

Annual Meeting Report 2019

The Annual Meeting of the Association of eircom Pensioners will be held on Wednesday April 17, 2019 at 14.00 hrs in the **Ashling Hotel, Parkgate Street, Dublin 8.**

Refreshments will be served before the meeting from 13.00hrs.

You are cordially invited to attend

Agenda for AGM:

Standing order report No. 1

Address of welcome by – Seamus Browne, Chairperson
Silent Prayer in Honour of deceased members
Address by Guest Speaker – Mr Dermot Goode, Total Health Cover
Minutes of Annual Meeting 2018
Honorary Secretary's Report
Treasurers Report
Motions

Standing order report No. 2

Election of Officers and Committee
Open Forum
Closing Address by the Chairperson

A large attendance of members is requested

Denis .J Fahey
Honorary Secretary

Important Notes:

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 being received from any District only members from that District will be permitted to vote.

District nominations (2) are to be submitted to the Secretary no later than Wednesday April 10, 2019 for due process.

Transport to Heuston Station:

Take the Luas from Abbey Street Lower to Heuston Station. The hotel is back across the bridge on the left, only 150 metres from the Heuston Station LUAS stop.

The venue for this year's Annual Meeting is The Ashling Hotel, Parkgate Street, Dublin 8.

We remember our deceased Colleagues:

Masses will be held in Whitefriar Street Church, Dublin 2 on Wednesday April 24, 2019 @ 11.30 a.m. and Wednesday November 6, 2019 @ 11.30 a.m.

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GDPR Policy & Procedures

The Association has developed policies, procedures, controls and measures to ensure maximum and continued compliance with the data protection laws and principles, including staff training, procedure documents, audit measures and assessments. Ensuring and maintaining the security and confidentiality of personal and/or special category data is one of our top priorities and we are proud to operate a '*Privacy by Design*' approach, assessing changes and their impact from the start and designing systems and processes to protect personal information at the core of our Association.

Our GDPR policy and procedures document can also be downloaded from our website www.aoep.ie or forwarded by an email attachment provided that we have your most recent email address.

AOEP appreciates your assistance in keeping the records that we hold up to-date. We would be very much appreciated if any discrepancies or errors were observed and that these would be brought to our immediate attention. Thanking you for your co-operation.

1 The Minutes of the Annual Meeting Wednesday April 18, 2018:

All assembled in the air auditorium after refreshments were served. The Chairman Seamus Browne called the assembly to order and opened the meeting at 14.00hrs. The Agenda was approved and the Chairman welcomed all present including our Guest Speaker, Mr Brian McCann, Administrator eircom Superannuation Funds.

The key message emphasised by the Chairman was the situation in respect of pensioner's pay and difficulties that surround future staff pay rises. Productivity and bonuses to staff don't have an impact on pensioner's pay as would staff pay rise. This is further compounded by the Trustees of the Main account have decided on any pay rise being offset against restoration of the fund due to Government plundering the pension funds nationally.

The building and development of the Association of eircom Pensioners on the former District structure of Telecom Eircom is emerging as an ambitious undertaking. The records show the progress was made on last year's **4,575**.

The Chairman acknowledged the excellent communication and strong working relationship AOEP has with Mercer through Sheila Mullett & her team. Mercer's Q&A details as published on our website have proven to be very helpful to pensioners. He thanked Emma & Pat & the team in ESCCU for assistance in maintaining our account over the past year. He advised member present that two manned information stands are in attendance to respond to any queries members may have. Attendance record shows over two hundred members attended and a large number of apologies were noted.

2 Silent Prayer in Honour of deceased members:

The Chairman invited all to observe a moment silent prayers for all our deceased members. Sadly the total deceased over the past twelve months amounted to 107. May they Rest in Peace.

3 Address by Guest Speaker:

The Chairman invited Brian McCann eircom Superannuation Fund Administrator to address the members and in doing so thanked Brian & his team particularly in facilitating our meetings over the past twelve months.

Brian then gave a Power Point Presentation on both Pension Funds as outlined hereunder:-

Eircom Funds - Trustees

Main Fund

Brian Duncan (Chairman)
Jim Foley
Brian Loughran
Jim Browne
Paul Callan
Frank O'Brien
Gerry Nolan
Mick Scully

No. 2 Fund

Joe Maher (Chairman)
Jim Foley
Brendan Clahane
Kevin Conlon
Paul O'Rorke
Frank O'Brien
Ray Lawlor
Michael McKeown

Investment and Financial Team

Ciaran Naughton

Investment and Finance Manager

Patrick Kirby

Accountant

Margaret Atunbase

Accounts Assistant

Pensions Administration Team

Brian McCann

Scheme Administrator

Ian Fox

Superannuation Specialist

Angie Heffernan

Superannuation Specialist

Pensions Administration Team Cont.

Louise Gunnery

Superannuation Specialist

Graham O'Loughlin

Administration Support

Jimmy Mulvey

Administration Support

Trustee Administration Team

Brian McCann

Scheme Administrator

Dave Bradley

Fund Operations Manager

Summary of Members – No. 2 Fund

	31/08/17	31/10/2017	31/01/18	31/03/18
Employees	1,752	1,715	1,628	1,603
Preserved Pensioners	3,717	3,604	3,526	3,416
Pensioner Totals	9,426	9,527	9,646	9,741
Males With Spouses	5,785	5,836	5,918	5,968
Males Without Spouses	235	236	237	237
Females With Spouses	359	363	373	380
Females Without Spouses	1,533	1,571	1,599	1,640
Widows / Widowers	1,434	1,447	1,445	1,440
Dependents	80	74	74	76
Total Membership	14,895	14,846	14,800	14,760

Summary of Members – Main Fund

	31/08/17	31/10/2017	31/01/18	31/03/18
Employees	2,191	2,135	2,034	2,011
Preserved Pensioners	4,781	4,675	4,595	4,483
Pensioner Totals	9,370	9,477	9,602	9,701
Males With Spouses'	5,857	5,908	5,991	6,043
Males Without Spouses'	223	224	225	225
Females With Spouses'	381	386	396	404
Females Without Spouses'	1,517	1,555	1,584	1,625
Widows / Widowers	1,318	1,336	1,339	1,335
Dependents	74	68	67	69
Total Membership	16,342	16,288	16,240	16,195

Pensions Payroll

Pensioners in Payment Currently – 10,047

Payroll costs in the region of €200m P.A. (both Funds)

60 to 90 New Pensioners being added to Payroll each Month

Approx 800 to 1000 new pensioners will be added to the Payroll each year for the next 4 to 5 years and then this will begin to peter out

Payroll Costs Increasing circa €1.0m each Month

Main Fund Current Asset Value

€4,326bn

Currently Meets the Minimum Funding Standard Under Pension Authority Regulations

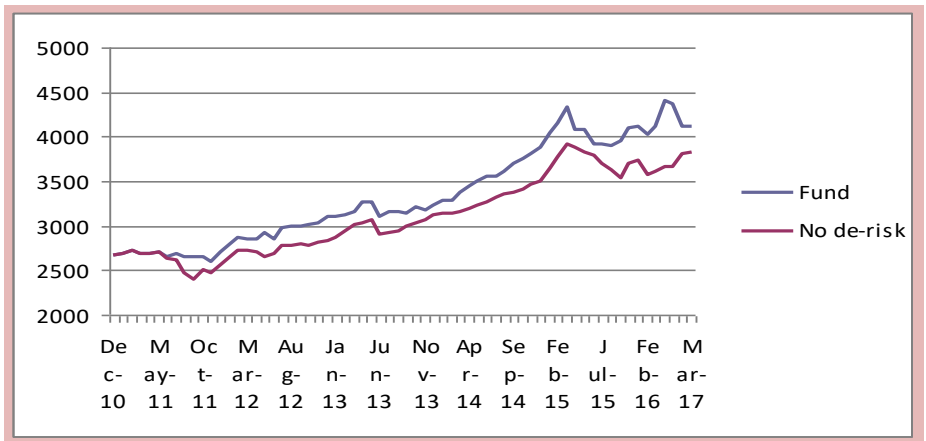
Assets and Liabilities Projected into the future are more or less in balance

Contributions from Company and Employees Currently Running at about €15m P.A.

