



To: All Branch Officers
 All Workplace Committees
 Executive Committee

22nd January 2018

Re: Lunchtime Protest, Thursday 1st February 2018

Dear Colleague

Following your decision in ballot not to accept the Public Service Stability Agreement (PSSA) 2018 – 2020 on the basis that the Agreement does not secure a fair and sustainable resolution to the issue of pay inequality for those of your friends and colleagues appointed on or after 1st January 2011, the TUI is continuing its campaign to address this issue with a nationwide lunchtime protest by TUI members on Thursday 1st February outside their schools, FET centres and Institutes.

Since members rejected the PSSA (87% to 13%) and voted in favour of industrial action (81% to 19%), the TUI has:

- Lobbied TDs and Senators on the issue of pay inequality – this lobbying continues
- Lobbied politicians to seek amendments to the punitive measures contained within the Public Service Pay and Pensions Bill before it was enacted as the Public Service Pay and Pensions Act, 2017 on 16th December 2017. Among the punitive measures are:
 - a freeze on increments for three years and
 - a nine- month delay in pay restoration measures for those public servants deemed to be 'non-covered' public servants

These measures would be most severe in their effect on the very same new and recent entrants to the public service who have suffered discrimination and pay inequality by virtue simply of the date that they commenced their public service employment.

The TUI has also

- Protested outside Leinster House on December 5th, to coincide with the Dáil discussion on the Public Service Pay and Pensions Bill, 2017.
- Attended the meeting in October 2017 convened by the Department of Public Expenditure and Reform about Section 4 of the PSSA which deals with New Entrant Pay. It is expected that a further meeting will be held shortly.
- Met with Department of Education and Skills Officials on 21st December (along with the INTO and ASTI) to highlight once again the impact that pay inequality is having on the profession.
- Made a joint submission (with the ASTI and INTO) to the Public Service Pay Commission on recruitment and retention issues in teaching and lecturing which focussed on pay inequality as the primary reason for the crisis in teacher supply.
- Submitted a commentary on recruitment and retention issues to the Joint Oireachtas Committee on Education & Skills, once again demonstrating the causal linkage between acute shortages of teachers and pay inequality.

- Highlighted the key issues in the national media in high profile RTE current affairs programmes and in other outlets including national newspapers, for example, the Irish Times on successive days.

The Lunchtime protest, outside your workplace, on the 1st February will last for a maximum of 20 minutes and will be held during your normal lunchtime break.

The purpose of the protest is to highlight the damage that pay inequality is inflicting on our schools/colleges and centres. Undermining the teaching profession and corroding morale inevitably impairs the quality of service to students. In this regard, we have met with the National Parents' Council, Post Primary, which has indicated broad support for our protest and an understanding of our campaign for pay equality.

It is important to note that this is a protest and not a picket. It is not industrial action, is not strike action and does not involve withdrawal of labour. Therefore, members must attend for, and to, their normal work. If a member is rostered for supervision duties during this time, s/he cannot participate in the protest. We would however ask every Branch and Workplace Committee to make arrangements that best suit the members locally while still ensuring a significant TUI presence outside workplaces. To assist in optimising the impact of that presence, posters will also be distributed (from TUI Head Office).

TUI Head Office will notify the national management bodies of the protest. However, in addition, as a matter of professional courtesy, please notify your local management, in good time, of the protest. It is also imperative that school/college/centre access points or exit points are not obstructed in any way.

Protests such as this have significant potential for engagement with local and national media. A press release from TUI Head Office will issue shortly and this press release should be used at local level when communicating to the media our message that pay inequality is unjust and unacceptable and that a fair and sustainable resolution is required as a matter of urgency.

Our previous experience of such protests has shown how effective photographs are in getting our message across to the local and national media. Please take photographs and forward them to msandland@tui.ie for use on the TUI's social media pages and website.

We thank you for your ongoing support which is of vital importance in this campaign.

Yours sincerely,



Joanne Irwin
President



John Mac Gabhann
General Secretary