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news

BALLOT SPECIAL

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

BALLOT OVER GOVERNMENT'S FAILURE TO PROVIDE BASIS FOR NEGOTIATIONS ON NEW NATIONAL AGREEMENT

A Word From the President

The Public Service Agreement 2024-2026 expired in June 2026.

As a TUI member and a public servant, you will be acutely aware how the ongoing cost-of-living crisis is affecting your day-to-day life, and particularly how the benefit of the 1% pay increases that were paid in February and June before the agreement's expiry has been eradicated by inflation. As a result of the constant rises in the cost of goods and services, it is increasingly difficult for most workers to maintain their standard of living.

In this context, it is hugely regrettable and concerning that the exploratory talks between the Public Services Committee of the Irish Congress of Trade Unions (ICTU) and the Department of Public Expenditure on a successor agreement failed to produce a basis for subsequent formal negotiations.

On Thursday 20th August, the Executive Committee of the TUI decided to ballot members over this failure of the Government to provide the basis for meaningful



TUI PRESIDENT, ANTHONY QUINN

negotiations on a successor agreement, and this ballot is now taking place. Ballot papers will issue in the week beginning Monday, 21st September and must be returned to the auditors by 5pm on Friday, 2nd October.

We are now seeking a strong mandate from you, the members, for industrial action over this unacceptable situation. Any

actions will, where possible, be taken in co-ordination with the other unions affiliated to the ICTU Public Services Committee, including the other education unions. This approach of unions working together is significant as it demonstrates to the Government a completely united front and massive collective strength.

Make sure that your voice is heard on this critical issue. Vote 'YES' to send a strong message to Government.

By necessity, the turnaround for this ballot is particularly short. We urge members to complete the ballot paper as soon as they receive it and to return it immediately.

Protect your standard of living – vote 'YES' and return your ballot paper immediately.

Anthony Quinn
President, TUI

Vote **YES** - Make sure that your voice is heard

Background

The Public Service Agreement 2024-2026 (accepted by TUI members in a national ballot in 2024) expired in June 2026, and preliminary talks between the Public Services Committee of ICTU representing the 19 public sector unions and Government representatives failed to produce a basis for subsequent formal negotiations on a draft agreement that could be put to members.

As a result, there is currently no national agreement in place between public service unions and Government and no scheduled pay increases despite the worsening cost-of-living crisis.

What are you being asked?

The full question you will be asked on the ballot paper is as follows:

In the context of the expiry of the Public Service Agreement 2024–2026 on 30 June 2026, and the failure of our employers at national level to provide the basis for meaningful negotiations on a successor agreement that secures:

- *an acceptable increase in pay to cover the period from July to December 2026 and acceptable increases in pay to cover 2027 and/or the duration of any proposed agreement.*
- *an acceptable approach to the following including early conclusion of negotiations and full implementation of outcomes:*

- *claims lodged under the 3% 'local bargaining' clause of the 'Public Service Agreement 2024 – 2026' not determined/fully determined prior to the expiry of the Agreement on 30 June 2026*
- *the outcomes of claims lodged under the clause not implemented/fully implemented prior to the expiry of the Agreement on 30 June 2026*

- *and to resist any unilateral imposition of changes to work practices, organisation of work, or organisational structures without the agreement of the TUI*

Do you agree to engage in a campaign of industrial action, up to and including strike action, as determined by the TUI Executive Committee?



AONTAS MÚINTEOIRÍ ÉIREANNI
Teachers' Union of Ireland

BALLOT – Demanding National Pay Talks

Do you agree to engage in a campaign of industrial action, up to and including strike action, as determined by the TUI Executive Committee?

Place X in the appropriate box

YES	☒
NO	☐

Please note:
The duration, form, nature and timing of any industrial action and/or strike action (if approved) will be determined by the TUI Executive Committee but may include work-to-rule, non-cooperation with meetings, committees, working groups, initiatives or administrative processes, refusal to undertake duties arising from new initiatives, reforms or changes in work practices that have not been agreed with TUI.