Fund De-Risking Programme undertaken in 2011 onwards

The Fund is Currently Invested in Fixed Income Assets – 75% and Growth Assets – 25%

De-Risking Comparison



No. 2 Fund Current Asset Value

€240m

Large Deficit on the Fund

Assets will be depleted in the next 3 years

Currently no Contributions being paid into Fund

Future Funding Arrangements Agreed between the Company, Trustees, Dept. of Finance and Dept. of Public Expenditure and Reform

No. 2 Fund Future Funding

Agreement reached Between the Trustees, Company and Government Departments

Agreement to move to a Pay As You Go Arrangement

The Trigger Point will be when the Fund hits a Particular Value

Trustees will at all times have 3 Months Pension Benefits on Hand

Scheme and No.2 Fund Trust Deed Amended

Trustee Board will remain in Place

Pensions Accord - 2010

Company and Trade Union Alliance Agreement – Pensions Accord
Pensionable Pay Freeze and Increases Limited from January 2015 to the Lowest of
The % Increase in Actual Pay Awarded in the Year or
The % Rate of the Annual Increase in the Consumer Price Index (Prior Year) or
A Max Annual Increase of 4% in each of 2015, 2016 and 2017, 3.25% in each of 2018, 2019 and 2020
and 2.5% in each year thereafter

Government Pension Levy

Introduced in the Finance Act of 2011
2011 - 0.6%, 2012 - 0.6%, 2013 - 0.6%, 2014 - 0.75% and 2015 - 0.15% Reductions in Asset Values
Both Funds Depleted to the Tune of €95m (€83m and €12m)
Trustees Adopted a Wait and See Approach and Members were informed
Main Fund Trustees have decided to recover the Levy from Members
No. 2 Fund Trustees have decided not to recover the Levy from Members
Members received communication in November, 2017

Pension Increase

Average Rate of C.P.I. in 2014 was 0.2%, 2015 was -0.3%, 2016 was 0.0% and 2017 was 0.4%

Serving Staff Received Salary increase August 2015 – Only 0.2% of Increase Pensionable
Trustees Requested Approval for Pension Increase – 0.2% Company Approval has been received.
Departmental Approval Received During 2017.

- Main Fund Trustees will withhold Increase and Offset against the Government Pension levy
- No. 2 Fund Trustees will pass on the Increase to Members

Pension Increase will be paid to fortnightly Pensioners on April 19, 2018 and Monthly Pensioners on
May 15, 2018

Contact Details

Brian McCann	01 701 3916	brian.mccann@eir.ie
Angie Heffernan	01 701 3922	angie.heffernan@eir.ie
Ian Fox	01 701 3834	ian.fox@eir.ie
Louise Gunnery	01 701 3914	louise.gunnery@eir.ie

Brian thanked the Association for the invitation and invited questions from the floor. He expressed concern in the “short comings” in the office in delay in responding to members calls. This was mainly attributable to staffing levels and hopefully going forward this will be resolved. He thanked those members for their feedback.

4 Motions actioned:

In total eighteen motions were submitted for consideration at our Annual Meeting 2018. They were addressed under the following headings:-

Minister for Older People	Thresholds for Capital Acquisition Tax
Universal Social Charge,	Restoration of Christmas Bonus
Health,	State Pension Contributory,
Pension Levy,	Congress of Trade Unions,
Living Alone Increase,	Taoiseach/Government
Local Property Tax,	DIRT Tax Liability.
Water Charges,	Amendment to the Articles of Association

A debate emerged from the floor concerning a late motion relating to seeking a meeting with the trade union alliance with regard to overturn the DB 2010 Accord and its negative impact on pensioners pay. This was referred to the incoming committee with a view to opening dialogue with the union alliance involved in that agreement.

Relevant motions were presented to the various Ministers at our pre-budget - October 2018 submission.

5 Elections of Officers and Committee:

The Secretary confirmed receipt of nominations for the committee for Annual Meeting 2018 and invited all the nominees to rise and identify themselves and advised that all are prepared to stand for election as follows:- Seamus Browne, Denis J. Fahey, Frank Kavanagh, Margaret Duggan, Jim McNicholas, Frank Coghlan, Liam Caldwell, Terry O’Friel, Elizabeth Deans (resigned), Tommy Commons, Pat O’Shaughnessy, Tony McGee, John A O’Malley, Pat Doyle, David Lee, Thomas B Murray (co-op Sept), Eamon Quaid (co-op May), and Stephen Lyons (co-op June) and Pierce Butler. The committee was elected individually with both a proposer and seconder in compliance with the requirement as outlined on page one of this Annual Meeting Report. The Chairman thanked all for their endorsement and advised that we are looking for new blood from within the District structure, as we embarked on increasing our membership base.

6 Open Forum:

The Chairman invited questions from the floor on any topic that was cause of concern. He advised that the annual subscription of €5.00 will not be increased in the foreseeable future as only out of pocket expenses are reimbursed. The main source of income is that by deduction from fortnightly and monthly paid pensions. We rely on deferred pensioners to complete a Standing Order Form that is available in hard copy as well as on-line through our website. **The PayPal facility on our website is the preferred option.** This process is a “one-stop-shop” as it facilitates membership details and payment of annual membership.

Members queried where they can get their pension number? Mercer will provide same and the contact number is on the payslip.

Discussion on possible pension increase followed. The Secretary stated that the pension funds are managed by the Trustees under the aegis of the Pensions Authority. The preservation of the funds into the future is their primary responsibility.

7 Conclusions:

The meeting concluded with the Chairman thanking all for their attention and Brian McCann in particular for his annual presentation. He also asked Brian to convey our thanks to his team and the Superannuation Staff for all their assistance to all eircom pensioners during the past year.

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

He also thanked Emma Lusk and her team from ESCCU and Sheila Mullett and her team from Mercer for providing helpful advice at their respective information desks.

He concluded by thanking the Catering Staff for looking after the hospitality end of the business and thanked all for attending and wished them a safe journey home and closed the meeting at 1540.

Urgent Reminder of payment of Annual Subscription:

The Association, your Association relies on you, our member to pay your annual membership fee of €5.00 (five euro). There are three ways to pay your annual membership: by deduction at source from your pension; by Standing Order from your banking institution or Credit Union or by our PayPal facility.

In preparing the circulation of this Annual Report 2019 it was/is established that our membership should yield an income of €23,710.00. However, as can be observed from our Financial Report, there is a sizable discrepancy of €1,000.00. That represents 200 members for whom payment of their annual fee has not yet been received. On closer examination it transpires that members who completed their Standing Orders (S. O.s.) and instead of taking the form to their Bank for due process, they returned them to the Association Secretary. With adherence to GDPR the Financial Intuitions will no longer accepted posting the completed form for due process. This means that you the member has to physically call to their bank with the form. Or alternatively go on-line and complete your S. O. using that method.

For those who have sent their S. O.s to the Secretary, the form will be returned by email attachment or by post for your immediate action. We rely on your cooperation to respond to this appeal.

