., to satisfaction.

The Secretary indicated that Mercer payroll had an information desk here today and thanked both Sheila & Darren who are only too glad to talk to anyone with their concerns. In addition ESCCU has an information desk here to discuss concerns members may have and thanked Ashling and Pat for their helpfulness.

He concluded by thanking his fellow Officers and Committee members for their tolerance and co-operation throughout this transition.

2 Motions:

All five motions published in the Inaugural Meeting Report were passed, having been proposed and explained by Tommy Commons and duly seconded. All motions will be presented to the relevant Ministers as our pre-budget - October 2014 – submission.

3 Elections of Committee:

The Secretary asked that all the existing members rise and identify themselves and advised that all are prepared to stand for re election as follows:- Seamus Browne, Denis J. Fahey, Frank Kavanagh, Margaret Duggan, Hugh O'Brien, Sean O'Callaghan, Tommy Commons, Jim McNicholas, Ger Lavelle, Jimmy Keegan, Mary Dowling, Amelia Hourie, Pat O'Shaughnessy, Pat Doyle, Willie Barton and Peter Kenny.

The committee was elected on block on proposal by Jim Clarke, seconded by Jim Barry. On a proposal from the floor it was accepted that only people nominated individually will be elected in future years.

The Chairman thanked all for their endorsement and advised that we are looking for new blood from the district structure, particularly as we have embarked on a recruitment drive.

4 Open Forum:

The Chairman advised that the annual subscription of €5.00 will be deducted from pensions in mid September and that the Standing Order Form is available in hard copy as well as on-line

through our website. Peter Kenny advised the meeting of the new web address as www.aoep.ie

5 Conclusions:

The meeting concluded with the Chairman thanking all for their attention and Jim Foley in particular and asked Jim to convey the Association's thanks to his team and also the Superannuation Staff for all their assistance to all eircom pensioners during the past year.

He assured the meeting that all five resolutions will be addressed in the coming weeks and the Secretary will prepare/furnish submissions on same to the different Government Ministers.

He thanked Mercer for their assistance in conducting a trouble free transition from eircom Payroll to Mercer Pensions Payroll.

He concluded by wishing all a safe journey home and thanked all for their attendance.

He thanked the Catering Staff who looked after the hospitality end of the business and closed the meeting at 15:40

3 Hon. Secretary's Report to AGM April 29, 2015

On the 14th August 2014 we had the formal launch of the Association at our Inaugural Meeting in the eircom Head Office Auditorium, 1 Heuston South Quarter, Dublin 12. The attendance of members was approximately twice the annual attendance of the old Eircom Branch of the RCPSA.

We had three manned information stands ESCCU, Mercer and eircom. The feedback from all three was very positive particularly the Eircom Communications package. The use of the eircom Auditorium for our AGM and Inaugural Meeting of the members is provided by the Company at no cost to the AOEP as is the Board Room of the Superannuation Division for our Committee meetings. A big thanks goes to Brian McCann and his very helpful team for their tolerance throughout the year.

The Committee met in Dublin on six occasions since our inaugural meeting in August 2014. The meetings are always well attended and are always business-like.

1 Deceased Colleagues:

It is with great sadness that we note the passing of 71 of eircom pensioners since our Inaugural meeting in August 2014. May they Rest in Peace.

The Committee acknowledges the monthly notification from the Superannuation Division of deceased members. In that regard we have **given** an undertaking that we will advise the Division of the demise of any eircom pensioner that we are made aware of. This information is to be communicated centrally through the **Association Secretary**. We have to confirm the specific details on the www.rip.ie website before relaying the details. All members are earnestly asked to co-operate with this sensitive initiative.

2 Sub-Committee

A Sub-Committee under the guidance of Seamus Browne, Margaret Duggan, Frank Kavanagh, Tommy Commons, Pat Doyle and Denis Fahey will make recommendations to the full committee on various matters arising. The sub-committee meet in Dublin occasionally. It also has the effect of cost saving and inconvenience to committee members.

3 Web Site – www.aoep.ie

A three person group have the task of developing our website. This group is Peter Kenny, our original web master, Pat Doyle and Denis Fahey. It was decided that we embrace the internet as the method to disseminate information to and from members. Bearing in mind the age profile and computer skills of many of our pensioners the Annual Report will continue to be posted to pensioners as usual. The web site address is www.aoep.ie

Tenders were sought for the redesign of our website and the site has evolved to the provision of an on-line application form for membership and also an on-line payment system of membership fee for those who have access to and have the acquired computer skills.

Going forward this medium will prove invaluable for promoting social events and related matters. For example today's meeting can be found under "Latest News".

4 Recruitment:

Recruitment is an ongoing process - hereunder is a table of potential membership by 2016.

