

Congress Motions 2010

Resolutions Carried

A. CONDITIONS OF SERVICE – 2ND LEVEL

8. Co. Carlow

This Congress instructs the Executive to oppose any change in teachers' contracts which includes substitution and supervision and a nine-to-five timetable.

32. Cork City Schools

Congress instructs the Executive not to enter into any negotiations which will increase the teaching week above 22 hours, regardless of whether the additional time is for teaching or administrative purposes.

22. Co. Laois

Congress calls on the Executive to take immediate action to ensure the pupil teacher ratio is restored to 18:1.

10. Galway City

Congress instructs the Executive to take action to ensure qualified part-time teachers contracts accurately describe terms and conditions of position held and thereby end the practice of VECs not awarding CIDs correctly e.g. VEC citing lack of funding as an objective ground for not awarding a CID.

18. Dublin City PP

Congress instructs the National Executive to demand that VECs be subject to the Freedom of Information Act with immediate effect.

23. Tipperary SR

This Congress calls on the Government to restore the pupil-teacher ratio to a minimum of the 2008 levels.



31. Co. Cork

Congress demands that any attempt to order teachers to engage in involuntary unpaid extra work be rejected.

2. Dublin City PP

Congress instructs the Executive to ensure that all arrears owing to qualified staff in VECs be paid with immediate effect.

Members of this Union should not be penalised due to extraneous issues ongoing between the DES and the Teaching Council.

1. Co. Meath (Amended by Co. Meath)

Congress demands that all properly qualified Special Educational Needs teachers be awarded the allowance for special education.

30. Co. Clare

That the resources for the Centres of Education (STTCs) are ring fenced to ensure a phased, managed and strategic transition into the mainstream VEC Adult Educational Services within a realistic timeframe.

No cutbacks to be implemented until such time as a plan is put in place.

That the recommendations in the Traveller Education Strategy are fully implemented, and until such time as those recommendations are put in place that no further cutbacks to the STTC network will take place.



5. **Dublin City PP**
Congress instructs the Executive to ensure that educational institutions recognise that hours worked on a fixed term basis in what are termed non-mainstream programmes (e.g. special needs hours funded by the HSE, BTEI ...), but which are clearly not substitution hours, form a legitimate part of a Contract of Indefinite Duration should those hours be part of the 4th year of a fixed-term contract.

3. **Dublin City PP**
Congress instructs the Executive that any proposed agreement of major importance to TUI members working in an educational sector must first be put to a ballot of the eligible membership in that sector.

Congress instructs the Executive that no process of implementation or referral to the Teacher Conciliation Council can take place without a clear mandate to the National Executive from the membership.

20. **Co. Meath (Amended by Co. Meath)**
Congress demands that Junior and Leaving Certificate Oral and practical examinations not be held immediately after periods of holidays.

14. **Co. Meath (Amended by Co. Meath)**
Congress asks that the interview and selection criteria decided for teaching appointments be made known to candidates prior to interview as a matter of course. Such criteria should be agreed with TUI so that interviewees can prepare properly for interview.

B. CONDITIONS OF SERVICE – 3RD LEVEL

40. **Dundalk IT (Amended by IT Carlow)**
Congress instructs the Executive to immediately implement industrial action as decided by last year's Congress on the Labour Court Recommendation on incremental credit which has been reneged on by the Official side.



45. **Dublin Colleges**
Congress recognises, after a three-year trial period, that the experiment of imposing Semesterisation and Modularisation on Programmes in Third-level Institutes has been a failure. Academic standards and structures have suffered, compelled to conform to convoluted systems. Student-centred learning has disintegrated, as educational content has been lost, with a shift to fragmented rote learning caused by an endless succession of exams and assessments. The administrative efficiency gains predicted by Management have never happened; instead there has been an exponential increase in bureaucracy.

Congress calls for the dismantling of Semesterisation and Modularisation and a reversal to yearly-based structures, real education and learning that works.

33. **Donegal Colleges**
That Congress rejects any attempt by IOTI to change the academic contract in any way that might have a detrimental effect on members' conditions of service.

39. **Cork Colleges**
Congress instructs the Executive not to allow any change to the finishing date of 20th June and that no proposed change to this date is put to members as part of any package being voted on.

34. **Cork Colleges**
Congress instructs the Executive to ban all course development in E-Learning and Distance Learning until such time as an agreement is reached with the TUI.

36. **Cork Colleges**
That Congress directs the Executive to negotiate a rate for internal examiners of Masters and PhD theses equivalent to the rate currently paid to external examiners.

37. **Galway-Mayo IT**
Congress notes that the rate of payment for the correction of examination scripts in the Institute of Technology sector has fallen significantly in real terms over the last decade. Congress instructs the Executive to negotiate a substantial increase in the rate for correction of examination scripts and in particular for the correction of those scripts associated with semesterised modules. Congress also instructs the Executive to negotiate an appropriate rate for the correcting of formal continuous assessment (i.e. assessments which contribute to a final mark).

46. **Cork Colleges**
That Congress directs the Executive to secure full negotiating rights for the TUI for our new third level sector Contract Research Staff.

38. Cork Colleges

Congress instructs the Executive to negotiate a rate for the correcting of Practical Apprenticeship examinations and this rate is not less than the existing script correction rate.

C. CONDITIONS OF SERVICE – GENERAL**57. Galway-Mayo IT**

Congress instructs Executive that there should be no increase in weekly class contact hours associated with any 3rd level lecturing or 2nd level teaching contract.

58. Tipperary SR

Teachers who are expected to travel to inservice courses use their cars on the same public roads, pay the same amount for fuel, tyres, insurance, road tax etc. as politicians, CEOs, Judges. Teachers also pay the same hotel expenses for overnight stays and pay the same for food. Payment by the Government of vastly different rates of expenses to cover the costs incurred to different groups is clearly unfair and consequently unconstitutional.

Congress instructs the Executive to institute a campaign to firstly establish the fact that this inequality is unfair and secondly to bring about a standardised payment of reimbursement of actual expenses incurred to all groups on all business carried out on behalf of all the state agencies.

62. Co. Kildare (Amended by Co. Galway / IT Carlow)

Congress instructs the Executive to ensure that no further worsening of conditions or no further increased productivity should be tolerated.

59. Dublin City PP/Birr Gallen (Amended by Birr Gallen)

Congress instructs the Executive to re-negotiate the present Job-sharing arrangements, so that teachers have more flexibility in the percentage of hours they wish to have off. Currently teachers can only job-share for 50% of the scheduled hours. Teachers should have the option to seek other arrangements, e.g. 75% of scheduled hours, 65% of scheduled hours etc.”

D. HEALTH AND SAFETY**70. Co. Donegal**

Congress calls on the Executive to ensure that the Health and Safety of the teachers is regarded as equally as important as that of the student.