BUDGET SUMMARY 2019

The following are details of the Budget Statement of 9 October 2018, as made by the Minister for Finance and Public Expenditure and Reform.

Income Tax

The tax credits and tax bands changes are in bold.

Tax Credits

Tax Credit	2018 €	2019 €
Single Person	1,650	1,650
Married or in a Civil Partnership	3,300	3,300
Employee Tax Credit	1,650	1,650
Earned Income Tax Credit Max	1,150	1,350
Widowed Person or Surviving Civil Partner (without qualifying child)	2,190	2,190
Single Person Child Carer Tax Credit	1,650	1,650
Incapacitated Child Credit Max	3,300	3,300
Blind Tax Credit:		
Single Person	1,650	1,650
Married or in a Civil Partnership - One Spouse or Civil Partner Blind	1,650	1,650
Married or in a Civil Partnership - Both Spouses or Civil Partners Blind	3,300	3,300
Widowed Parent:		
Bereaved in 2018	3,600	3,600
Bereaved in 2017	3,150	3,150
Bereaved in 2016	2,700	2,700
Bereaved in 2015	2,250	2,250
Bereaved in 2014	1,800	1,800
Bereaved in 2013	-	-
Age Tax Credit:		
Single or Widowed or Surviving Civil Partner	245	245
Married or in a Civil Partnership	490	490
Dependent Relative	70	70
Home Carer Tax Credit	1,200	1,500

Tax Rates and Tax Bands

Personal Circumstances	2018 €	2019 €
Single or Widowed or Surviving Civil Partner, without qualifying child	34,550 @ 20% Balance @ 40%	35,300 @ 20% Balance @ 40%
Single or Widowed or Surviving Civil Partner, qualifying for Single Person Child Carer Credit	38,550 @ 20% Balance @ 40%	39,300 @ 20% Balance @ 40%
Married or in a Civil Partnership, one Spouse or Civil Partner with Income	43,550 @ 20% Balance @ 40%	44,300 @ 20% Balance @ 40%
Married or in a Civil Partnership, both Spouses or Civil Partners with Income	43,550 @ 20% with increase of 25,550 max. Balance @ 40%	44,300 @ 20% with increase of 26,300 max. Balance @ 40%

Exemption Limits

The exemption limits for persons aged 65 years and over remain unchanged:

Personal Circumstances	2018 €	2019 €
Single or Widowed or a Surviving Civil Partner, 65 years of age & over	18,000	18,000
Married or in a Civil Partnership, 65 years of age & over	36,000	36,000

The above exemption limits increase by €575 for each of the first two dependent children and by €830 for the third and subsequent children.

Marginal Relief may apply, subject to an income limit of twice the relevant exemption limit.

Universal Social Charge (USC)

The USC changes are in bold.

Standard Rates of USC

USC Thresholds			
2018	Rate	2019	Rate
Income up to €12,012.00	0.5%	Income up to €12,012.00	0.5%
Income from €12,012.01 to €19,372.00	2%	Income from €12,012.01 to €19,874.00	2%
Income from €19,372.01 to €70,044.00	4.75%	Income from €19,874.01 to €70,044.00	4.5%
Income above €70,044.00	8%	Income above €70,044.00	8%

Reduced Rates of USC

USC Thresholds			
2018	Rate	2019	Rate
Income up to €12,012.00	0.5%	Income up to €12,012.00	0.5%
Income above €12,012.00	2%	Income above €12,012.00	2%

Individuals (aged under 70) who hold a full medical card whose aggregate income for the year is €60,000 or less.

Note 1. 'Aggregate' income for USC purposes does not include payments from the Department of Employment Affairs and Social Protection (DEASP).

Note 2. A 'GP only' card is not considered a full medical card for USC purposes.

Exempt Categories

These remain unchanged:

2018	2019
Where an individual's income for a year does not exceed €13,000	Where an individual's income for a year does not exceed €13,000
All DEASP payments	All DEASP payments
Income already subjected to DIRT	Income already subjected to DIRT

3% Surcharge (non-PAYE income)

The surcharge of 3% on individuals who have non-PAYE income that exceeds €100,000 in a year remains unchanged.

Mortgage Interest Relief

Mortgage interest deductibility for landlords

From 1 January 2019 landlords of residential property will be able to deduct 100% of their mortgage interest against their rental income. Without this change, the permitted deduction would have been 90% of mortgage interest in 2019 and 95% of mortgage interest in 2020.

Capital Acquisitions Tax (CAT)

Tax-free Thresholds

The CAT Group A tax-free threshold is increased as follows:

Threshold	Existing Level	New Level
A Applies where the beneficiary is a child (including adopted child, step-child and, in some circumstances, foster child) or is a minor child of a deceased child of the disposer. Parents also fall within this threshold where they take an inheritance of an absolute interest from a child.	€310,000	€320,000
B Applies where the beneficiary is a brother, sister, a nephew, a niece or lineal ancestor or lineal descendant of the disposer.	€32,500	No change
C Applies in all other cases.	€16,250	No change

The new Group A tax-free threshold applies to gifts and inheritances taken on or after 10 October 2018.

Corporation Tax (CT)

Film Relief

The scheme provides relief in the form of CT credit related to the cost of production of certain films. The credit was due to expire at the end of 2020 and will now be extended until 2024.

A new, short-term, regional uplift commencing at 5% is being introduced for productions being made in areas designated under State aid regional guidelines. This is subject to State aid approval and will be tapered over four years.

Capital allowances for employer-provided fitness and childcare facilities

Accelerated capital allowances are being made available for capital expenditure incurred on equipment and buildings used for the purposes of providing fitness and childcare facilities to employees.

The scheme is available to all employers in the State who provide such services and facilities to employees for their exclusive use. This provision will apply from 1 January 2019.

Capital allowances for gas-propelled vehicles and refuelling equipment

Accelerated capital allowances are being made available for capital expenditure incurred by persons who use gas-propelled vehicles and refuelling equipment for the purposes of their trade.

Three Year Relief for Start-up Companies

This measure provides relief from CT on trading income (and certain capital gains) for new start-up companies in the first three years of trading. This relief was due to expire at the end of 2018 and is being extended to companies commencing a qualifying trade during the next three years.

CT and Capital Gains Tax (CGT)

Anti-Tax Avoidance Directive (ATAD)

As part of Ireland's commitment to implementing the ATAD, the Finance Bill will provide for a new ATAD compliant exit tax regime and Controlled Foreign Company (CFC) Rules.

Exit Tax

The ATAD compliant exit tax regime will tax unrealised capital gains where companies migrate or transfer assets offshore such that they leave the scope of Irish tax.

The rate of the exit tax charge, which comes into effect on 10 October 2018, will be 12.5%.

CFC Rules

The CFC rules are an anti-abuse measure, designed to prevent the diversion of profits to offshore entities (the CFCs) in low or no tax jurisdictions. The rules are required by the ATAD and will take effect for accounting periods of controlling companies beginning on or after 1 January 2019.

Key Employee Engagement Programme (KEEP)

The KEEP was introduced for employees of unquoted Small and Medium Enterprises with effect from 1 January 2018.

The value of share options which can be granted to qualifying individuals under the terms of the KEEP scheme has been amended. Options of up to €300,000 can be awarded over the lifetime of the scheme (rather than €250,000 over a three-year period).

An employee may now also receive an equal value of KEEP options to salary (subject to the overall limits). Previously the value of options that could be granted was capped at 50% of salary. The maximum value of options that can be granted in a year remains at €100,000.

Value Added Tax (VAT)

Tourism activities

The VAT rate on tourism activities (services and goods) will be increased from 9% to 13.5% from 1 January 2019.

