



2010 / 2011

PROTECT

YOUR CAREER

JOIN TUI

TODAY

AONTAS MÚINTEOIRÍ ÉIREANN TEACHERS' UNION OF IRELAND

www.tui.ie

Why join TUI ?

In the current economic climate, it has never been more important that all new entrants to the teaching and lecturing professions and those who for various reasons have not yet become members of TUI, join immediately.



TUI is a growing and vibrant union. In these critical times, nobody should leave themselves isolated in their workplace. TUI's role is to protect your pay and conditions of service. TUI will negotiate on your behalf with the Government and employers.

Thousands have benefited directly from membership of TUI. Teachers and lecturers who are not members can leave themselves extremely vulnerable when difficulties of any kind arise within their professional lives.

Membership of TUI offers you protection. You will never work alone. You will be part of a strong national voice which promotes and protects your profession.

JOIN TUI TODAY.

A handwritten signature in black ink that reads "Bernie Ruane." The signature is written in a cursive style.

Bernie Ruane, President, TUI



Without TUI action over the years

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

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



Over the past two years all aspects of the public service have been savagely attacked, and teaching as a profession has not been exempt from this. Salaries have been cut, conditions of service targeted and resources allocated to schools and colleges have been devastated. A strong and united union is necessary to ensure that members are protected from the worst aspects of the current situation. Major decisions by the union are needed in the near future. Join now and be part of that decision making process.



Protect Our Education System - Join TUI

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

Government has:

- ▶ Cut the pupil teacher ratio in second level schools.
- ▶ Cut the staffing in the Institutes of Technology and other third level colleges.
- ▶ Caused a threat to the employment of a significant number of TUI members on non-permanent contracts in schools and colleges.
- ▶ Cut a significant number of grants to schools eg book grant, Leaving Cert Applied grants and other grants for essential programmes.
- ▶ Terminated programmes designed to prevent vulnerable students dropping out of the system.
- ▶ Prevented the filling of Assistant Principal and Special Duties Posts of Responsibility in schools.
- ▶ Prevented the filling of all promotional posts and a large number of lecturing posts in Institutes of Technology.
- ▶ Introduced a public service levy on pay misleadingly referred to as the “pension levy”.
- ▶ Introduced a unilateral pay cut of 7% across the public service.



“I will never be able to express my

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

The TUI has consistently stated that the most disadvantaged in our communities are worst affected by the cutback. Their opportunity to receive a worthwhile education is being eroded by the cutbacks.

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

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

With your support, TUI will fight against the attacks on our education system. Together we are stronger.

Join TUI and help with this fight.

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

- IRISH TIMES, 8TH AUGUST 2009.



gratitude sufficiently to the union”

TUI working for you

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



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

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



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

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



MEMBERSHIP APPLICATION FORM

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

PERSONAL DETAILS

Surname _____ First Name(s) _____

Previous surname(s) (if any) _____

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

Home Address _____

Date of Birth _____ Mobile Number _____

E-mail Address _____

Academic Qualifications (Full) _____ Grade (e.g. Teacher, Asst. Lecturer etc.) _____

Degree Subjects _____

Subjects Taught _____

Date of Appointment (Current Employer) _____

Are you registered with the Teaching Council? (not relevant to third level) Yes No

Is your appointment? Permanent Wholetime/CID (full hours)

Job-share (half hours)

Less than full hours

If on less than full hours, please indicate the number of regular timetabled hours

UNION MEMBERSHIP

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

Yes No

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

TUI may occasionally send general union related information via SMS or email. Please tick if you do not wish to be added to this database. This will not be used for commercial purposes.

NEW MEMBERS

I hereby apply for membership of the Teachers' Union of Ireland, and, if accepted, agree to be bound by the Rules of the Union now in force and as may be amended.

