



2009 / 2010

PROTECT
YOUR CAREER
JOIN TUI
TODAY

AONTAS MÚINTEOIRÍ ÉIREANN TEACHERS' UNION OF IRELAND

www.tui.ie

Why join TUI ?

In the current economic climate, it has never been more important that all new entrants to the teaching and lecturing professions, and those who for various reason have not yet become members of TUI, join immediately. The main benefit of being a member of TUI is in knowing that in times of need there is a great wealth of expertise and experience available to each individual member of the union and also knowing that the support of your union colleagues is always there if needed.

Even though TUI is a growing and vibrant union there is no room for complacency. If we allow our numbers to decline our influence and our capacity to represent our members declines. The strength of the union, especially in negotiating with employers and with the government lies in the fact that we represents and speak with authority for a significant number of employees.

Thousands have benefited directly from membership of TUI but teachers and lecturers who are not members leave themselves extremely vulnerable should a complication of any kind arise within their professional lives.

Membership of TUI offers you protection. It also makes you part of a strong coherent national voice promoting the profession as a whole.

JOIN TUI TODAY.



Don Ryan, President, TUI



Without TUI action over the years

- ▶ There would have been **no pro-rata treatment** of part time teachers and lecturers. TUI made the first ever successful pro-rata claim for part time teachers in 1985, sixteen years before it became Irish law in 2001.
- ▶ There would be **no adequate hourly rate** for teachers and lecturers. TUI alone insisted that the hourly rate for teachers and lecturers be the salary divided by the annual number of hours taught.
- ▶ There would be **an inferior scheme for the promotion of teachers**. TUI achieved a fairer system with an improved selection board, criteria for promotion and an appeal mechanism – used with success frequently by teachers.
- ▶ There would be **no reduced teaching hours for promoted teachers**. TUI alone achieved reduced hours for Assistant Principals.
- ▶ There would be **longer teaching hours for teachers and lecturers**. TUI over the years has achieved reductions in the weekly class contact hours.
- ▶ There would be **no regular and adequate agreed mid term, Christmas and Easter breaks**. Some teachers in the western world have no Easter break apart beyond Good Friday and Easter Monday.
- ▶ There would be **no career breaks or job sharing** arrangements for teachers.
- ▶ There would be **no adequate maternity leave**, in particular the offsetting of maternity leave with vacation periods. Many teachers in the USA, where unions are less influential, have no paid maternity entitlement.
- ▶ There would be **no pay increases**. No public sector employer has ever granted a pay increase that was not hard fought by the union – be that at individual sector level (eg for teachers alone) or across the entire public sector through national agreements.
- ▶ There would be **no review of Further Education provision** and no commitment in the National Partnership Agreement to negotiate concrete prioritised proposals for PLCs.
- ▶ There would be **no supervision and substitution scheme** for teachers
- ▶ There would be **no improved pay and conditions** for a number of grades in Further and Adult Education including Youthreach.

Some of the above were achieved in co-operation with other unions, either teacher unions or other public sector unions.





Protect Our Education System - JOIN TUI

During the past year, our education system has faced an unprecedented assault as a consequence of national fiscal policy.

Government has:

- ▶ Cut the pupil teacher ratio in second level schools.
- ▶ Cut the staffing in the Institutes of Technology and other third level colleges.
- ▶ Caused a threat to the employment of a significant number of TUI members on non-permanent contracts in schools and colleges.
- ▶ Cut a significant number of grants to schools, eg book grant, grant to schools for Leaving Certificate Applied and for other necessary programmes.
- ▶ Terminated programmes designed to prevent drop-out of vulnerable students.
- ▶ Prevented the filling of Assistant Principal and Special Duties Posts of Responsibility in schools.
- ▶ Prevented the filling of all promotional posts and large number of lecturing posts in Institutes of Technology.
- ▶ Introduced a public service levy on pay misleadingly referred to as the “pension levy”.



“I will never be able to express my

TUI has been at the forefront of opposition to these cutbacks in the education system and has consistently spoken on behalf of those we regard as the **victims of the system**, i.e. the students.

The Union has consistently stated that the major impact of the cutbacks on the education system will fall on the more disadvantaged in society who have one chance to receive an education.

Statistics show that where students drop out of education early they:

- ▶ are more likely to be unemployed for significant parts of their life;
- ▶ earn significantly less than those with better qualifications; and
- ▶ are less likely to wish to return to education at later times to receive better qualifications.

TUI needs the support of all teachers working in the schools and colleges which we represent. Your support is necessary as part of the fight for the survival of the education system.

Join TUI and help with this fight.

“The TUI’s influence has increased dramatically in recent years.”