Newspapers and sports facilities

The VAT rate on newspapers and sports facilities will remain at 9%.

Electronically supplied publications

The VAT rate on e-books and electronically supplied newspapers is being reduced from 23% to 9% from 1 January 2019.

Agri-Taxation

Income Averaging

The income averaging regime for farmers is being extended to include farmers who, or whose spouses or civil partners, carry on another trade or profession, or are directors of a company carrying on a trade or profession.

Farmer Stock Relief

Stock relief for farmers is being extended for a further three years to 31 December 2021. This includes the:

- 25% general stock relief
- 50% stock relief for members of Registered Farm Partnerships
- 100% stock relief for certain Young Trained Farmers.

Vehicle Registration Tax (VRT)

Diesel Surcharge

A 1% VRT surcharge applies to diesel engine passenger vehicles registered from 1 January 2019.

Relief for hybrid and plug-in hybrid vehicles

This relief is being extended for another year to 31 December 2019.

Excise

Tobacco Products Tax (TPT)

TPT rates are increased with effect from 10 October 2018. The increase amounts to 50 cent, inclusive of VAT, on a packet of 20 cigarettes in the most popular price category, with pro rata increases on other tobacco products.

An additional 25 cent inclusive of VAT is being added to the price of 30g packets of Roll Your Own (RYO) tobacco. The Minimum Excise Duty for cigarettes is being raised to €376.82 per 1,000 cigarettes. This means that all packs of 20 cigarettes sold at, or below, €11.00 will be subject to €7.54 in Excise Duty.

Betting Duty

Betting Duty on bookmakers, both traditional and remote will increase from 1% to 2% on the amount wagered by customers in the State from 1 January 2019.

Betting Intermediary Duty

Betting Intermediary Duty on the commission earned by betting intermediaries from bets placed by customers in the State will increase from 15% to 25% from 1 January 2019.

Sugar Sweetened Drinks Tax (SSDT)

There are no changes to SSDT rates.

Alcohol Products Tax (APT)

There are no changes to the APT rates.

Energy

There are no changes to the following rates:

- Mineral Oil Tax (MOT)
- Natural Gas Carbon Tax (NGCT)
- Solid Fuel Carbon Tax (SFCT)
- Electricity Tax.

Stamp Duty

The stamp duty exemption on transfers of land to young trained farmers is to be extended for a further three years. This will apply to conveyances or transfers executed on or before 31 December 2021.

Benefit in Kind

Exemptions - Electric Cars and Vans

The exemption from benefit in kind for employer provided electric cars or vans is extended to 31 December 2021. A cap of €50,000 on the original market value (OMV) of the car or van that is exempt from BIK is applied from 1 January 2019. Any amount of the OMV over €50,000 is taxable in the normal manner.

This exemption is limited to cars or vans which derive their motive power solely from electricity (that is no exemption is available in respect of hybrid cars or vans).

Legal Disclaimer

This leaflet is intended to describe the subject in general terms. As such, it does not attempt to cover every issue which may arise in relation to the subject. It does not purport to be a legal interpretation of the statutory provisions and consequently, responsibility cannot be accepted for any liability incurred or loss suffered as a result of relying on any matter published herein.



www.revenue.ie
9 October 2018

Working Family Payment (formerly Family Income Supplement)		
Family Size	2018 Income Limit	2019 Income Limit
1 child	€521	€521
2 children	€622	€622
3 children	€723	€723
4 children	€834	€834
5 children	€960	€960
6 children	€1,076	€1,076
7 children	€1,212	€1,212
8 children or more	€1,308	€1,308

The level of WFP payment will continue to be based on 60% of the shortfall between net weekly family income and the applicable weekly family threshold.

Child Benefit		
Monthly Rate	2018 Rate	2019 Rate
€140 per child	€140 per child	€140 per child

Twins – Child Benefit is paid at one and half times (150%) the normal monthly rate for each child.
All other multiple births – Child Benefit is paid at double (200%) the normal monthly rate for each child.

Other Social Welfare Payments		
	2018 monthly	2019 monthly
Guardian's Payment (Contributory)	€181.00	€186.00
Guardian's Payment (Non-Contributory)	€181.00	€186.00
Fuel Allowance (Fuel Season in 2019 is 28 weeks)	€22.50	€22.50

Domiciliary Care Allowance	2018 monthly	2019 monthly
	€309.50	€309.50
Carer's Support Grant	2018 annually	2019 annually
	€1,700.00	€1,700.00
Back to School Clothing & Footwear Allowance - each qualified child aged 4-11	2018 annually	2019 annually
	€125.00	€150.00
Back to School Clothing & Footwear Allowance - each qualified child aged 12 and over	€250.00	€275.00

Widowed or Surviving Civil Partner Grant	2018 once off payment	2019 once off payment
	€6,000	€6,000

	Personal Rate		Increase for a Qualified Adult		Increase for a Qualified Child	
	2018	2019	2018	2019	2019 - Under 12	2019 - Age 12 & over
Social Insurance Payments						
State Pension (Contributory)	€	€	€	€	€	€
- Personal Rate - Under Age 80	243.30	248.30	31.80	34.00	34.00	37.00
- Personal Rate - Aged 80 and over	253.30	258.30	31.80	34.00	34.00	37.00
- Increase for Qualified Adult - Under 66		162.10		165.40		
- Increase for Qualified Adult - 66 and Over		218.00		222.50		
Widow's/Widower's/Surviving Civil Partner's (Contributory) Pension/Deserted Wife's Benefit						
- Under Age 66	203.50	208.50			31.80	37.00
- Aged 66 and under Age 80	243.30	248.30	31.80	34.00	34.00	37.00
- Aged 80 and over	253.30	258.30	31.80	34.00	34.00	37.00
Incapacity Pension	203.50	208.50	31.80	34.00	34.00	37.00
Carer's Benefit/Constant Attendance Allowance	215.00	220.00	31.80	34.00	34.00	37.00
Disability Benefit	229.00	234.00	31.80	34.00	34.00	37.00
Jobseeker's/illness/Health & Safety/Injury Benefit	198.00	203.00	31.80	34.00	34.00	37.00
Maternity/Paternity/Adoptive/Parental Benefit	240.00	245.00				
Death Benefit						
- Under Age 66	228.50	233.50			31.80	37.00
- Aged 66 and under Age 80	247.70	252.70	31.80	34.00	34.00	37.00
- Aged 80 and over	257.70	262.70	31.80	34.00	34.00	37.00

	Personal Rate		Increase for a Qualified Adult		Increase for a Qualified Child	
	2018	2019	2018	2019	2019 - Under 12	2019 - Age 12 & over
Social Assistance Payments						
State Pension (Non-Contributory)	€	€	€	€	€	€
- Aged 66 and under Age 80	232.00	237.00	31.80	34.00	34.00	37.00
- Aged 80 and over	242.00	247.00	31.80	34.00	34.00	37.00
- Increase for Qualified Adult - Under 66		153.30		156.60		
Carer's Allowance						
- Under Age 66	214.00	219.00			31.80	37.00
- Aged 66 and over	252.00	257.00	31.80	34.00	34.00	37.00
Disability Allowance/Blind Pension	198.00	203.00	31.80	34.00	34.00	37.00
Widow's/Widower's/Surviving Civil Partner's (Non-Contributory) Pension	198.00	203.00	31.80	34.00	34.00	37.00
One-Parent Family Payment	198.00	203.00	31.80	34.00	34.00	37.00
Pre-Retirement/Deserted Wife's Allowance	198.00	203.00	31.80	34.00	34.00	37.00
Jobseeker's Allowance - Aged 26 or over	198.00	203.00	31.80	34.00	34.00	37.00
- Aged 25	152.80	157.80	131.40	134.70	131.80	134.70
- Aged 18 - 24	107.70	112.70	112.70	112.70	112.70	112.70
Supplementary Welfare Allowance - Aged 26 or over	196.00	201.00	131.40	134.70	131.80	134.70
- Aged 25	152.80	157.80	131.40	134.70	131.80	134.70
- Aged 18 - 24	107.70	112.70	112.70	112.70	112.70	112.70
Farm Assist	198.00	203.00	131.40	134.70	131.80	134.70

