

Minutes of the Second Equal Network Meeting – 4th April – 9.00 a.m. – 11.00

Present: Liz Moran M + C Specialties, Alan Lee, IO Systems, Joe Ryan, Athlone Extrusions, Brendan O’Flaherty Right Price Tiles, Derek Hennesy Credit Union, Christina Browne Olive Grove, Wojciech Gatkowski Prince of Wales Hotel

Apologies: Tony Derwin, Vitabond, Michelle Balacianu, Radisson SAS Athlone, Anne McNally Stella Maris Nursing Home, Marian Noonan One Direct Enda Maloney Hodson-Bay Hotel, Tom Ryan Ganlys Hardware, Nick Moran, Athlone Town Football Club

Second Meeting

Meeting took place in Athlone Chamber offices 4th April 9 a.m. – 11a.m.

Welcome & Intro

Following brief introductions, the network took a look at distributed publications offered to employers by Equality Tribunal on Procedures in Equality Employment and Equal Status Cases.

Also looked at real examples of solicitors letter in such cases, the Form EE2, a formal request for information in a case. This was followed by a short discussion over the releasing of information and response to EE2

Discussed issues about languages, liabilities etc and health and safety statements

Discussed disclaim of pay and pay records and the issuing impacting rates of pay.

Discussed the general process and the merits and usage of an internal system complaint processes before somebody goes to Equality Authority and how that might impact on the complaint case

Discussed questions Can you compel people to attend internal complaints procedures? Are there advantages to a company to having an internal process?

Started an initial discussion on the process of mediation and the use of solicitors. Some discussions on training and vicarious liability – all stemming from solicitors letter examined.

Presentation by Athlone Chamber to the network on Athlone Promoting Workplace Equality. Request from somebody representing Equality Network to attend APWE Committee. This committee meet 4/5 times a year. Presentation of future study by AIT regarding equality in the workplace for small to medium companies and the impact on the bottom line.

Please note social event in Athlone Town Stadium for Equality Network and Athlone Promoting Workplace Equality Committee on Saturday 31st May. We would like the network to consider participating in the event on its own or with the Committee.

Date for next meeting and continue to process

Members agreed to circulate details to each other to help each other out and offer to bring their own policy documentation and statements to circulate and share for the next meeting.

Agree next meeting in Chamber Offices on Friday 2nd May 9am to 11am

Meeting Ends