- IRISH TIMES, 8TH AUGUST 2009.



gratitude sufficiently to the union”

TUI working for you

The following is just a small sample of recent successes achieved by the union



A member in a VEC received over €72,500 in arrears of salary and an annual increase of over €13,000 when TUI queried the point of the salary scale on which she was being paid. The case commenced with a letter from the VEC stating that she had been overpaid and inviting her to say how she wished to reimburse the overpayments. It finished with the member being awarded ten additional increments with retrospective effect. The member wrote: “Got everything sorted in my pay this month. Cannot believe it and cannot thank you enough”.

A member in a VEC recently received backpay for three years at their appropriate rate after a claim brought by the union. The member concerned, a fully qualified teacher, was being paid at an hourly rate for unqualified teachers and had no sick pay entitlements. In addition to the backpay, the employer was order to pay the claimant the sum of €20,000 in respect of breaches of the Part Time Work Act 2001, for failure to implement the legislation and the refusal to treat her in like manner with her comparable full time employees.



Georgina was employed in her local Youthreach as a teacher of maths and business. She constantly argued that she should have been on a qualified rate but the VEC refused.

“My TUI representative made a case to the VEC that it was reasonable to expect that as I was fully qualified when I was first employed that I should be paid as qualified even though I was teaching subjects that I was not directly qualified in. My case was successful and I received €38,000 in back money.”



MEMBERSHIP APPLICATION FORM

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRI ÉIREANN
73 ORWELL ROAD, RATHGAR, DUBLIN 6. T: 01 492 2588 F: 01 492 2953 E: TUI@TUI.IE

PERSONAL DETAILS

Surname _____ First Name(s) _____

Male Female

School/Centre/Institute (name and address/department)

Home Address _____

Date of Birth _____ Telephone Number _____

E-mail Address _____

PPS Number _____

Qualifications (Full) _____ Grade (e.g. Class III teacher, LI, etc.) _____

Degree Subjects Taught _____

Subjects Taught _____

Date of Appointment _____

Is your present post your first whole time appointment? Yes No

Is your appointment? PWT Fixed Term Contract (full hours)

Job-share (half hours) Part Time/Fixed Term (less than full hours)

Please indicate the number of regular timetabled hours hrs

UNION MEMBERSHIP

Are you at present, or have you previously been a member of the TUI or any other Union?

Yes No

If "Yes", please state name of Union/Branch/Place of Employment/Dates _____

NEW MEMBERS

I hereby apply for membership of the Teachers' Union of Ireland and, if accepted, agree to be bound by the Rules of the Union no in force and as may be amended.

Signature _____ Date _____

Staff /Payroll Number _____

- Note: 1. Once all sections of the application form are fully completed please forward it to your Branch Secretary or to Membership Section, TUI Head Office, 73 Orwell Road, Rathgar, Dublin 6. Applications received in TUI Head Office will be forwarded to the relevant Branch Secretary for Branch approval.
2. Please return a fully completed DAS form with your application form. DAS forms are available from your school/college representative, TUI Head Office or www.tui.ie

OFFICE USE ONLY

New Member Existing Member

Number _____ Branch _____



DEDUCTION AT SOURCE AUTHORISATION FORM

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRI ÉIREANN
73 ORWELL ROAD, RATHGAR, DUBLIN 6. T: 01 492 2588 F: 01 492 2953 E: TUI@TUI.IE

PERSONAL DETAILS

Surname in English _____ Surname in Irish _____

Surname before Marriage _____ First Name(s) _____

Home Address _____

PPS Number _____

School/Institute (name and address) _____

TUI Branch _____

EMPLOYMENT STATUS (PLEASE TICK AS APPROPRIATE)

PTW Part-time Job-share

Please indicate the number of regular timetabled hours hrs

DEDUCTIONS

Payroll Number*							
TUI Subscription	€					.	
TUI Credit Union	€					.	

* Deduction at source cannot be processed without payroll number

AUTHORISATION

I hereby authorise

VEC _____ VEC

IT's _____ Institute of Technology

**C & C _____ TUI to authorise the Department of Education and Science

to deduct monthly from my salary, until further notice, the Union subscription appropriate to my employment status at any time as a teacher / lecturer*, to be paid to the TUI on my behalf, together with the amount shown in respect of the TUI Credit Union (if applicable). The amount of subscription to be determined by Annual Congress.

Signature Date _____ Date _____

* This authorises the Employer to alter my Union Subscription from Part-time to PWT/job-share as appropriate.

** With Effect from July 2006 the Dept. of Education and Science are not accepting DAS forms and have requested that TUI hold the original forms on behalf of members.

OFFICE USE ONLY

New Member Existing Member

Number _____ Branch _____



“Knowing TUI will be there for me throughout



Ronan’s car was recently scratched across the driver’s side on school grounds and he mentioned it to his union representative the next day. “She informed me that as I was insured under the TUI’s motor insurance scheme administered by the Cornmarket Group, I was covered for malicious damage to my car whilst within the confines of the school premises and grounds. I rang the insurers that afternoon and the claim was processed quickly and painlessly and the claim did not affect my no claims bonus.”