Type of retiree	Totals
Deferred pensioners	6,920
Pensioners post and pre 1984	7,344
Potential membership	13,264
Allow for 50% to affiliate by 2016	6,632
Association of eircom Pensioners -	3,500
Minimum membership	9,948

Organising our membership based on the old Telecom Eireann District structure will facilitate communicating with members via email, text and postal service. Therefore it is reasonable to expect a level of co-operation within the membership that will make for a very constructive national organisation. An organisation that will be two pronged - a business element and a social element. The latter element promoted through social interaction – bridge clubs, golf societies, social clubs, policy group, media group etc., etc., over time the membership will drive this agenda by active participation locally and nationally.

4 Motions for Annual Meeting 2015:

Universal Social Charge

1. The Annual Meeting of the Association of eircom Pensioners calls on the Minister for Finance to exempt persons over 80 years of age from the Universal Social Charge in his Budget of October 2015.
2. The Annual Meeting of the Association of eircom Pensioners calls on the Minister for Finance to completely cease the Universal Social Charge over a three year period. This charge was originally introduced as a temporary measure.

Health

1. The Association of eircom Pensioners at their Annual Meeting calls on the Minister for Finance and the Minister for Health to restore the full medical-card to all persons over 70 years of age.

Pension Levy

1. The Association of eircom Pensioners at their Annual meeting calls on the Minister for Finance to discontinue the Government Pension Fund Levy after 2015 and when the National Economic position improves to refund the monies collected to various Pension Funds.

Living Alone Increase

1. The Annual Meeting of the Association of eircom Pensioners calls on the Minister for Finance to bring the Living Alone Increase to €20 per week.

Local Property Tax

1. The Annual Meeting of the Association of eircom Pensioners calls on the incoming Officers to make representations to the Ministers for the Environment and Finance to exempt Pensioners with incomes less than €50,000 per annum from the Local Property Tax on their main residence.

Household Communication Tax

1. The Association of eircom Pensioners at their Annual Meeting calls on the incoming Committee to make representations to the Minister for the Environment to refrain from introducing the proposed Communication Tax.

Household Package & Water Charges

1. The Association of eircom Pensioners calls on the Minister for Finance to restore all the original benefits of the household package and to include water charges.

Affiliations:

1. The Association of eircom Pensioners calls on this AGM to give authority to the committee to affiliate to the National Federation of Pensioners Associations if the terms and conditions are favourable.

Change to Rules:

1. The Association of eircom Pensioners call on this AGM to amend Rule No. 11 as published on page ten of this report.

5 The eircom No. 2 Pension Fund and the eircom Superannuation Fund

The eircom No. 2 Pension Fund

This Fund was established in December 1999 when the Minister for Finance provided an advance funding contribution of approximately €1.02B in respect of his liability to provide for the pre-vesting day pension payments for staff who transferred from the former Department of Post and Telegraphs to Telecom Eireann on the 1st January 1984. The Telecom Eireann/eircom Superannuation (Amendment) Scheme 1999 provides that the Minister, in addition to the Trustees, will cause periodic investigations of the Fund to be carried out and if the solvency of the Plan is threatened pay any additional contributions recommended by the investigation. In particular it provides that “the Minister for Finance” shall in any event immediately pay to the Trustees any amount which they immediately require in order to discharge the Specified Benefits as they fall due.

The net assets of the Fund at year ended 31st March 2013 were €457.832m which is a decrease of €19.917m. Withdrawals for the period totalled €66.795m, the Pension levy €2.719 m, and the return on investment was €49.597m.

The eircom Superannuation Fund

During the past 12 months a measure of stability has returned to the world financial markets. A return on the fund’s investments of 12.7% was achieved leaving the fund €302.67m stronger at year end after all payments have been made.

This Fund is financed by contributions from eircom as the plan sponsor and the members who are still in Company employment. Under the 2010 Defined Benefit Pension Accord, the Company contributed for the three years to December 31, 2013 an annual minimum of €20m with the employees contributing 5.3% of pensionable earnings, in addition to their contribution to the Spouses’ and Children’s Scheme of 1.5%. The Actuary has advised that the assets at the end of March 2013 were adequate to meet the Minimum Funding Standard.

The value of the Fund’s assets at the 31st March 2013 was €3.141billion up €302.7m from the 31st March 2012. Withdrawals totalled €71.411m, the Pension levy €17.099m and the net return on investment was €360.014m

New Risk Reserve Requirements

As part of the Social Welfare and Pensions Bill 2012, a revised funding standard and new risk reserve requirements have been introduced for defined benefit schemes. The Fund is reviewing the implication of the new risk reserve requirements which will be fully introduced over a

number of years.

