



## PROTECT PAY AND CONDITIONS - VOTE YES

*Teachers and lecturers, like most public servants, work extremely hard for what they earn. Their incomes have endured extreme attack by way of a 7.5% pay cut – the so called pension levy- and other impositions over the past six months. In addition, the education system in which we work and the children we teach have been identified as soft targets in response to the financial difficulties of the country. We face even greater threats now that include:*



- Cuts in pay with a consequential cut in pension
- Change to our contracts resulting in major changes to conditions of employment
- Possible compulsory redundancies

Along with the other teacher unions, TUI is balloting its members for a clear and unequivocal mandate to take whatever action is deemed necessary to counteract these real threats.

This is a defining time for trade union members. Stand up for ourselves now or roll over and allow government to target us again- and again- until nothing is left.

**Give the government a strong “Hands off” message.**

**Vote ‘Yes’ for industrial action.**

Don Ryan  
President TUI

**Vote ‘Yes’ for industrial action**



**STAND UP FOR YOURSELF!**  
**STAND UP FOR YOUR STUDENTS!**  
**STAND UP FOR EDUCATION!**



## ASTI, IFUT, INTO and TUI Unite in Opposition to Cuts

Working together we are stronger than working alone. Together we represent 65,000 teachers and lecturers. That is 65,000 citizens, 65,000 voters and their families.

We want you to:

### 1. Support your Union's Ballot for Industrial Action

- Vote Yes

### 2. Communicate with Government TDs.

- Contact, preferably in person, Government TDs in your constituency. Otherwise phone, write to or email them.
- Tell them about your opposition to the cuts.

### 3. Demonstrate on the ICTU National Day of Action on Friday 6th November 2009, at 2.30 pm.

- Show your opposition to the cuts.
- Encourage your colleagues, friends and family to take part in the ICTU National Day of Action at venues including Dublin, Waterford, Cork, Limerick, Galway, Sligo, Tullamore and Dundalk.

### 4. Participate in Other Events to Stand Up for Education.

- Resist further cuts impacting on students and their parents, the education system and on members' pay and conditions of service.

# There is an alternative - There is a Better Fairer Way

Nobody is suggesting that we are not in the midst of the most serious economic crisis in the life of the state and that strong and painful remedies are not essential. We are saying that the remedies must be fair and be equally applied. We are saying that a progressive taxation system must be the answer rather than a selective and penal tax applied to the public service, whether this be called a pension levy as is currently in place or a public service pay cut as is threatened. We are further supporting the ICTU call for an extension of the period of time for adjustment beyond 2013 to ease the burden and the immediate impact on workers. The alternative as set out by ICTU is described below.

**TUI supports the ICTU way forward.**

## ICTU Alternative Strategy

Trade unions and their members did not create the current economic crisis, yet those who support Government policy refer repeatedly to our 'bloated' public sector and allege that the root cause of the problem is 'runaway' public spending. It reads well in print and even sounds rational on the airwaves. One small problem - it is completely wrong.

The crisis in our finances arises not because public spending mushroomed overnight. It arises because our tax base collapsed. During the boom, Government began to dismantle the tax base in order to reward the wealthy (48% tax rate ended) and incentivise speculation (property tax breaks). Direct taxation was lowered and the burden shifted to taxes on consumption and transitional taxes such as Stamp Duty. Today, while the public service needs are growing, the taxation to pay for them has disappeared.

Ireland however, spends less on its public services than almost every other developed country: In 2007, we spent 30.2% of GDP on tax, while the average in the EU 15 was 42.5%. In France it was 48.2% and in Sweden 49.3%. Even George Bush's US spent more than us - 32%.

Any alternative strategy must make jobs the Government's number one priority and that includes investment in retraining and upskilling. Otherwise, Ireland will suffer a serious skills' deficit in years to come. We also need to reform our social insurance model, in order to make it more responsive to unemployment and more focussed on reskilling.

## The Way forward

### 1. Stimulus Package

In the short term, a stimulus package which focuses on the country's poor infrastructure - social and physical - would help tackle the unemployment crisis and restore tax revenue to the exchequer.

### 2. Reform Tax System

Over the medium to longer-term, we must reform and rebuild our tax base. That bequeathed to us by our disastrous embrace of neoliberal economics is not fit for purpose. Those on the right say higher taxes - with the largest burden falling on the wealthiest - stifle competition, innovation and enterprise. Yet, the most consistently competitive economies in the world are those of the Nordic Countries, where tax rates are also higher.

Ultimately, we need a sustainable and progressive tax base that is capable of funding the sort of society we must build.

### 3. Extend the Period of Adjustment

In order not to bring what is left of our economy to a shuddering halt - and undermine the fabric of our society - we must abandon the Government's proposed schedule for cuts and adjustment. There is no reason why we cannot extend this to 2017, or 2018 and thereby minimise the money that will be taken out of the economy. It is similar to extending a loan period over a longer timeframe, to make the make it more affordable. Indeed, France recently announced that its own 'period of adjustment' is being extended to 2015.