9 Hon. Secretary's Report to AGM April 17, 2019

Since our Annual Meeting April 2018, at which once again over 200 members attended, the Association commenced the process of preparing for GDPR. This proved to be quite an undertaking. Having sought quotations for this work it proved to be an expensive undertaking. We engaged the services of SYTORUS. A sub-committee of three was formed to develop a policy document, provide training for the committee members culminating in the production of policy document and the appointment of a Data Protection Officer. Our original data custodian, Pat Doyle, who has prepared our data for the production of our Annual Reports, deduction at source (DAS) and a master spreadsheet in consultation/co-operation with Superannuation Division. Superannuation Division in turn send the DAS data to the paymaster Mercer to execute the deduction. Depending on the exigencies of the Division this process proved troublesome in that we couldn't guarantee that DAS could meet with our April deadline. Members were concerned that two deductions were made in one year. This arose due to the fact that no deduction was made in the previous year. AOEP does its utmost to eliminate such an occurrence in the future.

The National committee attended ten meetings with average attendance of fifteen. A Finance sub-committee under Frank Kavanagh, Treasurer, Pierce Butler and Liam Caldwell was formed in January 2018 who produced budgets, recommend the annual accounts for approval and general financial administration. The Association is a *not for profit* organisation therefore all administration is conducted voluntarily and only out of pocket and vouched expenses are reimbursed.

Recruiting is a "work in progress" and initially we used the facility of both Standing Order and PayPal to enable retirees pay their annual subscription of €5.00. Only deferred retirees will still have the above two options available to pay their annual subscription in future.

We have actively engaged, throughout the year with politicians from all sides of the "house" at their various clinics. The aim of this action is to encourage all political persuasions to take up the unjust treatment of pensioners' pension funds. This time last year the Association welcome the draft bill by Mr Willie O'Dea T. D. that attempted to prevent future governments from imposing levies on private pension funds. This Bill is still before the house.

In August we saw the emergence of a group – Semi-State that included RTE, ESB, Bord na Mona, Bord Gais, CIE and others culminating in a presentation to the Dail committee to try an engage Minister Regina Doherty, Minister for Employment Affairs and Social Protection to address the pensioners concern. A seven point document emerged from this group that was presented to the NFPA last November.

Summary of Points necessary in the Legislation and Constitution concerning funds owned by members of the Pension Schemes

1. Legislation is necessary to enable Representation and Arbitration for pensioners as former employees via their Organisations
2. Definition on Ultimate Responsibility for funding Deficits in Public Sector Companies Pension Funds is needed.
3. Flexibility in Minimum Funding Standards must be provided to avoid overstatement of Liabilities in Pension Funds
4. Extension of employer debt to include balance of Funding Proposal beyond a walk away 12 month period is required in amendments to the Bill
5. Legal effect must be given to the Pension Promise of the legitimate expectations of Pensioners
6. A Constitutional prohibition on imposition of Levies or similar charges on Pension Funds Legitimately set up under legislation is necessary for the Pension Auto Enrolment proposal
7. Inclusion of Pensioner's Representative Organisations in consultations to identify Funding Standard reform options is needed to provide balance and equity.

10 Deceased Colleagues:

It is with great sadness that we note the passing of 104 eircom pensioners since our Annual Meeting in April 18, 2018. s. Our thoughts and prayers are with their family and friends of these members. May they Rest in Peace

The Committee acknowledges the monthly notification from the Superannuation Division of deceased members. In that regard AOEP have **given** an undertaking that it 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 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.

11 Sub-Committees:

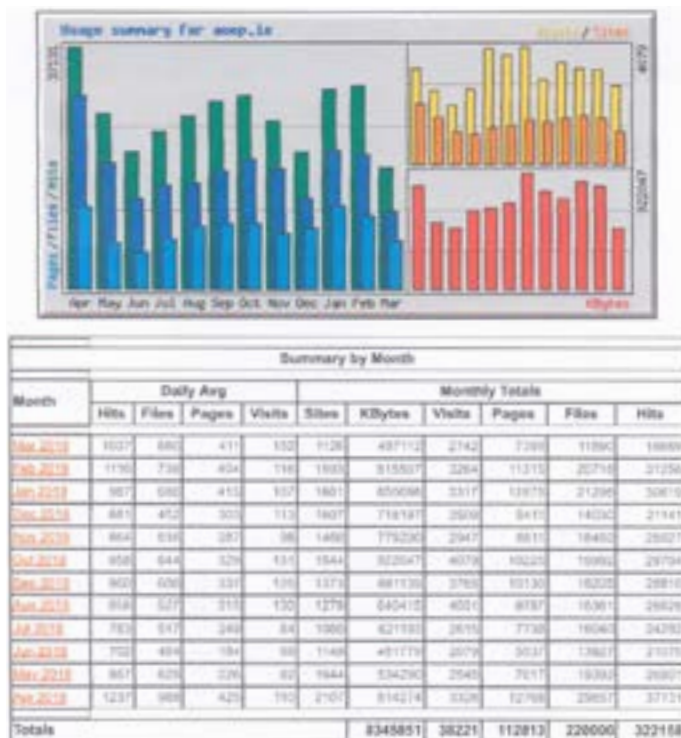
The Finance Committee of Frank Kavanagh, Liam Caldwell and Pierce Butler and the Advisory Sub-Committee under the guidance of Seamus Browne, comprises of the following members: - Margaret Duggan, Frank Kavanagh, Tommy Commons, Pat Doyle and Denis Fahey convened meetings in the past twelve months and made recommendations to the full committee on numerous matters. The sub-committee meetings were held in Dublin. Matters deliberated on included pre-budget submission, website design & content, Program for Government paper, recruitment strategy, Corporate Compliance, Development of a Data Protection Policy.

12 Web Site – www.aoeip.ie

[Members with expertise in this area are most welcome to become involved.](#)

The Association provides on-line application forms and also an on-line payment system to accommodate the payment of our annual membership fee of €5.00. The hosting Company, Register365, also provides statistical information that assists in the management process of the site. These enhancements have made the site very customer friendly and have proven to be of assistance to members, their spouses, solicitors, trustees and carers. In future this medium will prove invaluable for promoting social events and related matters. Some Districts have begun to promote their Annual Memorial Services for deceased pensioners and social functions by using the website at www.aoeip.ie

Summary by Month
Generated March 27, 2019



13 Recruitment:

Recruitment is an ongoing process - hereunder is a table of potential membership for the current year.

Type of retiree (approx numbers)	Totals
Deferred pensioners	4,483
Pensioners post and pre 1984	9,701
Potential membership	14,184
Allow for 50% to affiliate by 2019	7,092
Association of eircom Pensioners -	4,671

Organising our membership based on the old Telecom Eireann District structure facilitates local communication with members via their local representatives in addition to the regular formal communications they receive via email, text and postal service. Therefore it is critical that the AOEP is afforded a high level of co-operation within the membership base on the ground across the country that will make for a very constructive national organisation.