Signature _____ Date _____

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

OFFICE USE ONLY

New Member Existing Member

Number _____ Branch _____



DEDUCTION AT SOURCE AUTHORISATION FORM

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

PERSONAL DETAILS

Surname in English _____ Surname in Irish _____

Previous surname(s) (if any) _____ First Name(s) _____

Home Address _____

School / Institute (name and address) _____

TUI Branch _____

EMPLOYMENT STATUS (PLEASE TICK AS APPROPRIATE)

Full Hours Job-share

Less than full hours

If on less than full hours, please indicate
the number of regular timetabled hours

DEDUCTIONS

Payroll Number*							
TUI Subscription	€						

* Deduction at source cannot be processed without payroll number

AUTHORISATION

I hereby authorise

VEC _____ VEC

ITs _____ Institute of Technology

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

to deduct monthly from my salary, until further notice, the Union subscription appropriate to my
employment status at any time as a teacher / lecturer*, to be paid to the TUI on my behalf.

The amount of subscription to be determined by Annual Congress.

Signature Date _____ Date _____

* This authorises the Employer to alter my Union Subscription to the subscription appropriate to my hours.

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

OFFICE USE ONLY

New Member Existing Member

Number _____ Branch _____



“Knowing TUI will be there for me throughout



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

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



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

Aidan, a TUI member, was hospitalised last year. A colleague told him about the TUI Provident Fund which entitles TUI members to make a claim for assistance in paying costs associated with hospitalisation. “I made a claim and received a sum of money which greatly alleviated the financial outlay at the time.”





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



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

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

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



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

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

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



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



In a Community school a member was not getting increments for service in a private secondary school. She alerted her area representative who with the help of TUI Head Office negotiated the issue with the Department of Education and Skills. The member wrote to her area representative and the Assistant General Secretary at TUI Head Office. "I will be earning €10,000 a year more. This is due to the efforts of my area representative. I can't thank her and the Assistant General Secretary in TUI Head Office enough."

A member whose Temporary Wholetime Contract was not renewed despite the availability of the work and service having been satisfactory was restored to her contract immediately following the Union's intervention. "Thank you for all you have done for me. I love to teach and you have restored some justice in the system", the member wrote.



A member in a Comprehensive school was given a CID contract for 18 hours. Thanks to TUI's negotiations with the Department she is now being paid for 22 hours. She recently wrote to TUI: "I can never thank the union enough for the way they have looked after me. Firstly TUI ensured that I got my CID and now TUI has ensured that I get paid for 22 hours even though my CID is for 18 hours. I have now become actively involved in my branch so that I can help others to avail of all the benefits that come from being a TUI member."

John is a Lecturer in an Institute of Technology. One day with no warning he was summoned by the HR manager and advised that there was a complaint against him that he had made sexual advances to a student. "TUI at Branch level, through Head Office and with their expert legal team were totally supportive and saw the case through legal processes to my total vindication. My career was on the verge of ruin and but for TUI would have ended. I will never be able to express my gratitude sufficiently to the union."



TUI membership may not cost you a cent*....

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

The current subscription rates are as follows (as at 1/1/10):

CATEGORY	RATE PER ANNUM	YOU PAY (ANNUALLY)*	RATE PER MONTH	YOU PAY (MONTHLY)*
Wholetime 2nd Level - 22 hours 3rd Level - 18 hours	€406.39	€336.39	€33.86	€28.03
Part-Time / Job Share 2nd Level - 11 hours and less than 22 hours 3rd Level - 9 hours and less than 18 hours	€203.19	€133.19	€16.93	€11.10
Part-Time (less than half hours) 2nd Level - 6 hours and less than 11 hours 3rd Level - 5 hours and less than 9 hours	€101.59	€31.59	€8.46	€2.63
Part-Time or casual hours 2nd Level - less than 6 hours 3rd Level - less than 5 hours	€40.63	€0.00	€3.38	€0.00
Student Membership	€0.00	€0.00	€0.00	€0.00

**An annual flat rate allowance of €350 at the standard rate of tax 20% (tax credit €70) is available for Trade Union subscriptions paid in 2009 and 2010. The full allowance is available annually regardless of the actual amount of the subscription paid.*

TUI CANNOT REPRESENT AN INDIVIDUAL WHO, AT THE TIME WHEN DIFFICULTIES WITH THEIR EMPLOYMENT AROSE, WAS NOT AN IN-BENEFIT MEMBER OF THE UNION. JUST LIKE AN INSURANCE POLICY, HELP CANNOT BE EXPECTED ON AN ISSUE THAT OCCURRED WHILE A NON MEMBER.

