



A Word from the President

The Executive Committee had decided to postpone a ballot on this critical issue until after the general election. Both parties forming the new Government have indicated that they will implement the Public Service Agreement and honour the commitments of no further pay cuts and no redundancies during the agreement's lifetime.

Furthermore, the Executive Committee decided not to make a recommendation to members on this issue as the proposals affect

second and third level members differently. It is vital that each member avails of all the information on this agreement before voting. Hard copies have been circulated and it is also available on www.tui.ie where there are also extensive question and answer documents available to download. Officials from Head Office will seek to make themselves available to attend as many workplaces or Branch meetings as possible to inform as many as possible about this

agreement. If you want such a meeting please contact the relevant official in Head Office.

This is a critical decision for members of this union. Please be fully informed of the consequences of accepting or rejecting this agreement before voting. Above all, please ensure that you use your vote on this issue. **Please post by Monday 21st March at latest.**

Beanie Ruane.

The question

The Public Service Agreement is to protect public service employees from further cuts in pay and from the threat of compulsory redundancies, subject to compliance with the terms of the agreement. In order to avail of this protection changes are required which are set out separately for members in second level and third level in the document "Public Service Agreement 2010 – 2014. Outcome of Discussions" circulated to members in January and available on the TUI website, www.tui.ie.

Do you accept the proposed changes as set out in return for the protection to be afforded by the Public Service Agreement?

Ballot papers issue from TUI Head Office on Wednesday 9th March and are due for return by 5pm on Wednesday 23rd March using the reply paid envelope. **Please post by Monday 21st March at latest.**

AONTAS MÚINTEOIRÍ ÉIREANN
Teachers' Union of Ireland

BALLOT PAPER

The Public Service Agreement is to protect public service employees from further cuts in pay and from the threat of compulsory redundancies, subject to compliance with the terms of the agreement. In order to avail of this protection changes are required which are set out separately for members in second level and third level in the document "Public Service Agreement 2010 – 2014. Outcome of Discussions" circulated to members in January and available on the TUI website, www.tui.ie.

Do you accept the proposed changes as set out in return for the protection to be afforded by the Public Service Agreement?

YES

NO

Place "X" in the appropriate box

- Vote by placing "X" in the appropriate box.
- Place the completed ballot paper in the envelope marked *Paipéar Votaíola/Voting Paper*.
- Place this envelope in the second larger envelope, seal and then 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 representative or head office. **A list of Branches is printed on the back of this ballot paper for reference.**
- The completed ballot envelope to be placed in the brown pre-paid envelope addressed to Deloitte, Deloitte House, Earlsfort Terrace, Dublin 2, to reach that address **no later than 5.00 p.m. on Wednesday, 23rd March 2011**
- Failure to comply with these instructions will render your vote void.

DRAFT BALLOT PAPER

What does a YES vote lead to?

PROTECTION FROM FURTHER PAY CUTS AND FROM REDUNDANCY

This protection is provided subject to compliance with the terms of the agreement, which in effect means the changes set out below for the sector.

Full details of changes are set out in full in the document “*Public Service Agreement 2010 – 2014. Outcome of Discussions*” circulated to members in January and available on the TUI website, www.tui.ie. Please read this document and the accompanying Q&A documents for both second and third level.

The changes differ for members at second level and at third level and should be read carefully.

Second level

- **ADDITIONAL TIME**

One hour per week – non teaching, subject to a total of 33 hours, that can be aggregated over the year

- **CONTRACTUAL ISSUES**

Clarification of procedure for change of Post of Responsibility duties

Clarification of procedures for reassignment of classes in the event of out-of-school-activities

- **REDEPLOYMENT**

Potential to move/be moved to another school/VEC where over quota instead of redundancy

- **SUBSTITUTION AND SUPERVISION**

Additional availability – no additional Substitution & Supervision

- **FURTHER EDUCATION**

Separate provisions as set out for the use of some of the 33 hours.

Third level

- **ADDITIONAL TIME**

One additional structured timetabled period of availability of lecturers to students

- **CONTRACTUAL ISSUES**

Possible two additional hours timetabled per week up to the annual contractual norm

Changes in QA process

- **REDEPLOYMENT**

Details yet to be negotiated but in line with teachers’ and general public service schemes

The above is a summary of the requirements. For full details see “**Public Service Agreement 2010 – 2014. Outcome of Discussions**” issued to all members and on www.tui.ie and also the **FAQ documents which explain the details of the Public Service Agreement.**

What could a NO vote lead to?

- **PROBABLE FURTHER PAY CUTS TO SERVING MEMBERS**

A 10% cut is already being made to new staff – might this be passed on to existing staff?

- **REDUNDANCY FOR SOME**

Some members have already been deemed surplus to requirements and targeted for compulsory redundancy at both second level and at third level. While there has never been compulsory redundancy of PWT/CID public service workers, it is not illegal. A NO vote will lead to some losses of jobs for members.

The Department of Education and Skills has already stated that if TUI votes against this agreement, those scheduled for redeployment will not be redeployed but will be made redundant and that TUI members cannot avail of redeployment unless TUI is in the agreement. Alternatively they face redundancy.

- **CONFLICT**

TUI will seek to resist pay cuts and redundancies but action on any of these issues is dependant on the will and determination of the members. Any fight will be against a newly elected Government which has a mandate for five years and has made it clear that there is going to be severe continuing austerity in the coming years. The extent of this fight must not be underestimated.

Is there a recommendation?

TUI's Executive Committee is not issuing a recommendation as to which way to vote. Members should inform themselves of the consequences of a YES or a NO vote. The only advice from the Executive Committee is to be informed and to VOTE.

What if Government withdraws from the agreement?

If Government withdraws, then the agreement falls. TUI reserves the right to withdraw from commitments to change or changes made. Being in the agreement does not worsen the situation for members. **It protects members as long as the agreement is in place.**

Will other unions join in our fight?

No. Other Public Service unions, including our colleagues in the ASTI and INTO are in the Croke Park Agreement and will not at all be inclined to come to our assistance in this regard. We will be on our own, outside the agreement.

The background to this Agreement

After the pay cuts and pension levies in 2009 unions sought protection against further pay cuts and against redundancies. Government demanded change in return. Negotiations led to the Croke Park Agreement. Many unions sought to oppose this proposal. TUI voted last May to oppose this but was in a minority of unions. Since then much has changed.

- Almost all other unions have entered this agreement.
- The economy has worsened.
- The specific proposals have been clarified and these clarifications are set out.
- The Government has changed.
- The problems have not gone away.
- The parties in the new Government have both indicated that they will honour the agreement. This has been reiterated following the agreement on the new Programme for Government

Has TUI not already decided against this proposal? Why another ballot?

TUI has balloted that it does not favour this proposed Public Service Agreement in May 2010 in the context of all unions making up their minds about the proposals, Now:

- it has been endorsed by ICTU and by Government since June 2010
- virtually all others are inside the agreement
- following a further ballot of members to allow for clarification of the issues (in which 84% said yes, clarify the issues and let us decide on the clarifications)
- these clarifications are available as are the consequences of rejecting the proposals
- the economy has worsened

We didn't cause the problem – why should we pay?

Of course we didn't cause it – though one of the parties to the new Government says it believes we did. The outgoing Government managed to cause so big a mess that it is just too big to be laid at the feet of those that did cause the problems. That's why that Government was rejected so comprehensively. The problem still remains and as a result we all have to suffer.

The Public Service Agreement is “dead in the water” as Government is about to pull the plug.

It is not – the new Government has committed to honouring the agreement.