The Association works diligently and with some success for its membership both on an eir (company) directly with eir and provide them with a voice which otherwise may not be heard at National level as well as on the political level.

The Association organisation is twin 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. This year 2018, AOEP is embarking on consolidating its District membership base. To this end District representatives will co-ordinate meeting at a number of locations within each District in order to facilitate pensioners in specific catchment areas. By using email and text message members will be invited to attend their local get-together. As far as possible, those without either email or mobile service will be notified by post.

14 2019 Guest Speaker: Dermot Goode – Total Health Cover:

It was customary that the Guest Speaker was the Director of Superannuation but due to the changes as outlined in Brian McCann's letter of February 14, 2019 to this Association which is published on previous page. (14) outlining the changes taking place in the Division. It was felt that our members would experience a void and Total Health Care was invited to fill this void.

Dermot proposes to cover the session as follows:-

1. To help members source the best value health insurance across all 340 plans to suit their needs (and their budget)
2. To explain the myths associated with health insurance
3. To highlight the best value 'corporate' plans in the market and also to highlight the plans to be avoided
4. To give your members specific advice relative to their existing cover so they know which plans to focus on. With this in mind, we ask members to bring details of their existing cover with them on the day
5. To give members advice on how best to use their cover and how to avoid the many pitfalls that exist
6. We will also advise members on other healthcare benefits such as dental and optical benefits which are available to everyone
7. At the end of the presentation, there will be an open Q&A session where members can ask any question on any of the 340 plans across the market.

Total Health Care contact details:

Mobile: 087 940 2771

Email: info@totalhealthcover.ie

Web: www.totalhealthcover.ie

To gain maximum benefit from Mr Goode's presentation it's recommended that those attending the Annual Meeting should be totally familiar with the level and types of cover that they have and the premium that they are paying?

15 Administrator of Superannuation Scheme's Letter:

Mr. Denis Fahey
Hon Secretary,
Association of eircom Pensioners,
Farrenwick,
Curranstown,
Clonmel,
County Tipperary

eircom Superannuation Scheme
Leitrim House,
67-68 Upper Stephen Street,
Dublin 1, Ireland
Tel + 353 1 701 3916
www.eir.ie

14th February, 2019

Re: Pension Administration Service to the eircom Superannuation Funds

**eircom Superannuation Fund
eircom No.2 Superannuation Fund
eircom Early Retirement Trust**

Dear Mr. Fahey,

Eircom Ltd, trading as eir, was, up to the end of the calendar year 2018 the Registered Administrator of the above Funds, under the Pensions Act 1990. The Administration Function has up to now been carried out in house, by the staff of the eircom Superannuation Division.

However, as advised earlier in the Reports and Accounts of the Funds, during 2018 the current Scheme Administrator indicated to the Company and the Trustee Boards that he intended to retire at the end of December 2018. The Company, arising from this, advised the Trustee Boards that the current level of resources, which it was not in a position to augment, would not be sufficient to provide pension administration in the future at the desired level and they proposed that it be outsourced to an external provider.

The Trustees were mindful of the fact that large numbers of individuals were reaching retirement age currently and this trend would continue over the next two to three years as the Scheme continued to mature. In addition, from this current year onwards, there is a requirement to have pension benefit statements provide to deferred members. Compliance with the General Data Protection Regulations and more detailed reporting requirements arising under the IORPs II Directive will also result in substantial increases in workload.

Taking all of the above into account, the Trustees engaged in a process to secure and ultimately appoint a third party service provider to provide pension administration services to the Funds. A number of potential providers were requested to tender for the work. Following on from a comprehensive selection process, which has now concluded, Aon has been appointed to provide the pension administration services to the Funds from 1 January 2019. Aon will also be the Registered Administrator to the Funds, with the Pensions Authority, under the Pensions Act 1990.

Throughout the outsourcing process the Trustees priority is to ensure that pensions continue to be paid correctly and on time. With this in mind there is currently a transition project underway, whereby the staff of the eircom Superannuation Division are working closely with Aon staff to ensure a seamless handover to the new provider.

For completeness, no change is envisaged in the provision of payroll services currently administered by Mercer. Also the Treasury and Investment function for the Funds is remaining in house with eir.

I hope that the above will be of assistance in keeping you up to date on developments with regard to this matter.

Yours sincerely,

Brian McCann
Scheme Administrator

16 National Federation of Pensioners' Association (NFPA)

'The Objective of the National Federation of Pensioners Associations is to protect, support, educate and promote the interests of its Affiliates in matters of general application and common concern and, where appropriate, to coordinate their efforts'.

The National Federation of Pensioners' Association is the umbrella body for all pensioners' groups in Ireland, and is 40 years in existence. Its affiliates include Eir, ESB, Gardai, Civil & Public Servants, HSE South, Guinness, Bord na Mona, Dublin City Council, Dublin Fire Brigade, Aviation Authority and Irish Army. The Federation is a recognised Association by Government, and this is confirmed by the fact that it receives an annual subvention from the state through the HSE. It represents approximately 28,000 pensioners and, among other work, frequently makes representations to Government with budget submissions.

The Federation has a small number of delegates on the ICTU Retired Workers Committee.

Notwithstanding the above the Federation is an underutilised resource: any group that represents 28,000 people, and is officially recognised, should carry substantial clout. There is a vast number of groups representing pensioners who are not affiliated to the NFPA, and most of these we would suspect are unaware of its existence or of its potential. There are significant, unexplored opportunities to make this organisation more relevant. We believe that the AOEP, who are regular attendees at its monthly meetings as delegates, should take a more active and senior role in the organisation.

It is important that AOEP representatives on the NFPA committee impress on fellow committee members the importance of utilising TDs and Senators of all sides of the House, where appropriate, to further/support issues of concern to our membership.

Examples are the two private members bills under discussion in the Dáil that are addressed in this report.

All NFPA committee members have been supplied with copies of 'A Brief Guide to How Your Parliament Works' courtesy of the AOEP members with a view to enlightening their interest in this area.

The AOEP members on the NFPA committee actively propose and pursue the policies agreed at our own meetings and report back on progress.

17 Private Members Bills – Dáil Éireann

At present two Private Members Bills are working their way slowly through An Dail.

The first bill titled - PENSIONS (AMENDMENT) (No 2) Bill 2017 (Bill 14 of 2017).

Bill entitled an Act to amend the Pensions Act 1990 to provide for an appeals mechanism where a Pension scheme is being wound up by the trustees of that scheme.

The Bill is now at Committee stage. The Government intend to bring forward amendments at this stage and we await details of these.

The second bill titled - Thirty-Fifth Amendment of the Constitution (Protection of Pension Property Rights) Bill 2017.

The purpose of the Bill is to prevent any Government in future from introducing a levy on Private Pension Funds. This Bill has now reached Second Stage.

Representations have been made to the proposer in an effort to speed up progression of these Bills through the system but to no avail to date. However our efforts will continue with the assistance of the National Federation of Pensioners Association to which we are affiliated.

18 AOEP sought assistance from JCC:

On July 17, 2017, was landmark day for the Association for on that day AOEP met with CWU to establish some joint agreement of the implications of the DB Accord 2010 whereby that agreement has impacted on workers and pensioners pay. Over the years CWU has come under pressure from its members to open negotiations with the Company on the discretionary paragraph five of the accord with a view of gaining traction on future pay rises outside of bonuses and or productivity. With a diminishing

membership each year and ever increasing cohort of pensioners there may be possibilities for a joint approach in addressing this specific issue.

The CWU was to arranging a meeting with the Company the following day with a view to addressing the element of Section 5 of the Accord 2010. AOEP provided a supporting letter in the context of the impact on pensioners and pensions.