E. EDUCATION CUTBACKS**76. Executive Committee/Shannon**

In the light of recent scape-goating of teachers by the media, Congress calls on the Executive to insist that quality public education is a right which should be made available to all, and that public education must be provided with sufficient resources, qualified and well paid personnel, and that its social value is recognised.

78. Dublin City PP

Congress instructs the National Executive to implement effective media strategies to ensure that the general public is properly informed about the conditions in which many teaching staff members have to work. The TUI has to highlight:

- The lack of funding available to carry out basic repairs to school premises
- Health and safety issues
- The cutting of psychological services and language support.

These points should be contrasted with the aspirations expressed in the mission statement of the Department of Education:

‘The mission of this Department is to provide high-quality education which will

- (a) enable individuals to achieve their full potential and to participate fully as members of society; and
- (b) contribute to Ireland’s social, cultural and economic development.

Chief among my Department’s priorities are the promotion of equity and inclusion, quality outcomes and lifelong learning; planning for education that is relevant to personal, social, cultural and economic needs; and enhancement of the capacity of the Department for service delivery, policy formulation, research and evaluation.’

74. Executive Committee/Shannon

Congress calls on the Executive to demand a marked improvement in funding for public education, not in spite of, but because of, the financial and economic crisis and to campaign for priority to be given to investing in education and in the future prospects of young people by insisting that it is the best stimulus package to get us out of this economic crisis.



another teacher. In the case of changing areas, the dilemma is essentially the same, yet the P.E. teacher is being put in a situation where he/she is being asked to enter alone. To protect teachers, a directive has to be provided by D.E.S.

There have been instances in the past where P.E. teachers have been accused of inappropriate behaviour on the basis of such intrusions. This has resulted in huge stress and personal anxiety on the part of the teacher, where his / her integrity is in question. It is not right to expose the P.E. teacher to such a risk. The D.E.S. are asked to provide the P.E. teacher with guidelines describing the supervision of changing areas. The issue pertains to the issue of management of supervision duties during the course of their teaching duties. The issue revolves around the propriety of supervision, particularly where men are required to supervise female dressing rooms and ladies required to supervise male dressing rooms.

Teachers are being directed to enter changing areas in spite of a distinct risk to claims of impropriety and possible sexual harassment! There is no D.E.S. directive in regard to proper course of action covering supervision of changing areas.

The membership seeks guidance from D.E.S. which will diminish vulnerability which teachers are currently exposed to in supervision of changing areas.

F. EDUCATION

103. Dublin C&C

Congress instructs TUI to negotiate with Dept. of Education and Science that no school would have to engage in WSE until the Moratorium on Promotional Posts is lifted and the other related Education Cuts are reversed.

89. Co. Meath (Amended by Co. Galway)

Congress demands that the Executive Committee demands the appointment of lab assistants for science teachers.

92. Co. Wicklow (Amended by Co. Cork / Co. Monaghan)

That Congress instructs the Executive Committee to direct TUI reps on N.C.C.A course Committees to oppose, in any way possible, the introduction of changes to subject syllabi which could result in an increased workload for members.

99. Co. Cork

Congress calls on the Executive to negotiate an unemployed teacher registration rate with the Teaching Council.

93. Co. Meath

The Executive seeks clear direction and guidance from DES for best practice for physical education teachers in relation to the management and supervision of changing areas.

Rationale: Significant issues around the supervision of changing areas revolve around teachers' duty of care to students and safety of teachers' professional integrity. Because of the sensitive nature of changing areas and the situation where students may be in different states of undress, the matter is a serious one, requiring that in fact teachers should be directed by D.E.S. in respect of management of changing room supervision. A dilemma arises when one realises that in many other instances around the school environment, teachers will not enter sensitive areas, such as toilets, unless accompanied by

101. Co. Cork

Congress calls on the Executive to negotiate a part-time teachers registration rate with the Teaching Council.

88. Co. Dublin

Congress instructs the Executive that under no circumstances should they countenance a proposal that subject associations become the vehicle for compulsory in-service for teachers.

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fit eTQF South West College European Commission

95. **Co. Dublin (Amended by Co. Cork)**
That Congress calls on the Executive to negotiate with the Department of Education and Science to ensure adequate access to special needs resources across all schools.
86. **Co. Meath**
Congress asks that funding be put in place to train teachers engaged in special education to meet the demands of EPSEN.
100. **Co. Louth**
Congress requests the Teaching Council to do more to promote and affirm teaching as a profession.



84. **Co. Wicklow**
That Congress instructs the Executive Committee, in cooperation with the ASTI to pursue a claim for pay for preparatory work relating to the course work for Design and Communication Graphics, similar to that paid for other subjects.
82. **Co. Carlow**
That all Schools and Colleges in Ireland be immediately provided with high speed broadband facilities.

G. EQUALITY

112. **Dublin City PP(x2)/Co. Dublin**
Congress directs that a study be undertaken of the resources needed to cater adequately for non-national students in our schools and centres and that a campaign then be instigated to obtain these resources.

H. FURTHER EDUCATION

123. **Co. Carlow**
That the cap on PLC student numbers be immediately raised in view of the huge demand for further education courses in our schools and colleges.
138. **Co. Carlow**
This Congress instructs the Executive to oppose any change of PLC teacher status from teacher to tutor, as we believe it is a downgrading of our employment status.
122. **Co. Roscommon**
That the TUI direct people working in the Adult and Further Education sectors not to undertake any additional duties which would be the responsibility of an AEO who is not replaced.
130. **Dublin City PP/Galway City**
Congress instructs the Executive to direct members who currently correct coursework for FETAC not to do so if payment for this service is stopped in the academic year 2009/10.
124. **Co. Donegal (Amended by Co. Cork)**
Congress notes that the failure of the Department of Education to refer to Youthreach Centres, Adult and Further Education centres in relevant circulars is having an adverse material effect on the pay and conditions of members working in such centres an example of which is delays in payment of supervision and substitution each year. Congress calls on the Executive to ensure that when the Department of Education issue circular letters that pertains to centres as well as schools that the text of such circulars states this.



128. Co. Donegal

Congress instructs the Executive to seek to eliminate the disparity that exists in relation to members being paid for marking FETAC Level 4 and 5 coursework. At present teachers who correct coursework at FETAC Level 4 and 5 under programmes such as BTEI, Adult Literacy and Community Education are not paid for this marking. However, teachers engaging in the same work in programmes such as PLC and VTOS receive payment for the same work. All FETAC teachers/tutors deserve the same conditions of service.

129. Co. Donegal

When the National Framework of Qualifications was created to provide a mechanism to compare quality assured qualifications in Ireland, it placed FETAC Level 3 in line with the Junior Certificate. As teachers who correct the Junior Certificate receive payment for marking, Congress instructs the Executive to ensure that teachers who mark FETAC Level 3 coursework receive similar payment for marking.