DIRECTIONS TO VOTERS

- Vote by placing "X" in the appropriate box.
- Place the completed ballot paper in the envelope marked Páipéar Vótála/Voting Paper.
- Place this envelope in the second larger envelope, seal and sign across the flap.
- YOUR NAME and the NAME OF THE BRANCH** should be clearly written in full in the space provided on the envelope. **FAILURE TO DO SO WILL MEAN YOUR VOTE WILL NOT BE COUNTED.** If you are unsure of the name of your branch, please check with your school/college/workplace representative or head office. **A list of Branches is on the back of this ballot paper for reference.**
- The completed ballot envelope is to be placed in the pre-paid envelope addressed to Deloitte, Deloitte House, Earlsfort Terrace, Dublin 2, to reach that address **no later than 5.00 p.m. on Friday 2nd October 2026.**
- Failure to comply with these instructions will render your vote void.

Vote YES - Make sure that your voice is heard

What is the TUI Executive Committee recommending?

The Executive Committee strongly recommends that you vote 'YES' to agree to engage in a campaign of industrial action, up to and including strike action, over the failure of the Government to provide the basis for meaningful negotiations on a successor agreement.

Why has the TUI Executive Committee decided to recommend that members vote YES?

The last agreement expired in June 2026, and the Government has failed to properly engage with union representatives to facilitate the negotiation of a new agreement. In a cost-of-living crisis, this is unacceptable.

What else beyond pay increases is the TUI seeking in any new successor agreement?

In addition to pay increases, the TUI is seeking early conclusion of claims lodged under the 3% 'local bargaining' clause of the 'Public Service Agreement 2024 – 2026' not determined/fully determined prior to the expiry of the Agreement on 30 June 2026 and the outcomes of claims lodged under the clause not implemented/fully implemented prior to the

expiry of the Agreement on 30 June 2026.

In addition, the Union is seeking to resist any unilateral imposition of changes to work practices, organisation of work, or organisational structures without the agreement of the TUI.

When will the ballot take place?

Ballot papers will issue in the week beginning Monday, 21st September. They must be returned to the auditors Deloitte by 5pm on Friday, 2nd October. **By necessity, this is an extremely short timeframe, and we urge all members to return completed ballot papers to the auditors as soon as they possibly can.**

Which TUI members can vote in this ballot?

All TUI members across all sectors, i.e. Post Primary/Second Level, Further Education and Training and Third Level sectors will be balloted.

What form would industrial action take?

The duration, form, nature and timing of any industrial action and/or strike action (if approved) will be determined by the TUI Executive Committee but may include work-to-rule, non-cooperation with meetings, committees, working groups,

initiatives or administrative processes, refusal to undertake duties arising from new initiatives, reforms or changes in work practices that have not been agreed with TUI. Wherever possible, such action would be taken in co-ordination with our sister public sector unions in particular sectors.

At the time of going to print, it was also decided by the 19 unions represented on the Public Services Committee of the ICTU to hold a national strike across the public service on Wednesday, 14th October if a resolution around this issue has not been reached.

Should it be required, a further one-day strike would be held on Wednesday, 21st October.

Strike action is a complete withdrawal of labour for a 24-hour period and is usually accompanied by the picketing of workplaces by members.

Would members lose out financially as a result of strike action?

There is a loss of pay for any day of strike action.

I have never taken strike action. How does it work?

Should strike action take place, detailed FAQs around all aspects of the process will be sent to workplaces in advance of the action.

Vote YES - Make sure that your voice is heard

What about the TUI ballot on the failure of Government to honour the Senior Cycle Redevelopment Implementation Measures (SCRISM)?

This is a separate, additional ballot for TUI members involved in the delivery of Senior Cycle over the failure of the Government to pay a 1% salary increase due under local bargaining as part of the Senior Cycle Redevelopment Implementation Support Measures (SCRISM) that TUI members accepted in a ballot in May 2025. All members who voted in that ballot must vote again in this national ballot regarding national pay talks.

What are other public sector unions doing?

All unions representing public servants are part of a group of unions called the Public Services Committee of the ICTU. All these unions have balloted or are in the process of balloting members for industrial action over the failure of Government to provide union negotiators with a basis for negotiations on a successor agreement. Unions are balloting in accordance with their own rules but will seek to pursue a common, united strategy.

Vote 'YES' and return your completed ballot paper today

Once again, it is important to stress that the timeframe for the return of these ballot papers is extremely short. Make sure that your completed ballot paper is returned to the auditors Deloitte by the deadline of 5pm, Friday 2nd October. To ensure that they arrive in time, they should be posted as far in advance as possible.



(To ensure that completed ballots reach Deloitte by the closing date, they should be posted as far in advance as possible.)

Vote YES - Make sure that your voice is heard