JOIN NOW BEFORE IT HAPPENS.

TUI Services and benefits

▶ LEGAL ADVICE

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

The provisions for obtaining legal advice are set out in the TUI diary.

▶ PROVIDENT FUND

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

▶ CONTINGENCY FUND

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

▶ TUI CREDIT UNION

The TUI Credit Union is a service for saving and borrowing, usually by deduction from salary, offered to members of the Teachers' Union of Ireland. It is run by a Board of Directors elected at the AGM and is affiliated to the Irish League of Credit Unions. Members borrow at a standard rate of 7.59% APR on the outstanding loan balance which is far less expensive than borrowing from the commercial lending institutions. In addition we also offer an interest rate of 5.99% APR on borrowing within savings. Since the Credit Union is a co-operative, any profits made are returned to the members by way of an annual dividend.

Death insurance cover is free on members loans and savings. A declaration of Health Form may be required. All savings are guaranteed up to €100,000 under the government deposit guarantee scheme. For further details contact:

TUI Credit Union, 8 The Exchange, Calmount Park, Ballymount, Dublin 12. Tel: 01 4266060, (outside 01 area 1850 741 600). Fax. 01 4266004.

Email: tuicreditunion@eircom.net website: www.tuicu.ie

▶ HEALTH INSURANCE TO MEMBERS

The insurance year for the TUI group scheme with the VHI commences on March 8th. New applicants should notify the VHI, Department of Education or the Institute in January so that VHI subscriptions may be deducted from salary. Full details of VHI schemes may be obtained from:

VHI House, 20 Lower Abbey Street, Dublin 1. Tel: 01 872 4499 website: www.vhi.ie

▶ CAR INSURANCE SCHEME

A group scheme for TUI members is available through Cornmarket Group Financial Services Ltd. The scheme offers members and their partners an excellent range of benefits at competitive rates and is available for both comprehensive and third party cover.

Cornmarket also offer home, health and travel insurance, for details please call:

Dublin (01) 408 4040 Cork (021) 455 3335 Galway (091) 562 727

or visit the website www.cornmarket.ie



▶ **GROUP ANNUAL TRAVEL INSURANCE**

A group Travel Insurance Scheme is available for TUI members. Premium is for one year from date renewed. The current cost for annual insurance is €74, Full details of the scheme are available from:

Brassington Insurance ARB Court, Castleside Drive, Rathfarnham, Dublin 14.
Tel: 01 406 1666 Fax: 01 406 1690 website: www.arb.ie

▶ **TUI CREDIT CARD**

An introductory annual interest rate on purchases and Balance Transfers for 12 months from the date the credit card account is opened.

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

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

For further information, please contact Simon Goldsmith in AIB Card Issuing on
Tel: 01 6685500 or Email: simon.j.goldsmith@aib.ie

▶ **TUI INCOME CONTINUANCE PLAN**

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

- A preferential rate that is affordable for all TUI members of 1.65% of salary (1.28% of which qualifies for income tax and PRSI relief subject to Revenue rules) and is conveniently deducted from your salary
- A Death Benefit of twice salary paid out in the event of death
- A 'Pension Protection Benefit' which pays out a further 10% of your pre-disability salary into a separate Personal Retirement Savings Account (PRSA) if you are claiming benefit from the Plan for more than 2 years.

Contact Cornmarket now on (01) 408 4195.

Cornmarket Group Financial Services Ltd. is regulated by the Financial Regulator. A member of the Irish Life & Permanent Group. Irish Life & Permanent plc is regulated by the Financial Regulator. Irish Life Assurance plc. is regulated by the Financial Regulator. Telephone calls may be recorded for quality control purposes.

▶ **AVC SCHEME**

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

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

CAN YOU

AFFORD

NOT TO

JOIN TUI?

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