134. Dublin City PP

Congress demands that the National Executive revert to its former position of demanding the full implementation of the McIver Report.

125. Co. Donegal

Congress instructs the Executive to negotiate a nationally agreed VTOS contract and a nationally agreed BTEI contract for members in these sectors which will confer upon them the same rights and conditions of service that apply in the mainstream sector.

139. Dublin City PP

Congress recognises that teachers working in Further Education under second level structures are being ignored by this Government and treated in a most unreasonable way.

Congress directs the Executive to take all measures necessary to resolve this ongoing anomaly including industrial action.

140. Co. Donegal (Amended by Co. Donegal)

Congress instructs the Executive to insist on the full implementation of Circular 53/2008 with immediate effect. This circular provides for the establishment of Assistant Coordinator posts in VTOS and such posts are comparable to that of Deputy Principals.

Congress further instructs the Executive to seek immediate confirmation from the Department of Education and Science that appointments to such posts and the post of VTOS Coordinator are excluded under the provision of Circular 22/2009. Under the provision of this circular any VTOS Coordinator who retires will not be replaced, which will have a detrimental effect in the running of these Centres.



I. INDUSTRIAL ACTION

143. Executive Committee (Amended by IT Carlow)

Congress condemns the draconian, unjust and unfair attack on all public servants by the Government in the 2010 budget, announced on the 9th of December 2009, which delivered:

- (a) A further savage pay cut, of between 6% to 8% for teachers and lecturers on top of a pension levy of 7% to 10%, loss of promotion opportunities caused by the moratorium, and the non payment of a 3.5% pay increase due on the 1st September 2009.
- (b) An unprecedented attack on a century of progress in terms of pension provisions and arrangements including:
 - the dramatic destruction of parity between pay and pensions
 - the announcement by the Government of its clear intention to use the Consumer Price Index as a basis for post retirement increases for both existing and future pensions
 - the introduction of a significantly inferior pension scheme for all new entrants to the Public Service from 2010 onwards.
- (c) The complete undermining of the long established Conciliation and Arbitration Scheme, by announcing changes to the sick leave scheme for teachers in the Budget rather than tabling such proposals for discussion at the Teachers' Conciliation Council.

In light of the above actions by an arrogant and ill-informed Government, which delivered the final fatal blow to Social Partnership because it now believes that governing by diktat rather than by consensus will better assist them to develop its ideology, Congress instructs the Executive to:

- Continue to sustain the campaign of industrial action, ideally but not exclusively in conjunction with other



Public Sector Unions, up to and including a series of strike actions and refuse to engage in the Government's transformation agenda; That from now on the Executive concentrate its efforts on the following:

- To stop the proposed and to reverse the imposed pension changes in the 2010 Budget.
- To use every means at the disposal of this union to reverse the already imposed pay cuts and pension levy and to oppose any further cuts.
- To take whatever action necessary to re-activate the heretofore normal industrial relations fora of the past and the right of this union to engage in such fora.
- To take whatever action necessary to reverse the moratoriums on recruitment and promotions in the Public Service.

148. Executive Committee/Co. Cork

Congress calls on the Executive to insist that in future if strike days are called that TUI would seek that all teacher unions issue the exact same instructions to members of all teacher unions as regards procedures to be followed for picket duty.

149. Co. Donegal

Congress instructs the Executive to issue a directive immediately instructing all members not to take on new work which has arisen due to the non appointment to education posts because of the moratorium on recruitment to the Public Service. Congress condemns the current situation whereby there is a prohibition to appointments to numerous education posts in Schools, Colleges, Institutes of Technology, Adult Education Centres and VECs. This has and will continue to have a detrimental effect on educational provision throughout the sector.

161. Shannon

That Congress calls on the Executive to ensure that those members who breach directives in relation to the moratorium on posts be charged with unworthy conduct.

J. MISCELLANEOUS

There were no motions taken in this section.

K. ORGANISATION

195. Executive Committee

Congress deems that breaching of a directive, or inducing a member to breach a directive, would be considered as unworthy conduct.

182. Donegal C&C

Congress instructs the Union Executive to address the perennial problem of members falling into arrears when there is a change of status or schools. There needs to be a simple procedure put in place to make transitions simple to process.

199. Shannon

That Congress calls on the Executive to urge members, whether they be principals, deputy principals, post holders or non-post holders, to ensure that no TUI directives are breached in their school, college or centre.



L. PENSIONS

247. Executive Committee (Amended by IT Carlow)

Congress condemns the proposals for reform of the pension scheme for new entrants to teaching as well as to all other aspects of public service as announced in the budget on 9th December 2009. These proposals are to:

- raise the minimum public service pension age to 66 years initially, from 65 at present to bring it into line and link it henceforth with the State Pension age;
- set a maximum retirement age of 70 years
- base pensions on "career average" earnings rather than final salary as currently applies
- uses the CPI as the basis for post-retirement increases (this for both existing and future pensioners) rather



that keep pace with salaries of the grade.

Congress instructs the Executive Committee to campaign within the ICTU or outside the ICTU if necessary and otherwise as appropriate to prevent/reverse the proposals using both industrial action and political means to ensure at a minimum the restoration of the pension scheme as prevailed prior to the budget announcement of 9th December 2009.

256. Shannon/Tipperary SR/Limerick Schools

That Congress calls on the Executive to resist any attempts to break parity of pay and pensions and to launch a legal challenge to any such attempt.

251. Limerick Colleges

Congress instructs the Executive to pursue the complete abolition of the Pension Levy.

M. PUBLIC SECTOR CUTS

“Public Service Agreement” Special Motion 1 Executive Committee

Congress endorses the Executive Committee’s rejection of the proposed ‘Public Service Agreement’.

Congress instructs the Executive Committee to ballot the members, recommending endorsement of this rejection by an emphatic vote against the proposal and to conduct a vigorous campaign amongst the members for this purpose.

Congress insists that TUI alone as a sovereign union reserves its right to take its own decision irrespective of any overall decision by any other grouping.

“Public Service Agreement” Special Motion 2 Dublin Colleges / IT Tralee / Dundalk IT

Congress notes the outcome of the talks between the public service unions and the government.

Congress notes the proposed agreement:

- Does not reverse pay cuts and proposes a pay freeze lasting until 2014
- Does not remove the pension levy
- Endorses cuts in public sector posts including promotion posts
- Proposes widespread changes to the conditions of service of members
- Proposes a complete review of members contracts of employment
- Makes all increments and promotions subject to performance
- Endorses changes in the pension scheme
- Offers no positive benefits for members

Congress notes

Statements by officer of the Public Services that the acceptance of the agreement will be subject of an aggregate vote of all public sector unions.

Motion 213 passed at Congress 2009 to the effect that changes to the conditions of service of TUI members must be decided exclusively by TUI members.

