Higher Education 12th November 2026 Strike Day and Regional Rallies Frequently Asked Questions (FAQs)

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Strike Action

1. **Who is required to engage in strike action?**
   All TUI members in all grades.

2. **Will my employer be advised?**
   All employers will receive the required notification from TUI Head Office.

3. **Will students/learners and parents/guardians be advised?**
   All employers will receive the required notification, and they will be responsible for advising students/learners/parents/guardians of arrangements for the strike day.

4. **Are other TUI members, not in IOTs/TUs, on strike?**
   Yes. All TUI members have been directed to take strike action.

5. **Will I lose pay?**
   Yes. There will be a loss of pay for the day. This will be calculated at the daily rate of pay for a salaried employee. For an hourly-paid employee, there will be a loss of pay for the number of hours normally undertaken on that day. There will also be a loss of pension credit for the strike day only.

6. **Will the day be considered as a break in service?**
   No. Not if you are a member of the TUI engaged in legitimate industrial action.

7. **Is the strike a repudiation of any national agreement?**
   No. We are not currently in any national pay agreement. The previous agreement expired on 30th June 2026.

8. **I have no timetabled hours on the strike day. Am I still on strike?**
   Yes. If a member is not expected to be on the premises on the day, for whatever reason (e.g. job share, part-time, no lectures timetabled) they are still on strike.

9. **I hold a management or leadership role. Am I on strike?**
   Yes. You are on strike and, like all members of the TUI, you are protected under the Industrial Relations Act, 1990. Being on strike requires you not to engage in any aspect of your work.

10. **I lecture classes in the evening. Should I attend for these lectures?**
    No. The strike lasts 24 hours, from midnight on the 11th of November 2026 to midnight on the 12th of November 2026.

11. **I am seconded full-time to another public sector organisation. Am I on strike?**
    Yes.

Other Work-Related Activities

12. **I normally engage in an extra-curricular activity e.g. train a team, attend matches etc after lectures. Can I do this on the strike day?**

    No. Alternative activities (e.g. in-service, extra-curricular or co-curricular activities, off-site work-related activity etc.) are covered by the strike and are prohibited on the day.

13. I am supposed to be involved in a trip or event on that day. What should I do?

If the trip or event begins and ends within the 24 hours of the strike day, the strike action prohibits you from participating.

If the trip or event extends beyond the 24-hour period, either because it commences before and extends into the strike day or because it commences on the strike day and extends into a subsequent day, then it is not prohibited by the strike action and you may participate in the trip or event.

14. If I am on a trip or event that is not prohibited, will I be deducted pay for the strike day?

Yes, for the strike day only.

15. I have a meeting (e.g. staff meeting, Governing Body meeting, programme/course board meeting) on the strike day. Can I attend?

No. A TUI member cannot be involved in any kind of meeting related to their work as an employee of the IOT/TU on the strike day.

16. I am scheduled to attend an online meeting that day. Can I still attend?

No.

17. I am scheduled to attend a Conference on the strike day. Can I attend?

No. A TUI member cannot be involved in any kind of meeting related to their work as an employee of the IOT/TU on the strike day.

18. My IOT/TU has an open night or information evening on the day of the strike. Can I attend?

No. The strike is for the full 24 hours of the strike day. TUI members must not undertake any work-related activity during that period. This includes open nights, information evenings, enrolment events whether it takes place during or outside normal hours.

19. Can I use facilities (e.g. gym, canteen etc.) in the IOT/TU on the strike day?

No. You are on strike and cannot attend the IOT/TU or use any of its facilities on that day.

20. Can I enter the workplace at all during the day?

No. For the duration of the strike members must remain completely off the premises of the employer. Tea breaks or bathroom breaks must be taken elsewhere. If travelling to the workplace by car, you should park away from the IOT/TU parking facilities.

21. Do Governing Body meetings go ahead on strike days?

That is a matter for the IOT/TU. However, TUI members who are Staff Representatives on Governing Body should seek a deferral of any meeting.

If it goes ahead, no TUI member can attend.

Other Unions/Non-Unionised

22. There are members of other unions in my workplace. How does this affect the strike?
In line with protocols/standards issued by the Irish Congress of Trade Unions, workers in the IOT/TU who are members of other unions are allowed to attend work if they are not on strike. If they ask TUI members for guidance as to what to do on the day of the strike, they should be referred to their own union or their employer.

23. Will other Unions be advised of the strike?
The ICTU and other Unions in your workplace will receive the required notification.

24. There are non-unionised workers in my IOT/TU. How does this affect the strike?
Workers in the workplace who are not in a union may attend work.

The Industrial Relations Act, 1990, allows for members of a union who have been balloted to engage in strike action. Members of the TUI have been balloted for this industrial action and therefore they can engage in strike action without fear of disciplinary action by the employer.

Anyone who is not in the TUI may be deemed to be in breach of their contract if they do not present for work on the strike day and their employer may take disciplinary action against them or deem the day to have been a break in service.