Two members in part-time employment for twenty and eighteen years respectively received full-time Contracts of Indefinite Duration following Branch and Head Office intervention through negotiation with their VEC. One of the members wrote: “Thank you for your time and efforts, on my behalf, in talks with the VEC. You have restored my faith in people”.



The union secured compensation for a member in Youthreach by taking a case to the Rights Commissioner Service under the Minimum Notice Act and Unfair Dismissals Act.

Aidan, a TUI member, was hospitalised last year. Soon after a colleague told him about the TUI Provident Fund which entitles TUI members to make a claim for assistance in paying costs associated with hospitalisation.



“I made a claim and received a sum of money which greatly alleviated the financial outlay at the time.”



...my career is the best insurance I can have.”



Orla joined the TUI's Income Continuation Plan early in her career. Years later she was forced to retire from teaching due to serious ill health.

“Being a member of the union's Income Continuation Plan meant that I was able to maintain a reasonable lifestyle despite being unable to continue to work. I don't know now how I could possibly have coped without this service.”

Eimear started in her school replacing a teacher on maternity leave. “After five years I was on full hours but remained Temporary Wholetime. After I spoke to my Area Representative he took up my case and I received a Contract of Indefinite Duration on full hours.”



Bernadette suffered with ill-health in the last four years of her teaching career. Her TUI representative supported her through this period and with the help of a Head Office official ensured she remained teaching for as long as she could.

“When I eventually decided to retire the TUI helped me get an enhanced early retirement package and by attending their pre-retirement course I was better prepared for life after work.”

Sinead recently had a problem - nothing to do with her job - for which she required some professional legal advice. She asked around the staffroom if anyone knew a good solicitor.



“A colleague told me the TUI offers its members a free First Instance Legal advice service. All I had to do was put the problem on paper and forward it to TUI. Within a short period I had a complete legal opinion from TUI's legal advisors which allowed me to resolve my problem without any further stress.”



Dave was working in a school for three years, and was told by the VEC that he was unqualified.

“My TUI Area Representative took up my case and within two months I was on the correct rate of pay and received €5,000 in back money.”

A member whose Temporary Wholetime Contract was not renewed despite the availability of the work and service having been satisfactory was restored to her contract immediately following the Union’s intervention.



“Thank you for all you have done for me. I love to teach and you have restored some justice in the system”, the member wrote.



Michael has benefitted from being a TUI member for over twenty years.

“When I first became a teacher, the TUI fought a successful campaign to ensure that VECs around the country were creating and filling permanent positions in their colleges. As a result, I was made permanent, and am certain I could not have fought for that right without the support of the TUI.”

“I can state without fear of contradiction that the TUI has been there to assist me at times in my teaching career when I could not have dealt with some issues on my own, and knowing that the TUI will be there for me right through my career is the best insurance I can have.”

John is a Lecturer in an Institute of Technology. One day with no warning he was summoned by the HR manager and advised that there was a complaint against him that he had made sexual advances to a student.



“TUI at Branch level, through Head Office and with their expert legal team were totally supportive and saw the case through legal processes to my total vindication. My career was on the verge of ruin and but for TUI would have ended. I will never be able to express my gratitude sufficiently to the union.”

What does it cost to join TUI ?

The subscription rate is based on 1% of the 8th point of the common basic scale at 1st January each year, as approved by Congress 2001.

The current subscription rates are as follows:

CATEGORY	RATE PER ANNUM	RATE PER MONTH
Permanent Wholetime	€431.23	€35.94
Job-Share	€215.61	€17.97
Part-Time		
2nd Level - 11hours and less than 22 hours	€215.61	€17.97
3rd Level - 9 hours and less than 18 hours		
Part-Time		
2nd Level - 6 hours and less than 11 hours	€107.81	€8.98
3rd Level - 5 hours and less than 9 hours		
Part-Time		
2nd Level –less than 6 hours	€40.63	N/A
3rd Level – less than 5 hours		

**TUI CANNOT REPRESENT AN INDIVIDUAL WHO,
AT THE TIME WHEN DIFFICULTIES
WITH THEIR EMPLOYMENT AROSE,
WAS NOT AN IN-BENEFIT MEMBER OF THE UNION.
BE SURE, JOIN NOW.**

Recruit a Colleague

Do you know any colleagues who are eligible to join TUI and are not members? Why not ask them to join. The union will be the stronger for additional members. A fully unionised school or college is far more effective than one with non members.

Most non members have never been asked to join. Ask today. Make the union stronger.