This country needs the extra breathing space such an extension would bring. There is no reason why we cannot do so.

## ICTU National Day of Protest – Friday November 6th 2009

*There will be eight protest rallies commencing at 2.30pm at each of the following locations:*

<b>Dublin</b>	Parnell Square
<b>Waterford</b>	The Glen
<b>Tullamore</b>	County Hall
<b>Cork</b>	Connolly Hall
<b>Limerick</b>	Mechanics Institute
<b>Galway</b>	The Cathedral
<b>Sligo</b>	The Blue Lagoon
<b>Dundalk</b>	The Fairgreen

***It is crucial that hundreds of thousands citizens get up, stand up and come out to join the protest rallies. A large turnout will send a clear message to the Government that we want to build a better, fairer society.***

# TAKE A STAND - VOTE 'YES'

TUI is seeking a strong mandate from members to oppose the unilateral imposition of:

- Changes in the conditions of service of members
- Compulsory redundancies or other threats to job security
- Cuts in the pay/pensions of members.

This action is planned with our colleague teacher unions in ASTI, IFUT and INTO.

The trigger for the implementation of any industrial action will be a decision of Government to attack teachers' pay, pensions, conditions of service or job security.

**A strong mandate is necessary in this ballot in order to send a clear and unambiguous message to Government that interference with our pay and conditions is not acceptable. The stronger the message the less the likelihood of the need to use the mandate and to take action.**

The threats are set out for us daily in the media – some of the highlights are set out in this TUI News Special. The constant bombardment of this one sided message in virtually every media outlet in this country is frightening and designed to prevent thought as to an alternative. Recent Sunday newspapers have even begun to ridicule anybody who suggests an alternative.

## Cowen on Pay

“Taoiseach Brian Cowen has confirmed that public pay and pensions are likely to be targeted for further cuts in December’s budget.” – Irish Times 22nd September 2009

## A cut to pay rates

- will inevitably and immediately hit the pensions and the lump sum of those retiring
- will hit the pensions of those already retired
- Will hit the purchasing power of those in service and will have most effect on those who can least afford it.

**TUI will not agree to pay cuts.**

**Vote YES to support the opposition to pay cuts.**

## McCarthy on Teachers' Contracts

### Staffing Efficiencies

The Group is of the view that a high level of inefficiencies exists in the primary and post primary sector resulting in a significant under-utilisation of resources. The Group considers that these inefficiencies arise in large part from a set of working terms, conditions and practices for teachers which are very restrictive by reference to norms elsewhere within both the public and private sectors, and by reference to common sense requirements that should apply in the school context. This all has to be viewed in the context of the very short working day, and working year, of teachers.

Examples of these restrictive practices are ... **McCarthy recommends**

- |   |  |
|---|--|
| • Supervision and substitution                    | <i>All substitution and supervision to be done by teachers as part of contract</i> |
| • Sick leave arrangements:                        | <i>To be reduced</i>   |
| • In-service provision:                           | <i>In the teachers own time</i>  |
| • Teaching hours:                                 | <i>Increase</i>  |
| • Management allowances (Posts of Responsibility) | <i>To be discontinued</i>  |

*A basic requirement of any revised contract for teachers would be that the total statutory working time be sufficiently increased to provide for activities such as school planning, parent teacher meetings, in-service training and development, supervision of students and middle-management duties where and when appropriate as defined by school management. This increased time would be subject to management scrutiny.*

**A threat to conditions** has been raised with TUI and is in the McCarthy report.

It is likely to mean – for no extra pay:

- Longer teaching/lecturing hours per week or over the year
- Mandatory attendance in school/college for the full day
- Mandatory administrative tasks in addition to teaching thus eliminating the need for some posts of responsibility
- Mandatory substitution and supervision as part of duties with the elimination of the S&S agreement (in itself a pay cut of 3% for some)
- Mandatory in-service outside of the normal school time

**All of the above are contrary to TUI policy and will not be agreed.**

**Vote YES to support this opposition to imposed changes in conditions of service.**

**Job security** is of extreme importance and must be protected at all costs. Recent statements by Government spokespeople have called this into question.

**Vote YES to oppose the threat to job security.**

**The teacher unions have agreed on the need to renew and clarify the mandate given to us by the members in respect of this action.**

Current cuts to a teacher's pay:

- tax at the appropriate rate
  - a pension contribution of 5%
  - Spouses' and Children's contribution of 1.5%
  - PRSI of 4%
  - a health levy of 4 to 5%
  - an income levy introduced in April 2009 of 2% to 4%
  - a pension levy applied only to public service workers only of up to 10%.
- TUI is opposed to the targeting of levies, cuts and other deductions applied only to public servants. Already the so called pensions levy applies. Now the threat is to a further slice of your pay. Meanwhile tax proposals to address the matter have been discarded by Government.

**Can you afford a further cut?**

**There is an understandable reluctance to engage in strike action, particularly at this time. It is the view of TUI that a strong mandate and a strong YES vote will reduce the likelihood and extent of any of the threats on pay. A YES vote will only do good to the cause of teachers.**