



VOTE NO TO PROPOSALS

A Word from the President

Colleagues, it is not an exaggeration to say that the decision we as members make with this ballot will be the most important in the history of the Teachers' Union of Ireland.

Public service workers have taken a hammering over the last eighteen months. In addition to huge losses in income we have seen the education system brutalised. What confronts us now as professionals and trade unionists is a decision as to whether we capitulate totally or stand up for ourselves and the education system.

The Government and elements the media are attempting to bully, scare, and condition public servants into submission, to weaken their resolve to protect themselves and to accept what is being proposed as some kind of patriotic obligation.

The only possible way savings can be made in the education sector is if we are complicit in inflicting further damage on our schools and colleges, if we displace our part time colleagues by doing their work and if we allow the dismantling of the limited promotional opportunities available to teachers and lecturers.

It is clear that the overall objective of Government is the worsening for all time of our conditions and service. There is no prospect in the foreseeable future of restoration of stolen pay.



There is **not** a guarantee of no further cuts to salary up to 2014.

The TUI executive has rejected the proposed 'Public Service Agreement' and annual congress unanimously endorsed that decision.

Colleagues, reject the proposed deal by Voting **"No"** in the upcoming ballot. If we fail to do so we lose our credibility both as professionals and trade unionists.

Don Ryan, TUI President

PROPOSALS

- No further pay cuts up to 2014
- A review of the cuts in the Spring of 2011 and each year taking account of savings made as a result of this proposal and the current economic situation
- Consultation on pension changes both for new entrants and for existing members both serving and on pension
- A continuation of the scheme for those retiring whereby they can retire on 2009 salary

These are subject to:

- All parts of the deal being met (including all on p.2 overleaf)
- There being no currently unforeseen budgetary deterioration

WHY SHOULD THESE PROPOSALS BE OPPOSED?

- Commitments on pay are vague and are conditional
- Changes are demanded in conditions of service to be given in advance
- Changes are not designed to save money as they are in other sectors
- There is no saving in either the additional hour or the revised contract
- These demands are opportunistic demands to extract more work from teachers

On each of the above basis, these should be rejected. The Executive Committee recommends that you vote no. The Annual Congress of TUI recommends that you vote no.

What is the cost to TUI members?

Teachers at Second Level and Further Education

■ Additional Hour

Each member would be required to work an additional hour which is a non-teaching hour. This would be for the purposes of school planning, continuous professional development, induction and supervision and substitution to be used in that order.

■ Contract Review

The teaching contract would be reviewed and revised. This to be completed in advance of the school year 2010/11. The stated purpose of this is to identify and remove any impediments to the provision of efficient and effective teaching to students in all sectors.

What does this mean?

The only assurance that has been given by the Department of Education and Skills is that they are not seeking “fundamental” changes in the conditions of service. No further assurances have been given and it is not clear what is being sought. In effect, members are being asked to subscribe to a change in contract with no assurances as to the outcome.

■ Supervision and Substitution Flexibility

Teachers who are in the S&S Scheme would be asked to be available for three class periods per week rather than the current two. This does not require additional supervision and substitution. The total annual requirement would remain the same as would the payment.

■ Redeployment

There will be full implementation of the new procedures for cross sectoral redeployment of surplus teachers to be implemented for the commencement of the 2011/12 school year. These details are not yet finalised.

Lecturers in Institutes of Technology

■ Additional Hour

There is no clarity as to what this additional hour might be for. The agreement states that it is “available to facilitate, at the discretion of management, all educational activities in the institutes”. This usage to be informed by the outcome of the contract review.

■ Contract Review

The proposal requires completion by August 2010 of the review of the contract which is set out in “Towards 2016”. The management demand in this regard is well understood. It is an increase in the lecturing load for all so that the weekly norm would increase from 16 or 18, as appropriate depending on the grade, to a figure to give an annualised 560 or 630 hours. TUI views this alone as an impossible demand. Management also wishes to eliminate examination payments to eliminate the premium payments for those working after 6pm and to introduce a new low paid teaching only contract.