Finance Bill May 2011 Pensions Levy:

Section 4 of the Finance (No2) Bill provides for a temporary levy on pension scheme assets. An annual 0.6% stamp duty levy is applied to the value of the assets under management for the four years 2011 to 2014. The eircom No 2 Pension Fund paid out €3.138m during the year ending 31st March 2012 and a further €2.7m during the year ending 31st March 2013 with a further €4.9m approx. due over the remaining two years. The effect of the Levy payment will be to bring forward the expected date when the Fund falls to a value at which the Minister will be required under the Superannuation scheme provisions to meet the ongoing Fund liabilities arising.

The eircom Superannuation Fund paid out €15.9m during the year ending the 31st March 2012 and a further €17.099m during year ending 31st March 2013 with a further €38m approx. in the remaining two years.

The Minister for Finance in his budget speech of the 5th Dec 2012 confirmed that the Levy would cease after the four year period. However the Minister for Finance in his budget speech of the 15th October 2013 increased the Levy to 0.75% an increase of 0.15% for 2014 and the new levy of 0.15% will continue to year 2015 with no specific commitment to end it then. The Minister said the new “tax” will provide funds to continue support for the job creation programme. It will also “make provision for the potential state liabilities which may emerge from pre-existing or future pension fund difficulties”.

The Trustees of both Funds wrote to all members on December 14, 2011 advising that this tax imposed on the scheme by the legislation has been deducted from the pension funds and may have to be recovered from members by reduction of benefits in the future.

eircom Superannuation Funds 2011, 2012, 2013

Fund	ROI	Outflow	Net Assets
No. 2 Fund	2011 €22m	2011 €66m	2011 €532m
	2012 €15m	2012 €67m	2012 €478m
	2013 €50m	2013 €67m	2013 €458m
Superannuation Fund	2011 €81m	2011 €67m	2011 €2655m
	2012 €236m	2012 €69m	2012 €2839m
	2013 €360m	2013 €71m	2013 €3142m

Combined eircom Superannuation Funds

2011	€ 3.187 B
2012	€ 3.317 B
2013	€ 3.600 B

The eircom pensioners appreciate the efforts and achievements of the eircom, the eircom Superannuation Division, the Boards of Trustees and all concerned in maintaining the Funds in such a strong state in a very difficult financial climate.

6 eServices and Communications Credit Union Ltd:

The dedicated Credit Union for Eircom Staff and Pensioners and their families held its Annual General Meeting on Tuesday 9th December 2014.

There was a very good turnout of members at this year's AGM and the Board of Directors reported that after a good year they were pleased to recommend a dividend of 2.75%.

A rebate of 10% was agreed on interest paid on loans for 2013/2014.

This year we again saw new Directors being elected to the Board.

We would urge all members to ensure that the nominee on their account is up to date and also to ensure that the Credit Union has up to date information on all members' accounts in the form of photo identification & proof of address

The new Credit union website is up and running and we urge people to log on to www.esccu.ie to register for access if not already registered.

For any queries regarding the credit union please call at 01 - 6792344. News of upcoming events can also be found on our website or the credit union's Facebook page.

7 Association of eircom Pensioners – Outgoing Committee 2015:

Hereunder are the contact details for the current committee.

Position	Name	Address	Phone	Mobile
Hon Chair	Seamus Browne	Drumraney, Athlone, Co. Westmeath	0906485182	0872393355
Hon V. Chair	Margaret Duggan	68 Grace Park Meadows, D9	018319297	0851744742
Hon Sec	Denis Fahey	Curranstown, Poulmucka, Clonmel	0526135130	0872793290
Hon Treasurer	Frank Kavanagh	172 Balally Drive, Dundrum, D16	012956279	0872571276
Committee	Mary Dowling	4 St Enda's Pk., Rathfararnham, D14	014933511	0879630845
Dublin	Jim McNicholas	32 The Crescent, Mill Brook Lawns D24		0872558784
	Willie Barton	51 Carrickmount Ave., D14	012980314	0876799494
	Amelia Hourie	62 Balally Park, Dundrum D16	012955285	0872256167
	Liam Caldwell	26 Broadford Avenue, Ballinteer D16		0872595963
Provinces	Tommy Commons	Rockmarshall, Jenkinstown, Dundalk	0429376136	0872444376
	Pat O'Shaughnessy	15 Ashleigh Heights, Drogheda	0419836089	0872562650
	Jim Keegan	Loyola, Carraroe, Sligo	0719160022	0851403081
	Hugh O'Brien	18 Oaklands Dr, Greystones, Limerick City	061454022	0876718634
	Peter Kenny	13 Lough Atalia Ave, Renmore Galway	091755747	0876816101
	Sean O'Callaghan	Allolee, 56 Park Court, Ballyvolone, Cork	0214504721	0879934029
	Pat Doyle	Hanover Cross, Blackbog, Carlow	0599132233	0872459950
	Gerry P. Lavelle	Coarse Park Hse. Dereenmish, Castlebar, Co. Mayo	0949024356	0860211803

8 Thanks:

It would be remiss of me not to acknowledge the support and co-operation that I received from my fellow Officers and Committee and Sub-committee during this past year.

