



Vote 'YES' to engage in campaign of industrial action

Ballot on the re-designation of the second flex hour in Institutes of Technology

Background

The Public Service (Croke Park) Agreement set out that individuals in lecturing grades in Institutes of Technology may be required, at the discretion of management, to 'flex' upwards by up to two lecturing hours above the current norms in each of the lecturing weeks in the year. This requirement was also contained in subsequent agreements.

However, as a result of the acceptance – in good faith - by TUI members of the Department of Education and Skills/TUI Agreement, May 2016, a review of matters relevant to lecturing in Institutes of Technology was committed to involving TUI, the Department of Education and Skills, the HEA, and institute management representatives. The review was due to be completed by March 2017. The terms of reference of the review were to have regard to:

- as a priority, usage of the full flex hours for duties other than teaching in accordance with institute needs
- the current workload of lecturers
- maintaining and enhancing the quality, effectiveness and efficiency of education within Institutes of Technology
- other developments in the sector that are relevant to the lecturing role

In acknowledgement of this process and to facilitate its successful outcome, it was agreed that an interim measure would be introduced from January 2017 to

re-designate half of the additional flex hours (i.e. one hour) required of each lecturer to wider duties other than teaching, in consultation with the lecturers and in accordance with Institute priorities and needs.

Regrettably, despite the best efforts and consistent availability of TUI, this review has not been completed.

Unsustainable workload

As the deadline has not been met and the second 'flex' hour remains as a class contact hour, TUI is now balloting third level members for industrial action, up to and including strike action, as directed by the Executive Committee.

The delivery of an additional hour of lecturing requires a multiple of hours to include subject/curriculum development, research, preparation work and the development and assessment of examinations material. Moreover, lecturing hours and the associated hours of work in the institutes are far in excess of established international norms and are unsustainable.

What are you being asked?

The DES/TUI Agreement, May 2016 stated that a review of lecturing would be completed by March 2017. This review should have, as a priority, re-designated the full flex hours.

“As this deadline has not been adhered to and in the event that re-designation of the second flex hour has not occurred by the commencement of the 2018/2019 academic year, do you agree to take industrial action, up to and including strike action, as directed by the TUI Executive Committee?”

What is the TUI Executive Committee recommending?

The TUI Executive Committee is recommending that you vote 'Yes' to engage in a campaign of industrial action on this critical issue.

What form would industrial action initially take?

If members vote in favour of the ballot, the initial action will include delivery, at maximum, of the weekly norm of class contact hours for the relevant grade with effect from the commencement of the 2018/2019 academic year.

When will the ballot take place?

Ballot papers are being posted from TUI Head Office on Friday, 16th March, 2018 and must be returned (in the envelopes provided) to the Union's auditors, Deloitte, by 5pm on Wednesday, 18th April, 2018.

Vote 'YES' to engage in campaign of industrial action



AONTAS MÚINTEOIRÍ ÉIREANN Teachers' Union of Ireland

Ballot on the re-designation of the Second Flex Hour

The DES/TUI Agreement, May 2016 stated that a review of lecturing would be completed by March 2017. This review should have, as a priority, re-designated the full flex hours.

As this deadline has not been adhered to and in the event that re-designation of the second flex hour has not occurred by the commencement of the 2018/2019 academic year, do you agree to take industrial action, up to and including strike action, as directed by the TUI Executive Committee? The initial action will include delivery, at maximum, of the weekly norm of class contact hours for your grade (for example, 16 and 18, in the case of Lecturer and Assistant Lecturer, respectively) with effect from the commencement of the 2018/2019 academic year.'

Place "X" in the appropriate box

YES

NO

**SAMPLE
BALLOT PAPER**

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 white 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 college/workplace representative or head office. **A list of Branches is 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, Earlsfort Terrace, Dublin 2, to reach that address **no later than 5.00 p.m. on Wednesday 18th April 2018.**
- Failure to comply with these instructions will render your vote void.