In light of the above Congress:

1. Instructs the Executive to inform the ICTU that the union will not be bound by the terms of the agreement even if the ICTU accepts it;
2. Instructs the Executive to meet with other unions opposed to this agreement to plan a serious campaign to reverse pay cuts and cuts in public services
3. Instructs the Executive not to authorise any body other than the TUI to negotiate on behalf of TUI on pay, conditions of service or work arrangements.
4. Determines that the mandate for any future talks will be given to our negotiators by a Special Congress of TUI and that a Special Congress of TUI will be convened to consider the outcome.

“Public Service Agreement” Special Motion 3 Dublin City PP

Congress affirms that a base principle of trade unions is protection of the jobs, pay and conditions of their members. Congress demands that to this end the TUI work with other unions to maximise opposition to ‘the deal’ and that the TUI have no further discussion with the Government around their programme of cuts.

**“Public Service Agreement” Special Motion 4
Co Wexford**

In light of the unfair, unjust and divisive campaign currently being waged against public service workers by the present government, and the failure of the main opposition parties to defend public employees from this onslaught, Congress directs the Executive Committee to enter into discussions with other public service unions with a view to running Public Service Worker candidates in the next general election.

**“Public Service Agreement” Special Motion 7
Co. Donegal**

Congress endorses the Executive Committee’s decision to reject the proposed Public Service Agreement. Congress notes the need for firm leadership and clear guidance from Head Office in conducting a vigorous campaign against the proposed Agreement.

Consequently, Congress directs that the Executive present a clear set of alternatives to the proposed Agreement as part of this campaign detailing very clearly:-

- The rationale for rejection of the Agreement
- Objectives of TUI’s proposed alternative campaign
- Specific strategies with guidance on the implementation of these strategies
- Timescales
- Other such aspects as may be deemed appropriate for both the advancement of the TUI cause and for keeping members informed.

**“Public Service Agreement” Special Motion 8
Co Louth / IT Carlow**

Congress endorses the Executive Committee’s rejection of the proposed ‘Public Service Agreement’. Congress is also seriously concerned by the performance of the Public Services Committee of ICTU in its negotiations - from which this proposed agreement emanated.

Congress instructs the Executive Committee to ballot the members, recommending endorsement of this rejection by an emphatic vote against the proposal and to conduct a vigorous campaign amongst the members for this purpose.

Congress insists that TUI alone as a sovereign union reserves its right to take its own decision irrespective of any overall decision by any other grouping.

**“Public Service Agreement” Special Motion 9
Co Dublin**

Congress agrees to launch a mass national campaign against the bank bail out as part of its campaign of industrial action against the public service agreement as the bail out is directly related to the attack on public sector workers livelihoods and the disastrous state of our public services.

292. IT Tallaght

Until such time that the pay cuts of the December 2009 Budget and the earlier Pension Levy are reversed, Congress instructs the Executive to withdraw entirely from the Towards 2016 Agreement.

309. Dundalk IT

Congress condemns the strategy adopted by the Public Services Committee of the ICTU which has resulted in an imposed pension levy, an imposed pay levy and finally a pay cut across the Public Service. In total these amount to a historically unprecedented pay cut of up to 18%, for members across the Public service.

The leadership given by the PSC has been abysmal in response to this attack. Marches and a one day strike were never going to stop this offensive. Neither was the strategy of offering concession on conditions which has had the result of storing up further attacks and signified weakness of resolve to the other side.

Congress is of the view that Government policy in this area would only have been changed by sustained industrial action across all public sector unions escalating from one to three day strikes and finally to all out action.

The failure of the present leadership of the PSC to put in place such a strategy at the first sign of attack on our pay was a betrayal of the members they represent and shows a total lack of understanding of where the trade union movement came from and the battles it had to wage to secure the pay and conditions which are now being dismantled before our very eyes.

- Congress instructs the Executive not to support the re-election of the Chair and Secretary of the PSC.
- Congress also instructs the Executive that the delegates to the PSC from the TUI must include the officers of the TUI and one ordinary Executive member.
- Congress further instructs the Executive to demand regular meetings of the PSC with minutes including minutes of any negotiating sub-Committees which are to be circulated to the TUI Executive for consideration.
- Congress instructs the Executive to Campaign with like minded unions for a more democratic and accountable PSC which will properly represent the views of the 300,000 trade union members which it purports to serve.

N. RULES

312. Executive Committee

In order to synchronise the elections of the Vice-President with that of Area Representatives, in accordance with practice, amend Rule 36 by deleting “one month” and replacing with “two months”.

Amended Rule 36 to read:

The election of the President shall take place in May and the election of the Vice-President shall take place within two months prior to the date of Congress, and the result of election for Vice-President shall be circulated with the final Congress Agenda.

318. IT Tallaght

In Section K. add new Rule 70 and renumber subsequent rules:

“Whilst in the employment of the TUI, the General Secretary, Deputy General Secretary, and Assistant General Secretaries shall not be permitted to hold any position on any board of management of any State or Semi-State company.”

- Moratorium on posts of Assistant Principals and Special Duties Teachers
- Proposed changes to pension
- Salary cuts
- Proposals for more cuts
- Cut backs in EAL teacher allowance and SNA allowance

EMERGENCY MOTION NO. 3

Dublin City PP / Dundalk IT / Athlone IT / Co. Mayo / IT Tralee / IT Tallaght / Co. Dublin / Co. Monaghan

As part of an alternative plan to the ongoing reduction in Public Service provision Congress calls for the introduction of a wealth tax on personal assets in excess of €14 million

Referred motions

21. Co. Monaghan

Congress instructs the Executive to direct TUI members to discontinue with the assessment components below from the beginning of the school year 2010-2011. Where possible this should be done in collaboration with the ASTI. From September 2010 any subject that has an additional examination(s) in the form of a brief project, task etc. for which the teacher is not remunerated by the State Examination Commission, that there would be a directive from the Union instructing members that part of the Examination would not be undertaken in the class or facilitated by the teacher. In other words this examination would not be done.

RESULT Referred

24. Co. Carlow

This Congress instructs the Executive to oppose any redeployment of teachers across the teaching sectors. This redeployment would seriously jeopardise the job-security of teachers on fixed-term contracts in VEC schools if teachers from other teaching sectors could be moved into a VEC school.

RESULT Referred

102. Co. Monaghan

Congress calls on the Executive to allow TUI officials to negotiate that the membership fee to the Teaching Council for TUI members be reduced from its present level of €90 to €1.00 to represent the service that is currently being given by the Teaching Council to teachers.

RESULT Referred

104. Co. Carlow

That at least one of the team of inspectors conducting a Whole School Evaluation have experience at senior management level in a post primary school.

RESULT Referred

189. Co. Galway

Congress instructs the Executive to adjust TUI website so that all members can post comments on union-related issues.

