



news BALLOT SPECIAL

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TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

A Word from the President

Fight Casualisation and Protect Your Conditions of Service

Vote Yes in both ballots

Dear Colleagues,

Arising from decisions made by TUI Congress the Executive Committee is asking you to vote YES in each of two ballots. A majority YES vote will enable the Executive Committee to direct third level members not to work overtime above the weekly norm of what is required by national contracts and national agreements and not to lecture outside of the established academic calendar year. Such directives would therefore provide important protections for all third level TUI members.

The information provided in this communication outlines the strong rationale for a YES vote. However, in the best democratic traditions of the TUI consideration is given to both sides of the argument. It is also important to be aware that, with regard to the overtime ballot, discretion is provided for the Executive

Committee relating to courses subject to professional regulatory bodies. Also, the ballot on the 'established academic calendar' refers to the academic calendar as agreed in accordance with normal practice in each Institute.

An overtime ban would greatly assist in the fight against casualisation and the income poverty which it creates. We must protect our colleagues who are being exploited by the imposition of part-time hours and do all that we can to enable them to have secure and worthwhile careers in education and to earn a living wage appropriate to the profession. In addition, a ban would protect lecturers on full hours from additional work related stress and consequential risks to their health. Even before the imposition of the so-called "flex hours" third level lecturers were working above international norms.

We are all only too aware of the erosion of our conditions of service which has been facilitated by the imposition of austerity measures. But there are those who, if given the opportunity, will continue to undermine our conditions whether there's a recession or not. We must be vigilant at all times. The established academic calendars must be protected and the excessive teaching hours need to be reduced.

Colleagues it is important not only to secure a YES vote in each ballot but to do so with a strong turnout, so please ensure that you vote and remind your friends and colleagues to do likewise.

Gerry Quinn

President TUI

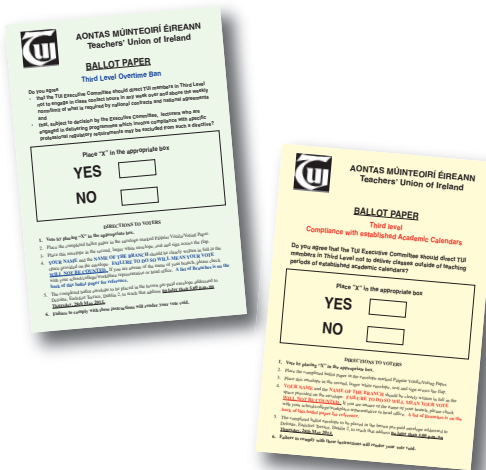
Third Level Ballots on Overtime Ban and Compliance with established Academic Calendar

TUI is conducting two ballots of Third Level members as follows:

- (1) to seek a mandate to direct members not to engage in class contact hours in any week over and above the weekly norm of what is required by national contracts and national agreements. This ballot is therefore asking members for a mandate to issue a directive on an overtime ban.
- (2) to seek a mandate to issue a directive to members not to deliver classes outside of teaching periods of established academic calendar.

Ballot papers issue from TUI Head Office on Thursday, 7th May and are due for return to the auditors Deloitte by 5pm on **Thursday, 28th May 2015** using the self paid envelope.

Please post ballot papers by Tuesday, 26th May 2015 at the latest to ensure your ballot arrives on time.



Why are we balloting?

TUI is balloting members following 2 motions that were carried at Annual Congress as follows:

Congress instructs the Executive to ballot third level members, before the commencement of academic year 2015-2016, on a refusal to deliver classes outside of teaching periods of established academic calendars.

Congress instructs the Executive to issue a Directive that no member accepts a timetable in excess of 18 class contact hours per week in the Lecturer grade or 20 class contact hours per week in the Assistant Lecturer grade.

All TUI members in IoTs are being balloted and are encouraged to exercise their right to vote.

The Executive Committee of TUI is recommending that members VOTE YES to both ballots.

Ballot on Overtime Ban

VOTE YES For an overtime ban	VOTE NO Against an overtime ban
Will create the need for the recruitment of additional academic staff.	Overtime helps the Institute to continue to provide courses / service to students while governed by the Employment Control Framework.
Will assist in reducing casualisation by facilitating members on partial hours, employed in fragments of jobs (part-time and pro-rata fixed-term contracts) to gain and establish additional hours.	Overtime provides flexibility for the Institute.
Will provide opportunities for members with less than the full salary to gain additional hours to move toward the nationally agreed salary.	Overtime provides supplementary income.
Will protect members from infringements of the established and nationally agreed weekly teaching norm.	Delivery of overtime reduces any possibility of having to share modules.
Will improve the need for enhanced workload management planning.	Overtime can provide short-term planning options for Departments/Schools.
Will assist in reducing the excessive weekly teaching workload demands placed on members.	Overtime not delivered by TUI members may provide additional income to non-unionised staff.
Will reduce the risk of work-related stress caused by excessive workloads beyond the established norms.	Banning overtime may limit the Institute's ability to provide broad course provision for students.
Will ensure that quality and standards are not compromised by academic workload. The current academic workload is excessive, overtime exacerbates this and may undermine quality and standards.	Banning overtime may lead to increased class sizes as some classes may need to be reorganised.
Will ensure there is time available to meet and provide feedback to students.	Members on part-time hours need to supplement their income with over-time hours.

Ballot on established Academic Calendar

VOTE YES For the protection of the academic calendar	VOTE NO Against the protection of the academic calendar
Will provide protection for the continuation of the established academic calendar norms.	Allows for flexibility in the delivery of modules, assessment and examinations.
Assists academics to prepare and plan work within the established periods.	Allows use of the campuses to be maximised.
Protects against demands and associated pressures to work outside of the agreed norm periods.	Working outside the academic calendar may allow members to supplement their income.
Caters for academics to schedule and carry out duties within the established periods and teaching times.	May allow the Institutes to provide a broader range of courses for international students.
Allows for the construction of programmes within established periods and provides an established and coherent structure for module delivery, assessment and examination.	May facilitate year round delivery of programmes.
Maintains the traditional academic calendar and in some cases semesters. Allows members certainty with regard to term time.	Allows the Institutes to compete with courses provided by private colleges.