- ▶ It makes sense for **you** to have a fully unionised school/college
- ▶ It makes sense for **them** to be in a union
- ▶ It makes sense for **the school/college group** to be bigger and stronger
- ▶ It makes sense for **the union as a whole** to increase in membership



TUI Services and benefits

▶ LEGAL ADVICE

A scheme of free legal advice for members is available. The TUI will provide advice and assistance to individual members on matters affecting them in their employment, or in regard to their membership of the union. On matters other than those arising from employment as a teacher or concerning their membership of the TUI a separate scheme of first instance legal advice is also available free of charge to In-benefit members.

▶ PROVIDENT FUND

The purpose of the fund is to provide assistance to members (or their estate) to pay medical expenses as a result of illness or accident which result in hospitalisation. Members may obtain the benefit of €20 per day charged for hospitalisation subject to a maximum of €2,000 per annum. In addition a Death in Service Benefit of €7,000 is paid from this fund to the next of kin of a member who dies in service to cover funeral expenses. Associate members receive benefit proportionate with their subscription.

▶ CONTINGENCY FUND

The contingency fund is designed to obviate the necessity for levies on members to finance disputes of a local nature. In the absence of disputes, the money in the contingency fund accumulates to provide capital to fund strikes where necessary.

▶ TUI CREDIT UNION

The TUI Credit Union is a service for saving and borrowing, usually by deduction from salary, offered to members of the Teachers' Union of Ireland. Members borrow at a rate of 7.59% APR* on the outstanding loan balance which is far less expensive than borrowing from the commercial lending institutions. Since the Credit Union is a co-operative, any profits made are returned to the members by way of an annual return. Death insurance cover is free on members loans and savings.

Contact: No 8, The Exchange, Calmount Park, Ballymount, Dublin 12

(01) 4266060 (from the 01 area) 1850741600 (from outside the 01 area)

Email: tuicreditunion@eircom.net

*Terms and conditions apply.

▶ HEALTH INSURANCE

A group scheme for health insurance is available to members with the usual 10% group savings. The insurance year for the TUI group scheme with the VHI commences on March 8th. New applicants should notify the VHI, Department of Education or the Institute in January so that VHI subscriptions may be deducted from salary. Full details of VHI schemes may be obtained from: VHI House, 20 Lower Abbey Street, Dublin 1. Tel:0/ 872 4499 www.vhi.ie



▶ **MOTOR AND OTHER INSURANCE**

A group motor scheme for TUI members is operated through Cornmarket Group Financial Services. This scheme offers members and their spouses very competitive rates for both Comprehensive and Third Party Fire & Theft cover

Full details of car, home, travel and personal accident insurances are available from:
Cornmarket Group Financial Services, Christchurch Square, Dublin 8.

Tel: 01 408 4040 (Dublin) 455 335 (Cork) 091 562 727 (Galway) www.cornmarket.ie

▶ **GROUP ANNUAL TRAVEL INSURANCE**

A group Travel Insurance Scheme is available for TUI members. Premium is for one year from date renewed. The current cost for annual insurance is €74. Full details of the scheme are available from: Brassington Insurance ARB Court, Castleside Drive, Rathfarnham, Dublin 14,
Tel: 01 406 1666 Fax: 01 406 1690 www.arb.ie

▶ **TUI CREDIT CARD**

You can avail of one of the lowest APR's from AIB with your Teachers Union of Ireland Credit Card.

A special introductory rate of 3.9% APR on purchases, fixed for 12 months, applies to all new accounts opened, from the date the account is opened. At the end of those 12 months the APR reverts back to 10.9% APR Variable.

Terms & conditions apply. Credit facilities are subject to repayment capacity and financial status and are not available to persons under 18 years of age.

Allied Irish Banks, plc is regulated by the Financial Regulator.

For further information, please contact Simon Goldsmith in AIB Card Issuing on

Tel: 01-6685500 or Email: simon.j.goldsmith@aib.ie

▶ **TUI INCOME CONTINUANCE PLAN**

In a nutshell, the TUI Income Continuance Plan seeks to ensure that you will receive an income of 75% of your pre-disability salary should you suffer long term illness by topping up your Early Retirement Pension and/or any Social Welfare Disability Benefit to which you are entitled. Additional benefits include:

- A preferential rate that is affordable for all TUI members which works out at 1.04% after tax for most members (assuming tax at 41% and A1 PRSI)
- A Death Benefit of twice salary paid out in the event of death
- A 'Pension Protection Benefit' which pays out a further 10% of your pre-disability salary into a separate Personal Retirement Savings Account (PRSA) if you are claiming benefit from the Plan for more than 2 years.

Contact Cornmarket now on 01 408 4170 or fill in the form enclosed in this pack.

▶ **AVC SCHEME**

The Additional Voluntary Contributions Scheme allows members to add to the pension benefits available under the Superannuation Scheme.

Marsh Ireland Ltd, Spiddal, Co Galway Tel: 091 596 200

CAN YOU
AFFORD
NOT TO
JOIN TUI ?

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