Almost a year later, not having received any communication from the CWU, we emailed the CWU on January 10, 2019 inviting both FORSA and CWU to our meeting on February 7, 2019.

Dear Steve

Happy New Year to you and colleagues at CWU

At our December meeting, after considerable discussion on the fallout and impact of the Accord 2010 on eircom pensioners pay, it was agreed to extend an invitation to your-good-self and Shay Coady, to our meeting on Thursday February 7, 2019 at 13.15hrs. The purpose of which is to establish, if possible, a joint approach on open dialogue with the Company to rescind/over-turn this agreement that has such catastrophic impact on pensioner's pay since it was implemented.

The venue for the meeting is Eircom Superannuation Division,
Leitrim House
67/68 Stephen Street Upper
Dublin 8
D01 X002

I sincerely hope that you can schedule a meeting with us for this date.

I look forward to hearing from you
Kind regards

Denis

The General Secretary, Steve Fitzpatrick, replied by email, on Wednesday 16, 2019

Denis,

As already explained to you, the CWU has invoked the review clause in the accord and we are awaiting an early date for our first meeting. I am obliged to comply with the review before taking any further action. I will share developments in that review as they happen.

The best assistance to breaking this impasse from Eircom pensioners would be a mobilisation of those pensioners through demonstrations and social media/letter writing campaigns. The public silence of the pensioners gives the impression to the company that this is only a Union issue.

Regards,

Steve

19 FORSA representative attend our February 7, 2019 meeting:

Having corresponded with FORSA with a view to setting up a meeting as mentioned above it finally emerged that Mr Denis Kane (FORSA rep) attended our February 7, 2019 meeting. The following are the salient points.

Denis (K) gave context to the DB Accord 2010 and who the participants were – JCC

1. This agreement met the need of the CWU members at that time.
2. A member was of the opinion that the severance contract which he signed was reneged on in so far as he wasn't consulted when this agreement was redrafted.
3. Members expressed the opinion that it defied logic that of the three options how any negotiating team could opt for the least favourable option.
4. Denis (K) was asked to examine how the concern of pensioners/retirees could be accommodated during pay negotiating particularly as unions don't have a mandate to represent retirees not withstanding setting up "pension branches/division"
5. A member reminded all that there are PMBs before the Oireachtas to safeguard pension funds to prevent a plundering of Superannuation Funds particularly in the context of Brexit and the Children's New Hospital over rum.
6. Denis (K) gave an undertaking to examine how pensioners/retirees can be included in negotiating
7. A member reminded all that the pension funds are managed by the Trustees under the aegis of the Pensions Authority. The preservation of the funds into the future is the primary responsibility.

We thank Denis (FORSA) for accepting our invitation to address our National Executive

20 Brief on meeting with ICTU:

A meeting took place on January 9, 2019 at which Seamus Brown (Chairman) and the Secretary met with Liam Berney of ICTU having first sought to meet with Ms Patricia King as per a resolution passed at the AGM of 2018.

Here under are the bullet points arising from our meeting

1. The meeting took place on January 9, 2019 at 10.30 in ICTU H.O.
2. We impressed upon the Congress to have unions (worker's representatives) more in tune with the plight of pensioners pay when negotiating pay claims and cited the DB Accord 2010 as an example.
3. We impressed upon the Congress also to consider having representatives of retirees participate in such negotiations.
4. ICTU agreed to write to CWU and FORSA and to advice of our concerns and copy AOEP into same.

We await hearing from ICTU

21 Motions for Annual Meeting 2019

DB Pension Accord 2010

We instruct the incoming National committee:

1. To urgently and vigorously seek the removal of the adverse conditions in the Defined Benefit Pension Accord 2010 and to ensure that any wage increases obtained by serving staff result in a pro rata increase in all pensions of retired members i.e. 50% of any wage increase retro-active to the time of the Defined Benefit Pension Accord. **(Sligo)**
2. To ensure that the terms and conditions of our pension scheme agreed when we were first employed be restored immediately and that those terms and conditions shall not be changed without our agreement, sought through the AOEP or in our own right as individuals in accordance with our original contract of employment with the State and subsequently with the various companies thus protecting the terms and conditions under the Transfer of Engagements agreed at the time of any change of ownership. **(Sligo)**
3. The AGM of the AOEP instructs the incoming Executive to immediately seek a legal opinion to establish if the 2010 Pension Accord breaches/supersedes the Postal and Telecommunications Services Act, 1983 and the Postal and Telecommunications Services (Amendment) Act, 1999. Our main concerns relate to the terms '*no less favourable conditions*' and '*not less favourable conditions*' **(Cork)/(Sligo)**

EIR Company

4. The Annual General Meeting of the AOEP calls on the incoming Executive to seek the retention of the Eir Superannuation Scheme Administration within Eir rather than outsourcing to an outside Company as stated in the Report of the Trustees. **(Cork)**

5. The AGM of the AOEP mandates the AOEP incoming Executive to get independent legal and actuarial advice/opinion on the reasoning behind what the Company (Eir) did by changing the rate of contribution to the Superannuation Fund from 15.9% approx when Eircom was privatised to 8% approx just before agreeing the Define Benefit Pension Accord which would not have been needed if the 15.9% approx contribution had continued as the fund would have been in surplus. **(Cork)**

Household

6. The AOEP incoming Executive should immediately seek substantial discount packages from Eir for telephone rental, mobile, internet and TV services for AOEP members. **(Cork)**

Health

7. The Association of Eircom Pensioners at their Annual meeting calls on the Minister for Health and the HSE to make extensive use of the Private Hospital facilities to eliminate the scandal of the Public Hospital waiting lists. **(Committee)**
8. The Association of Eircom Pensioners at their Annual Meeting calls on the Minister for Finance, Expenditure and Reform and the Minister for Health to restore the full medical-card to all persons over 70 years of age. **(Committee)**

Pension Levy

9. The AGM of the AOEP instructs the incoming Executive to seek the following; That the Government, Trustees and the Company negotiate and agree, between them, a mechanism to restore the Government levy to our pension funds. That the repayment be made over a period not exceeding 10 years. That this repayment is made by the Government and the Company jointly or separately but without recourse to the pensioners, staff of Eir (Telecom Eireann, Eircom, & Dept of Post & Telegraphs) or either of the Eir pension schemes. **(Cork)/(TC)**

Thresholds for Capital Acquisition Tax

10. The Association of Eircom Pensioners calls on the Minister for Finance, Expenditure and Reform to restore the thresholds for Capital Acquisition Tax to at least the 2008 levels.
Group A - The threshold for Son/Daughter transfer now stands at €310,000 compared to €542,544 in 2008 or 52% of the 2008 level.
Group B – Siblings, Nieces, Nephews, Grandchildren. The Threshold now stands at €32,500 compared to €43,400 in 2008.
Group C – Strangers-in-blood. The Transfers is €16,250 compared to €21,700 in 2008.
(Committee)

State Pension Contributory

11. The Association of Eircom Pensioners requests the Association makes representations to Government to have the qualification standards for a contributory state pension introduced by legislation in 2012 reversed. **(Committee)**

Amendment to Rules of the Articles of Association

12. Add the following addendum to Rule 13 following the word 'seconded' in the last line of the existing wording: The Principal Officers i.e the Chairperson, Secretary and Treasurer shall be elected by the members in attendance at the Annual General Meeting each year by a simple majority of those present. The Vice-Chairperson, Assistant Secretary and any other officer position shall be elected by the incoming committee at the first meeting after the relevant Annual General Meeting. **(Sligo)**

23 eServices and Communications Credit Union Ltd:

The dedicated Credit Union for Eircom Staff and Pensioners and their families held their Annual General Meeting on Tuesday 11th of December 2018.