I also acknowledge the wonderful encouragement that I received from members and potential members throughout the country during the year. I will be relying on your encouragement when we progress with the continued formation of the District structures, which has already commenced.

I acknowledge the work of Brian McCann, Fund Administrator and his team in the Superannuation Division in accommodating **our** meetings and his tolerance in dealing with our short-comings during and in perusing our activities on behalf of the Association of eircom Pensioners. This is very much appreciated.

9 Rules of the Association of eircom Pensioners:

Approved August 2014

1. The Association shall be called "The Association of Eircom Pensioners". (AOEP)
2. The objectives of the Association shall be to advise and assist members on matters of concern to them on Eircom and State pension issues, social protection, taxation, security etc. The Association will also make representations at Ministerial and Government level and make pre-budget submissions on behalf of our members.
3. Membership of the Association shall be open to all persons who have retired from the Eircom Company and will include pensioners and deferred pensioners
4. The Annual subscription shall be €5 per annum. This shall be payable to the Honorary Treasurer of the Association in February each year by deduction from pension under arrangement with the eircom Superannuation Division or alternatively by Financial Institution Standing Order at the time of joining the Association and at the same time in subsequent years.
5. The Association shall be managed by a Chairman, Honorary Secretary, Honorary Treasurer and a Committee of at least 10 other members and no more than twenty other members. All Officers and Committee members shall be paid up members. The Association Committee may appoint Officers to fill vacancies should they arise during the year and may co-opt members to the Committee in addition to those elected at the Annual Meeting. The quorum for Committee meetings shall be eight, one of whom shall be an Officer.
6. The Association Committee shall normally meet in Dublin every two months or more frequently if the Chairman decides that this is warranted.
7. The Association shall hold an Annual Meeting in Dublin in March or April each year to which all members of the Association will be invited and given 10 days' notice. All Officers and Committee members shall retire at the Annual Meeting and shall be eligible for election if they so desire. Candidates for election must be willing to serve and must be proposed and seconded.
8. The Committee shall be empowered to pay the expenses incurred by Committee members in conducting the business of the Association and to fix and pay honoraria as appropriate.
9. Motions including motions involving changes of rules must be submitted to the Honorary Secretary in writing before the 1st March for discussion at the Annual Meeting. Motions other than motions requiring a change of rules may be passed by a simple majority. Motions calling for a change of rules may only be passed by a two thirds majority of members present and voting at the Annual Meeting.
10. The Association will be non political and non sectarian.
11. The Association shall endeavour to set up Organisational Centres based on former Telecom Districts where we have a predominance of members with Centres in Waterford, Cork, Limerick, Galway, Sligo, Portlaoise, Drogheda, with four Centres in Dublin based on former work areas of Operator Services, Telephone Contracts, Engineering and Clerical. The main functions of all Centres should be to recruit new members and to keep members informed of developments. The Centres should also have a social function.

**Ask not what you can do for you Association but what your Association can do for you.
Calling all retired Staff of Eircom, lookup your Association's website at www.aoep.ie**

OFFICIAL NOMINATION PAPER (_____ District)

We wish to nominate:

_____ 1.

Proposed by: _____ 2.

Proposer's Membership No. /Pension _____ 3.

Seconded by: _____ 4.

Seconded's Membership No. /Pension _____ 5.

I accept the nomination _____ 6.

Pension No. _____ Signature of the Nominee _____

Return your completed nomination paper by April 27, 2015 to the address below. Nominations received after that date will be deemed to be invalid.

Return address:

Denis J. Fahey, Honorary Secretary, Association of eircom Pensioners,
Curranstown, Poulmucka, Clonmel, Co. Tipperary

Recruitment Message to all members

At the Inaugural Meeting of the Association of Eircom Pensioners on August 14th 2014 in Eircom Head Office the Chairman of the Association Seamus Browne advised that one of the key priorities of the Association is **“Recruitment”** of new members.

A recruitment campaign was launched immediately in all former Eircom Districts and was led by committee members with support from existing members throughout the country. Significant numbers were recruited bringing the total membership to 3,500 approx.

I'd like to take this opportunity to express my thanks and appreciation to those who were involved in the recruitment drive this far. However this is only the start and recruitment will be continuous. We can all assist in increasing our membership. You may well ask how can I assist with recruitment. The challenge is for each existing member to recruit one new member in the current year. While this may seem daunting it is not unachievable.

New members can join on-line at **www.aoep.ie** or any member of the National Committee will be very willing to assist with the recruitment process.