■ Redeployment

The proposals contain a statement which would bring about the implementation of a redeployment scheme for academic staff both across institutes and between institutes and perhaps into the wider public service.

There has been no discussion on any detail in regard to this.

■ Flexibility and Delivery of New Courses

Very little is understood about this proposal which states “Flexible delivery of new courses specifically targeted at unemployed individuals”.





Background

The proposed Public Service Agreement was negotiated by the Public Services Committee of ICTU to seek to establish if there was an alternative to continuing pay cuts and the threat to future pay cuts.

The cuts include:

- A cut in basic pay from January 2010
- The application of the pension levy from March 2009
- The non-payment of increases negotiated under “Towards 2016 – Review and Transitional Agreement”
- The moratorium on promotions in schools and appointments in colleges

The Public Services Committee sought that there would be:

- No more cuts in pay
- A reversal of the pay cuts
- Protection of pensions
- Guarantee of job security

Selling Conditions of Service

The Executive of the TUI has, over many years, fought long and hard battles to achieve improvements in the conditions of service for members in all sectors. Depending on the interpretation of the provisions of these proposals, some of these hard won conditions could be conceded at a stroke in return for vague promises in relation to reversal of pay cuts, pension levies, etc., and no further pay cuts.

The Executive Committee is vehemently opposed to this trade-off and for this reason calls on all members to vote to reject this agreement and to vote no.

The Operation of the Process

Any changes which are sought in conditions of service for teachers or lecturers would, in the first instance, be negotiated at the Teachers' Conciliation Council or at the Institute of Technology Industrial Relations Forum. The agreement provides that if there is no agreement at this forum, within a period of six weeks or such other period to be established, then the proposals are referred under the provisions of the relevant schemes either to facilitation and subsequently Arbitration or to the Labour Relations Commission and Labour Court.

Each of these elements of conditions of service change is liable to an independent third party determination which the proposed agreement describes as “final”.

There is a concern that these proposals could end up being imposed on members and while it is clear that TUI will do all in its power to seek to alleviate any deterioration in the conditions of service of members, a third party determination described as final is unacceptable.

VOTE NO

What are the alternatives?

It has been said that the alternative to the acceptance of these proposals is immediate strike action. This is not so. There certainly can be no escalation of industrial action this side of the summer. There can be no escalation of industrial action without a further ballot of all members. This is an absolute guarantee.

“Unnamed mysterious Government sources” have said that if members vote against these proposals they will have a further 8% pay cut. Every Minister questioned about this has denied these leaks and rumours.

This is Government spin designed to bully members. The Taoiseach, the Tánaiste and

Minister for Finance have all said that these proposals are the only option. This form of Government propaganda will continue and members must ensure that they are not taken in by it.

The purpose of this ballot is not a ballot between these proposals and strike action. This ballot is for one reason only and that is to establish the views of TUI members on the acceptability of these proposals.

TUI says NO.

TUI opposes these proposals.

Voting procedure

It is imperative that all members carefully attend to the voting procedures as set out. In recent ballots there has been a large number of invalid votes. These are almost exclusively as a result of members failing to record the name of their branch on the envelope.

Three things must be written on the envelope:

- (i) a signature
- (ii) the name printed
- (iii) the name of the Branch

The purpose of these is to secure both the authenticity of the vote and the secrecy of the ballot. Unless each of the three items listed are completed the vote will not be counted.

Ensure your vote is counted, please comply with the procedures.

The diagram shows a ballot envelope with three numbered sections for completion:

1. **VOTERS SIGNATURE:** (indicated by a red arrow pointing to a red circle with the number 1)
2. **PRINT NAME:** (indicated by a red arrow pointing to a red circle with the number 2)
3. **BRANCH:** (indicated by a red arrow pointing to a red circle with the number 3)

*Failure to **SIGN** in the appropriate space, print your **NAME** and enter the name of your **BRANCH** will render your vote void.
This information is necessary to ensure validity of the vote and to protect the security of the ballot.*

VOTE NO