There was again a fine turnout of members at this year's meeting and the Board of Directors recommended a dividend of 0.15%.

A rebate of 5% was agreed on interest paid on loans for the year 2018.

For 2018 to comply with legislation we would ask members to ensure that their credit union account has up to date id in the form of photo identification and proof of address. This can be posted in to the Credit Union or emailed to info@esccu.ie.

Again we would recommend that all members ensure that the Nominee on their account is up to date. We would encourage all members to register for online access on www.esccu.ie. You can also follow us on Facebook or should your wish to contact us by phone please call 01 6792344.

24 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 over the past year.

I also acknowledge the wonderful encouragement that I received from members and potential members throughout the length & breadth of the country during the year. I will be relying on this same encouragement when we progress with the continued formation of the District structures, which are already established.

I acknowledge the work of Brian McCann, Fund Administrator and his team in the Superannuation Division in accommodating our meetings over the years and his tolerance in dealing with our short-comings during the year in perusing our activities on behalf of the AOEP. This is very much appreciated. I take this opportunity to wish Brian good health and a long & happy retirement.

25 Recruitment Message

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 for the Association is “**Recruitment**” of additional members – strength in numbers.

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 today to 4,800 and rising.

I’d like to take this opportunity to express my thanks and appreciation to those who are involved in the recruitment drive. However this is only the start and recruitment will be “work in progress” for the foreseeable future. We can all assist in increasing our membership. You may well ask yourself how I can 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.

26 Organisational Structure

The General officers and the National Committee are anxious to set up organisational structures throughout the country on the basis as set out in Article 4 (i) of the Memorandum and Articles of the Association which is worded as follows:

‘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 function of all Centres should be to recruit new members and to keep members informed of developments. The Centres should also have a social function.’

The structures in Dublin can be set up in consultation/agreement with members in each former work area because of the numbers involved and the geographical considerations.

The National Committee welcome proposals/suggestions from members in these areas and from members in attendance at the Annual General Meeting. The setting up of these Centres will allow

members to have a meaningful involvement in the affairs of the Association at local and national level. These Centres will also be of assistance to the National Committee in their renewed recruitment drive. The National Committee will provide financial assistance to arrange meetings throughout the country initially for recruitment purposes and later to provide meaningful involvement for all AOEP members. Retired members who are not members of our Association will be invited to these meetings along with existing members of our Association.

We have limited means in contacting non members because we do not have access to contact details such as telephone numbers or addresses. We cannot obtain their contact details from any source because of Data Protection Regulations and legislation.

Our suggestion is to use local media such as local radio and the press to advertise the date, time and venues for these meetings. We are hopeful of getting assistance from existing AOEP members to help us by personal contact with non members known to them personally to inform them of the meetings in their areas.

We look forward to hearing your views and suggestions.

27 Outgoing Committee

Position	Name	Address	Phone	Mobile
Hon Chair	Seamus Browne	Drumraney, Athlone, Co. Westmeath	0906485182	0872393355
Hon Vice Chair	Margaret Duggan	68 Grace Park Meadows, D9	018319297	0851744742
Hon Sec	Denis Fahey	Farrenwick, Curranstown, Clonmel, Co Tipperary	0526135130	0872793290
Hon Treasurer	Frank Kavanagh	172 Balally Drive, Dundrum, D16	012956279	0872571276
Committee	Jim McNicholas	32 The Crescent, Mill Brook Lawns D24		0872558784
Dublin	Liam Caldwell	26 Broadford Avenue, Ballinteer D16		0872595963
	Frank Coghlan	29 Eastham Court, Bettystown, Co Meath		0852426949
	Terry O’Friel	Milverton, Skerries, Co Dublin	018491299	0873110912
	Thomas B Murphy	20 Woodville Court, Coolock, Dublin 5	018477483	0852486979
Provinces	Tommy Commons	Rockmarshall, Jenkinstown, Dundalk	0429376136	0872444376
	Pat O’Shaughnessy	15 Ashleigh Heights, Drogheda	0419836089	0872562650
	Tony McGee	Lorandel, Tonaphubble, Sligo	0719145678	0872382129
	John A O’Malley	Church Road, Ballina, Co Mayo	09670757	0872865577
	Waterford	Additional Representative required		
	Pat Doyle	Hanover Cross, Blackbog Road, Carlow	0599132233	0872459950
	Portlaoise	Additional Representative required		
	Pierce Butler	28 Cloonarkin Dr., Oranmore, Co Galway	091794710	0872559438
	David Lee	Scart, Kildorrery, Co Cork	02225595	0870904646
	Stephen Lyons	Rearour, Ballinhessig, Cork, Co Cork		0876758717
	Eamon P. Quaid	81 Gouldavoher Est., Fr Russel Rd., LK	061301558	0871388238

Members Queries:

Members with queries should contact their local committee member who would be willing to assist.

	<u>2018/2019</u>	<u>2017/2018</u>
Opening Balance (April 2018)	€ 32,168.32	€ 21,918.42
Total Expenditure (Apr.'18 - Mar.'19)	€ 18,215.77	€ 12,551.79
Total Income (Apr.'18 - Mar.'19)	€ 23,470.40	€ 22,801.69
Closing Balance (March 2019)	€ 37,422.95	€ 32,168.32

Expenditure Details

AGM 2017 (Printing/Postage/Refreshments)	€ 4,687.98	€ 2,475.89
Branch Expenses	€ 1,382.65	€ 872.00
Company Set Up/CRO Accounts Return	€ 339.00	€ -
Christmas Function & Gratuities	€ 1,455.00	€ 1,150.00
Postage	€ 262.05	€ 285.38
Printing	€ 922.50	€ 1,262.90
Refund to Members	€ 20.00	€ 145.00
Secretary Expenses	€ 1,003.65	€ 463.02
Treasurer Expenses	€ -	€ 1,040.90
Affiliation NFPA	€ 51.80	€ 565.00
Tax (DIRT)	€ 14.47	€ 61.86
Travel & Sub	€ 3,870.95	€ 4,043.52
IT Expenditure	€ 486.20	€ 70.04
GDPR (Training & Support)	€ 3,669.52	
Misc.	€ 50.00	€ 116.28
TOTAL EXPENDITURE	€ 18,215.77	€ 12,551.79

Income Details

Advertising	€ 400.00	€ 400.00
Dividend	€ 39.12	€ 81.68
Membership (Mercer + ESCCU + PayPal)	€ 23,031.28	€ 22,320.01
TOTAL INCOME	€ 23,470.40	€ 22,801.69

Finance Committee

Frank Kavanagh

Liam Caldwell

Pierce Butler



e-services & communications credit union ltd.



We care! It's not about the money, it's about YOU!

- We are a non for profit organisation
- Members have control over their own finances
- We have members not customers
- No hidden fees or charges
- You have a say in the running of the credit union
- Free Loan protection
- Death Benefit Insurance:

We provide all qualifying members with a Death Benefit Insurance, we automatically insure all members who have joined before the age of 70 and have a minimum share balance of €250 at the time of their death with a death benefit insurance.

During the life of the insured it gives the family added security and reduces worries about the future.

Remember regardless of economic conditions, it makes perfect sense to put something away for a future financial need. No matter how small, savings and deposits will build up and make a difference.

Are you an **ESCCU** Member?

At **ESCCU** credit union, you're in control!

Call us today on 01-6792344 and speak to a member of staff on how you can benefit from being a member.