RESULT Referred

O. YOUTHREACH

337. Co. Carlow

This Congress instructs the Executive to oppose any downgrading of Youthreach teachers' status from teacher to resource teacher. Teachers who have completed the required training for their profession should be entitled to their full professional salary.

328. Co. Dublin

Congress deplores the current situation where teachers in Youthreach are still not in receipt of correct contracts, including CIDs and calls on the Executive to investigate this situation and to begin negotiations with the relevant bodies to right this situation and to report back to Congress 2011 with progress made in this area.

Emergency motions carried

EMERGENCY MOTION NO. 1

Co. Dublin / Co. Kerry / Co. Monaghan / Cork City / Co. Cork / Co. Wexford / Co. Leitrim / Shannon / Tipperary SR / Waterford City / Co. Sligo / Co. Mayo / Co. Cavan / Co. Louth / Birr Gallen / Dublin City PP / Co. Donegal / Cork C&C

In light of the announcement of further cuts in the Public Sector and to facilitate TUI members to sing from the same hymn sheet when approaching local politicians and other representatives, Congress instructs the Executive to draw up standard letters which can be used as guidelines by campaigners in the following areas:



Department of Education and Professional Studies
UNIVERSITY OF LIMERICK
 OLLSCOIL LUIMNIGH

We invite applications for the following suite of professional development programmes in education which will have an intake in September 2010.

**STRUCTURED PhD
 (Education)**

The main aim of the programme is to provide an opportunity for professionals in education and related disciplines to undertake a major research project leading to a significant development of educational policy or practice. In addition to a major dissertation, participants will complete a taught element which provides an advanced level of research training and an engagement with the state of the art of educational research. Candidates will normally have a minimum of three years of relevant experience. Final selection will involve attendance for interview.

**GRADUATE DIPLOMA / MASTER OF EDUCATION
 (Education Leadership)**

Applications are invited for this part-time programme. The main aim of the programme is to provide for the emerging professional development needs of primary and post-primary teachers, programme coordinators and senior management in schools, members of national curriculum support agencies and current and aspiring leaders across the education and training services. Applications are invited from recognised teachers, who should normally have a minimum of three years teaching experience. Final selection will involve attendance for interview.

**GRADUATE CERTIFICATE/ DIPLOMA/ MASTER OF EDUCATION
 (Educational Mentoring)**

Applications are invited for this part-time programme. This programme runs over a three year time-frame with on-campus attendance once a month supplemented with readings and on-line discussions. The first year of the study is devoted to the development of the reflective practitioner. In the second year students complete a school-based mentoring pilot research study. This may be brought to a deeper level in the third and final year of the Masters programme. The study focuses on using mentoring for staff development and the development of the whole school as a learning community.

**GRADUATE DIPLOMA/ MASTER OF EDUCATION
 (Health Education and Promotion)**

Applications are invited for this part-time programme from professionals working in health and social care as well as those working primary, second and third level education. Professionals working in the areas of adult education, initial and further vocational education/training and those working at the interface between school and the community are also invited to apply.

For further details on all programmes, please consult the 'programmes' link on the UL Education and Professional Studies website or contact:

**Postgraduate Admissions Office, Graduate School,
 University of Limerick, Limerick, Ireland**

**Tel: +353-61-234377, Fax: +353-61-233287, Email: postgradadmissions@ul.ie,
 Website: www.graduateschool.ul.ie**

Congress YouthConnect Project

YC YouthConnect – The Working World



The Congress YouthConnect Project is planning to launch its materials for the 2010/2011 school term. This 3-part project aims to educate students and young people about the world of work, their rights and entitlements as workers and how trade unions and the industrial relations environments operate.

The first part is a teachers' resource which is now at draft stage. The final resource will have five modules –

- The World of Work
- Unions and Solidarity
- Know your Rights
- Globalisation and Global Solidarity
- An Unequal Society.

Teachers will be able to 'dip in and out' depending on which group and level they are working with and should find the range of ideas information and worksheets very helpful in the classroom and for project work. ICTU has invited a number of teachers to comment on the materials before they are finalised over the summer.

The second part of the project is an interactive website, currently being developed, with separate areas for teachers and students.

As the print resource is limited in term of how much it can incorporate, the website will contain additional topics of interest, up-to-date lesson plans and resources, information about rights at work and notice of competitions and events.

The third part of the project is a youth pack which is currently under development. It will contain a pocket card with basic facts and rights about the consisting, a YouthConnect branded pencil case, badge, key ring and membership card.

Fiona Dunne at ICTU (fiona.dunne@ictu.ie) would be happy to receive comments on any element of the work. She would especially welcome comments on the teachers' resource and a limited number of copies can be circulated by request to those who would like to comment at this stage.



JUNIOR SPIDER AWARDS
Inspiring the next generation



The Junior Spider Awards (Irish website awards for school students) aim to provide a benchmark of excellence in schools and to encourage students to learn about web design to further develop their education and technology skills. This year's awards will be held in December in The Helix, DCU. There will be an exhibition with all the finalists displaying their websites and fun games to play.

The 2009 junior spiders included St. Cronans BNS in Bray as the 'Best educational website' and Castletroy College in Limerick won the 'Best Content' category with their art blog. Danial Flynn, Dunshaughlin Community College, took the award for best wide design and functionality and the Grand Prix (www.danwantstech.com).

This year post primary students can choose from among the best 'Concept', 'Web Design' or 'Web App'.

eircom Junior Spiders 2010 will open for entries from Friday 16th April. Entries will close on 5th November.

Full details will be available on our new website www.juniorspiders.ie

notice board

Do you work with young people or adults that are dyslexic?

Video presentations given at the recent Dyslexia 2010 conference are now available on the home page of AHEAD - www.ahead.ie

St Patrick's College, Special Education Department will be offering an **On Line Certificate/Diploma in Education (Special/Inclusive Education)** from next September. Full details available on the Noticeboard section of the TUI website.

WorldSkills carpentry gold for Dún Laoghaire trained Barry



THEN MINISTER OF EDUCATION & SCIENCE BATT O'KEEFFE, GOLD MEDAL WINNER BARRY DENNIGAN AND PAT NOONAN



THE ABOVE TEST PIECE WAS COMPLETED IN 22 HOURS DURING THE TRAINING PROGRAMME.

WorldSkills Competition winner Barry Dennigan took part in ten weeks of fulltime training in Dún Laoghaire College of Further Education, from June to August 2009 in a training schedule devised and presented by Pat Noonan, a WorldSkills specialist in carpentry.

The Tanaiste Mary Coughlan and then Minister of Education & Science Batt O'Keeffe held a reception to mark the success of the Irish Worldskills team at Government Buildings, while TUI President Don Ryan described the achievement as "a further emphatic endorsement of our world class vocational system."

Barry was part of an 11 strong Irish team that competed against the world's outstanding crafts people. He won a gold medal in Carpentry. In all, the team won three Gold and two Bronze medals. Five medallions of excellence were also awarded to Irish competitors who achieve over 500 points out of a possible 600. As a team Ireland was second only to Korea in medals won per competitors entered.