Non-unionised employees should be advised of the dispute. If they ask TUI members for guidance as to what to do on the day of the strike they should be referred to their employer. If eligible for membership of the TUI, they should be offered an application form for membership or advised to join via the TUI website www.tui.ie

25. My colleague now wants to join TUI. At what point will they be considered a member?
For the purposes of taking the Industrial Action, a person will be considered a member provided they have completed and returned an application form either:

- Online via this link - https://members.tui.ie/account/registration
- To a Branch Officer
- To a member of the Workplace Committee

26. My colleagues have just joined the Union. Are they on strike?
Yes.

27. What happens if a TUI member does not take strike action?
Breaking a strike is a most serious offence for a member of a union. It will, most likely, result in unworthy conduct charges against the member.

A strike-breaker should be reported to the Branch Officers without delay.

Regional Rally

28. Will my workplace be picketed on 12th November?

No. Unlike the strike in October, members will not be picketing their individual workplaces. Instead, members are being asked to attend regional rallies.

29. What is the purpose of the regional rally?

The rallies will provide an opportunity for members of the 19 participating unions to demonstrate their collective strength and solidarity. They will also highlight the importance of securing a fair public sector pay agreement and send a clear message to Government about the strength of feeling among members.

30. Where are the regional rallies?

Rallies will take place in 8 different locations: Dublin, Cork, Limerick, Galway, Sligo, Letterkenny, Tullamore and Waterford. Further information on the exact venue locations, assembly points and starting times will be circulated to members as arrangements are confirmed.

31. Do I have to attend a regional rally?

Yes. Exemptions from attendance can be sought for genuine reasons only (e.g. medical reasons). Even if exempt from attending, you are still on strike. You should consult with your Workplace Committee/Branch Officers in relation to this.

32. Which rally should I attend?

You can attend the rally that is nearest to your home, but you should congregate with other TUI colleagues at that location.

33. I have no timetabled hours on the strike day. Am I required to attend the rally?

You are required to attend the rally if, in normal circumstances, you would be in attendance at the IOT/TU on that day. If you would not normally be in attendance on this day, you are encouraged to attend in any case. If this proves difficult due to particular personal circumstances, please consult with your Branch Officers/Workplace Committee.

34. How long will the rally last?

The rally will take place from 12 noon to 2.00pm. Members should plan to arrive in sufficient time to join the TUI group before the rally commences.

35. Who can attend the rally?

The rallies are open to members of all 19 participating trade unions, including TUI members. Retired members are also welcome to attend.

36. I am a retired TUI member/member of the Retired Members' Association (RMA). Can I attend the rally?

Yes.

37. Will there be placards/banners?

Yes. Banners will be organised and members are asked to bring some of the strike action posters with them to the rally. Your local Branch will advise you of the time and location of your rally.

38. Will there be a TUI presence at each regional rally?

Yes. TUI is participating in the organisation of the regional rallies, and TUI banners and flags will be available at the designated events.

Members should look out for the TUI banner when they arrive.

A TUI regional coordinator has also been appointed to assist with the organisation of each rally.

39. Will transport be provided to the Rally?

Members should initially make their own travel arrangements. Any organised transport arrangements, including buses or shared transport, will be communicated by TUI branches or regional coordinators where these are available.

40. Can people travel together to the Rally?

Yes. Members are encouraged to coordinate travel arrangements where practical. Carpooling or travelling together may be particularly helpful for members living at a distance from the designated rally locations.

41. What should I bring to the Rally?

Members should bring official strike posters from their workplace to the Rally. Members should also consider bringing:

- Suitable clothing for the weather, including a waterproof jacket
- Comfortable footwear
- Water and any refreshments required
- Any necessary personal medication
- A fully charged mobile phone

TUI banners and flags will be available at the designated rally locations.

42. Can members bring their own banners/placards to the Rally?

Members may bring appropriate trade union placards or banners that support the objectives of the industrial action. Any messages displayed should be consistent with the purpose of the campaign and should not contain offensive or inappropriate material.

43. Who is responsible for organising the rallies?

The rallies are being organised as part of the coordinated industrial action involving the 19 public service unions represented on the ICTU Public Services Committee.

TUI is participating in the organisation of the events and has appointed regional coordinators to assist with local arrangements.

44. Will there be speakers at the rallies?

The rallies are expected to include contributions from representatives of the participating trade unions.

The programme and speakers for each location will be communicated once arrangements have been finalised.

45. Can photographs or videos be taken at the rallies?

The rallies are public trade union events, and photographs or video recordings may be taken by the media, organisers and participants.

Members should be mindful of the privacy of others, particularly children, when taking or sharing photographs.

46. What should I do if a journalist approaches me for a comment?

Members may be approached by journalists attending the rallies.

Members should refer requests for official TUI comment to a designated TUI representative or official.

Members should make clear when expressing a personal opinion that they are not speaking officially on behalf of the union.

47. What should I do if there is an incident or a safety concern during the rally?

Members should immediately bring any safety concern to the attention of the designated stewards or organisers.

Members must follow the directions of stewards and An Garda Síochána, particularly in relation to public roads, traffic and crowd management.

48. Will there be any Branch meetings held before the strike to finalise arrangements?

All branches are requested to hold meetings before the strike day. Please check with your Branch Secretary for more details.

I have more questions. Who should I contact?

You should contact your Workplace Committee/Branch Officers/Area Representative in the first instance.

The contact details for all Area Representatives are available in the TUI Diary and Handbook.

Join TUI today - https://members.tui.ie/account/registration