'It is a great honour to represent your country and I am delighted to have competed against top young carpenters from around the world', says Barry. 'The preparation was very intensive and challenging but very rewarding', he says.

The 40th WorldSkills Competition took place in Calgary, Alberta, Canada, from September 1 to 7, 2009. This international competition has 45 different skill categories such as auto body repair, carpentry, IT network support, mobile robotics and landscape gardening. The competition takes place every two years.

There were 900 Competitors and approximately 150,000 spectators in attendance. There were also close to 3,000 volunteers on site helping in the skill areas and ensuring a pleasant experience for the daily visitors who came to view the events.

WorldSkills is an enormously prestigious competition which, over its 50 year history, has come to symbolise the pinnacle of excellence in training. Competing at this level on a world stage,

demands the highest degree of professionalism. It is also an outstanding learning and development opportunity for our competitors. In skills such as Carpentry, Sheet Metal Technology and Web Design the Test Projects created over the four days were donated to organisations as a legacy of the Competition.

WorldSkills provides a unique means of exchange and comparison of world-class competency standards in the industrial trades and service sectors of the global economy. The continued growth of WorldSkills attests to the fact that traditional trade and craft skills along with the newer technology multi-skilled vocations make an essential contribution to the economic and social well being of peoples everywhere.

The Irish team at WorldSkills 2009 was selected by the WorldSkills Council which is supported by the Department of Education and Science, Irish Vocational Education Association, Fáilte Ireland, FÁS, and the Institutes of Technology.



Congratulations to the recent winners of the Credit Union's monthly draw

February 2010

€1500 - Michael Mulhern from Co Wicklow
€1000 - Judith Gilmore from Co Galway
€500 - Martin Fahey from Co Kilkenny

March 2010

€1500 - Patrick Harte from Dublin
€1000 - William Bassett from Dublin
€500 - Albert Cullen from Dublin

April 2010

CAR - Enda Moloney from Co Clare

€1500 - Delores Kennedy from Dublin
€1000 - Charles O'Connell from Dublin
€500 - Patrick Thornton from Sligo



CREDIT UNION STAFF AT CONGRESS

“Working harder for less pay” – new teacher workload survey

Hard-working educators are not getting the credit they deserve

Half of teachers' work outside the classroom

Teachers do 24 hours of extra work each week

Time in classroom accounts for less than half of duties

Second level teachers on full hours work an average of up to 46 hour week, according to the final outcomes of a two phase survey conducted by market research company Behaviour & Attitudes on behalf of the Teachers' Union of Ireland (TUI).

Findings endorse the volunteerism of teachers but worryingly show that discipline and conflict issues have greatly intensified in the last five years, with 80% of respondents indicating that such problems are increasingly time-consuming, distracting from the core business of teaching and learning.

Key findings in the B&A survey show that:

- Teachers work an average between 43 and 46 hours a week during term time
- 81% indicate that discipline problems now take up considerable time
- 87% of teachers report an increase in the carrying out of administrative duties over last five years
- 72% of teachers felt that supporting special needs students had increased their workload in the last five years
- 48% of teachers under the age of 35 and 45% of teachers between 35 and 44 are involved in extracurricular sports activities.

TUI General Secretary Peter MacMenamin said that the findings “come as no surprise to the union” but acknowledged that “teaching is in many ways a demoralised profession in 2010. 1,200 teachers have lost their jobs at second level alone as a result of the education cutbacks. Pay has been reduced by up to 20% when the pension levy, pay cut and non-payment of an agreed increase are factored in. Resources to schools have been cut; promotional opportunities have been eliminated by a block on appointments, while a marked increase in disruption problems as a result of a rapidly changing social climate means teachers are working harder than ever.”

Teachers working 46 hours a week

SEÁN FLYNN

SECOND LEVEL teachers work an average of 46 hours a week during term time.

by pay cuts and cutbacks in schools.

Yesterday, the TUI executive voted to reject the public service

72 per cent felt that supporting special needs students had increased their workload in the last five years.

increase are factored in. Resources to schools have been cut, promotional opportunities have been eliminated.

Despite this difficult time for the profession, this B&A survey endorses the great job that teachers are doing within their local communities. On average, teachers are spending 24 hours per week working outside of timetabled teaching hours. For a teacher on full (22) hours, this equates to a 46 hour week.

The volunteerism of teachers is also hugely endorsed in the findings. 48% of those under the age of 35 and 45% of those between 35 and 44 are involved in extracurricular sports activities. Overall, 35% of teachers are involved in sports. The survey also shows that many more are involved in other areas such as drama and debating. These are important dimensions to the young peoples' experience of education at this critical stage in their formation and in preparing them for adult life. Many teachers have willingly engaged in these additional areas of work up to now but goodwill will diminish if further squeezes are put on their take home pay.

The study was administered among schools and teachers in VEC and Community and Comprehensive schools, embracing a wide range of subject teachers and a broad geographical spread.

81% of those surveyed indicate that the time required for dealing with discipline and conflict has increased considerably. Discipline issues in this instance were not confined to students with behavioural difficulties but refer to teachers encountering a general increase in tendency among young people to unduly challenge authority and disregard school rules and regulations.

The moratorium on replacing senior posts will bring additional pressure in managing inappropriate and unacceptable behaviour.

A staggering 87% of teachers surveyed said that carrying administrative tasks has increased significantly in the past ten years. Teachers are gravely concerned that their role is becoming excessively administrative in nature due to increasing legal and reporting demands and an absence of the necessary administrative, technical and pastoral resources. More and more time is taken from the core roles of teaching and learning due to ever expanding bureaucratic burdens, placing the quality of the learning experience for students at risk.

Addressing a wider range of mixed ability students is noted as among the top ten demands on teachers' time and the data also reflects an increase in the demand arising from working with students with special educational needs. Data from the B&A survey also reflects an increase in the work demands arising from working with students with special educational needs. TUI agrees in the principle with the integration of students with special educational needs into mainstream classes and each year sees a rise in the numbers being put forward for state examinations.

The increased pupil teacher ratio, the delay in resources to address special education needs and the withdrawal of posts under measures to address disadvantage have done significant damage in recent years. We have seen this week that private business interests are being bailed out while our young people and those with special needs are being sacrificed.

Teachers can take solace from a recent Teaching Council survey that shows that almost three in every four parents (73%) who responded said that teachers do their jobs either very well or well.

'46% of respondents aware of racist incidents in schools in previous month' –

INDEPENDENT RESEARCH

TUI says 46% of teachers aware of racist school incidents in past month

SEAN FLYNN
school life intolerable for many minority children. The survey by Behaviour and Attitudes says 46% of teachers between four and 10 minority ethnic students in a single class. 18% per cent said that support falling short of what is needed for cultural mediation services where such services are required for minority ethnic students and their parents/guardians.

Ahead of annual Congress, TUI highlighted that as many as 46% of respondents to a survey reported a racist incident taking place in their school in the previous month.

Marketing company Behaviour and Attitudes (B&A) conducted independent research among teachers and lecturers on the issue of interculturalism, racism and resources for minority ethnic students.

Indicators exist that the situation is worse in Dublin, and that increased incidences are also being reported in communities where job losses are prevalent.

The union has warned that key middle management posts such as year heads, programme/school activities co-ordinators play a vital role in promoting interculturalism and that the block on appointments to these positions will have devastating effects going forward.

Speaking at the launch of the data, TUI Deputy General Secretary Annette Dolan said that "as a nation we were more than happy to welcome the parents of these children to contribute to the success of our booming economy. Now it appears that as a nation we are happy to restrict the chances of educational attainment of their children by way of an imposition of a ceiling of two on the number of English language support teachers per school."

KEY FINDINGS

- 43% of respondents were aware of racist incidents which had occurred in their school in the past month.
- 32% of respondents stated that they do not have a specific formal procedure that is followed if a racist incident occurs in their school or college
- 28% of teachers taught between four and ten minority ethnic students in a single class. 18% taught between 4-6 and 10% taught between 7-10
- Over a third of Dublin schools have 20% or more minority ethnic students.

FEARS AS RACISM IN SCHOOLS ON THE RISE
TUI calls for better policies

Racist incidents on rise among teenage pupils
Katherine Donnelly
comprehensive schools were aware of an incident of racism in the month prior to the survey
ALMOST half of teachers in

- 60% of teachers in VEC schools stated that the presence of minority students in classes increases teacher workload.
- 70% of teachers said that interpretation services were inadequate
- 64% said that in-service support for intercultural education is inadequate
- 62% said that support available for teaching English as a second language was inadequate
- 80% of respondents from VEC schools said their school does not have access to external translation services
- 60% of respondents believe that additional promotional posts with special responsibility for minority ethnic students are necessary in schools
- 86% believe that funding for in-service courses should be available
- 77% believe all teachers should receive in-service on intercultural education
- 49% of VEC schools do not have policy on anti-racism and the promotion of interculturalism
- 56% believe a dedicated home school liaison teacher is required where a high number of minority students exist
- Additional posts of responsibility should be provided in schools/colleges which have a high proportion of minority ethnic students.
- Minority ethnic students should be entitled to a dedicated career guidance service. Extra hours for guidance should be assigned to schools where there are significant numbers of minority ethnic students and these hours should be reserved unequivocally for these students.
- The school/college code of behaviour should be very clear that racist comments, gestures or acts are not acceptable. Indeed all students irrespective of race should be dealt with consistency in the school/college code of behaviour.
- Every school should have a policy on anti-racism. Such a policy should provide as a minimum that all racist incidents be thoroughly investigated. Procedures to deal with such incidents should be clearly outlined.
- Every school/college/centre should have a specific formal procedure which is followed if a racist incident occurs.
- There should be a structure in place with resources to have teaching hours available at second level/further education/third for minority ethnic students level who require English language support. In light of global expertise, the provision of English language support should be extended beyond two years for students who still need extra tuition in English.
- Inservice courses on intercultural education should be provided for all teachers/lecturers.

KEY TUI RECOMMENDATIONS

Any barriers which restrict the full participation and complete involvement of minority ethnic parents/guardians in the education of their children must be removed including:

- An immediate lifting of the block on appointments to middle management positions.
- Schools with a high number of Minority Ethnic Students should have the services of a dedicated Home School Community Liaison Service.
- Schools/colleges/centres should have access to translation/interpretation/cultural mediation services where such services are required for minority ethnic students and their parents/guardians.

A quantitative survey of 442 second and third level teachers was conducted by marketing company Behaviour & Attitudes via self-completion methodology

Teachers' Union of Ireland is looking for an Organiser

The Teachers' Union of Ireland (TUI) is looking to employ an Organiser to assist in improving the local organisation of the union as an organisation and of growing its membership.

DUTIES

It will be the Organiser's duty to implement agreed policies in regard to how the organisation functions at local level (workplace and branch), to improving communications within the union, to develop and implement organising strategies, to promote the advantages of union membership to non-members and to recruit new members to the union.

In this context, the Organiser's duties will include:

- Reviewing how the organisation operates at local level (workplace and branch) in terms of
 - communications between members, the executive committee and Head Office
 - existence of local structures and their effectiveness;
- Working in conjunction with the union's Executive, staff and existing local officers to improve the performance of the organisation at local level.
- Working in conjunction with the union's Executive, Officials and existing members to recruit new members
- Developing recruitment literature and resources;
- Identifying recruitment targets and the resources needed to realise these targets;

REPORTING RESPONSIBILITIES

The Organiser will report directly to the General Secretary and through the General Secretary to the Executive and rest of the staff team.

ESSENTIAL COMPETENCIES

The Organiser will need to be a strong communicator and problem solver; have perseverance and the ability to manage difficult situations and motivate others. In addition, the Organiser will need:

- Strong analytical, leadership and interpersonal skills;
- Organising skills;
- Ability to plan and execute work efficiently;
- Good communications skills – both oral and verbal;
- Track record of making decisions and handling problems;
- Adaptability;
- Good IT skills.

REQUIREMENTS OF THE JOB

Applicants should be able to demonstrate strong organisational abilities, their commitment to the trade union movement and to its principles and their ability to organise others to stand up for their rights.

He/she will need to be a self starter and be capable of self management and working unsocial and flexible hours. They must be mobile and hold a current driver's licence.

The contract offered is a fixed term contract initially of twelve (12) months duration.

This position is based in the Teachers' Union of Ireland's Head Office in Dublin but will require extensive travel throughout Ireland.

Salary appropriate to responsibility and conditions in accordance with appropriate civil service grade.

Applications for the above position, including full Curriculum Vitae should be forwarded confidentially to:

**The General Secretary
Teachers' Union of Ireland
73 Orwell Road, Dublin 6**

Closing date for applications – 5 pm Thursday 3rd June 2010

Teachers' Union of Ireland is an equal opportunities employer

Easy to Use 1st Year and 2nd Year SPHE Resources

The North Western Health Board Lifeskills series has been revised, redeveloped and revamped. The series features comprehensive Teacher Lesson Plan Books and Student Workbooks for use in the classroom, as well as additional resources to support the delivery of SPHE.

Each Teachers Pack includes:

- An easy to use Teachers Lesson Plan Book which:
 - Cuts down on planning and preparation
 - Uses active methodologies as recommended for SPHE
 - Is based on the aims and outcomes of the 10 Junior Cycle SPHE Modules
- An accompanying Teachers Methodology Booklet and DVD containing classroom footage and additional resources such as lesson logs for record keeping, a certificate of participation for students, relevant web-links, and much more!

The Student Workbook:

- Is based on the activities in the Teachers Lesson Plan Book
- Is portfolio-based with perforated inserts for assembly in a binder if desired
- Includes a personal reflection section
- Is in full colour with modern graphics

To join the mailing list or for more information contact:
HSE, Health Promotion Department,
Salmer Court,
Main Street,
Ballyshannon,
Co. Donegal
Telephone: 071 9852000
Email: Frances.Hersey@hse.ie



RMA News

I hope those who returned their 'not receiving the TUI News' survey are now reading this. We did the survey after receiving phone calls and letters from members complaining about not receiving the TUI News so we decided that at the next full membership mailshot we would ask members if they were receiving the magazine. I was surprised with the response of over fifty so far, so I hope those who responded now have the magazine and in the future will continue to receive it. The TUI News is not a monthly magazine, it is published maybe six times during the academic year depending on events.

I have to apologise for frightening you with the hotel rates for the Hodson Bay Hotel. No it was not a promotion gimmick, it was a genuine mistake. We are all looking forward to having a great time in the Hodson Bay Hotel for our AGM I know you will appreciate the great offer after you have been.

The uncertainty continues regarding pensions following the Teachers Conferences and the forthcoming ballot by teachers and the whole Public Service. We are in an unknown space. However, we must smile while the sun shines. We have had meetings with the other retired Teacher Associations and also with the retired Gardai who are all equally concerned about the future prospects. The main issues mostly concern future retired teachers rather than those of us who are now retired. Future pensions may be determined on average earnings over the life of a teacher rather than

salary at the end of teaching. Pension increases may be based on the Consumer Price Index rather than on the teachers salary increase, also the age of retirement will increase and their will not be any early retirement strands. However we cannot rule out a cut in pension in the next budget.

We had a wonderful time in the Landmark Hotel in Carrick-on-Shannon for our Spring break. Over fifty of us gathered to enjoy the delights of Leitrim, Roscommon and Fermanagh. We visited Strokestown Park House and gardens where we received a wonderful guided tour through the House and the Famine Museum. We had a lovely time in the gardens, they must have been very impressive in their day. That night we had a demonstration of cocktail making with plenty of opportunity to taste them. Our second excursion was to Enniskillen, again it was a beautiful

day and we saw Florence Court House, the eighteenth century home of the Earls of Enniskillen, on the way. Enniskillen is a beautiful little town with some great shops and some fine buildings and we saw lots of school children with very colourful and impressive uniforms especially the Portora Royal School with the gold band on their sleeves. After dinner on the last night we celebrated the oldest member of the group, Paddy O'Flynn, who at eighty five swims every morning and who also played a few traditional tunes on his tin whistle to the delight of all.

Hope you can make it to the Hodson Bay Hotel.

Christy Conville
Secretary



GROUP ON STEPS OF STROKESTOWN PARK HOUSE



GROUP IN ENTRANCE HALL OF STROKESTOWN PARK HOUSE

museum Natural History
National Museum of Ireland
MERRION STREET, DUBLIN 2

The newly refurbished National Museum of Ireland has re-opened at Merrion St, Dublin 2.
See www.museum.ie for full details

Meet the candidates

TUI Election for President

*There are two candidates for the position of TUI President
Ballot papers issued May 11th to be returned by May 27th*

See note on completion of ballot envelope on page 9

Vote for Bernie Ruane

Two years as Vice-President has given me the knowledge and experience to lead TUI in this critical time for teachers and lecturers. I believe that I am the best candidate for Presidency for the following reasons:

- My strong leadership qualities. This was demonstrated recently by the pivotal role I played in having the proposed Public Service Agreement resoundingly rejected by both the TUI Executive Committee and by Annual Congress
- I have thirty years experience as a TUI activist. The last six years spent working on the TUI executive has given me invaluable experience at negotiations on behalf of our members at local and national level
- I have an in depth knowledge of all sectors of the union which places me in a strong position to advocate for all our members

- 95% of TUI Branches have already nominated me to be the next President of TUI.

As President I will ensure that:

- Both European and Irish laws are applied rigidly in order to safeguard the interests of our part-time members
- The teaching and lecturing professions are projected more positively in the media and elsewhere
- The TUI maintains its sovereignty as a union. I strongly believe that no other union can determine our conditions of service
- The campaign for investment education is pursued with the eventual goal of 7% of GDP being reached. I believe that investment in all sectors of education is absolutely critical in bringing about economic recovery and in bridging the inequality gap that exists in Ireland



BERNIE RUANE

- The money taken from us over the last eighteen months is restored and that our conditions are safe guarded
- The TUI continues to represent the interests of all its members in an open and transparent manner.

Vote for the candidate with a proven track record of service, commitment and experience.

Bernie Ruane
Vice President TUI 2008-2010

Vote for Finbar Geaney

The situation facing teachers and lecturers is unprecedented. Thousands of jobs have been lost. Wages have been reduced. Conditions of service and pension provision have been worsened. Those who work in the public service are under constant attack in the media. A new direction for the TUI is needed to effectively combat this onslaught.

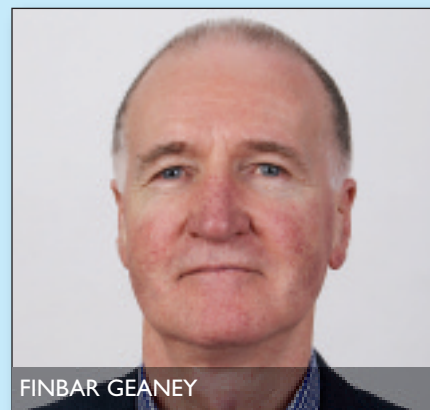
At the Easter Annual Congress of the TUI delegates rejected the Croke Park deal. This important decision represents an assertion of the independence of our union. The TUI must never be an agent of government policy. Voting 'no' is only a first step. The Croke Park deal did not fall from the sky. It contains the same elements that were dished up by union negotiators last December. Over the past eighteen months union leaders have been pushed by the Government into trying to win trade

union support for their divisive and destructive policies. It is time for a change of leadership.

Strong leadership is founded upon clear ideas and a clear understanding of the present situation. We are witnessing a political attack on public services and on all the gains that generations of trade union members have achieved. Government strategy serves the interests of banks, property speculators and dealers in financial products.

As President of the Teachers Union of Ireland I will provide that clarity of vision that is essential at this time. A vote for me is a vote for a united and confident trade union movement that can defeat the Government's strategy.

I work in Coláiste Dhúlaigh College of Further Education in Dublin. I served for two terms on the National Executive of



FINBAR GEANEY

the TUI and have had many years experience at both branch and national level. I worked in a full-time capacity with the Department of Education and Science in drawing up the McIver Report on PLC and Further Education.

Additional information can be found on www.finbargeaney.ie