

TUI's campaign against pay discrimination Vote 'YES' in Ballot

A Word From The President

As another year commences, the scandal of pay discrimination continues.

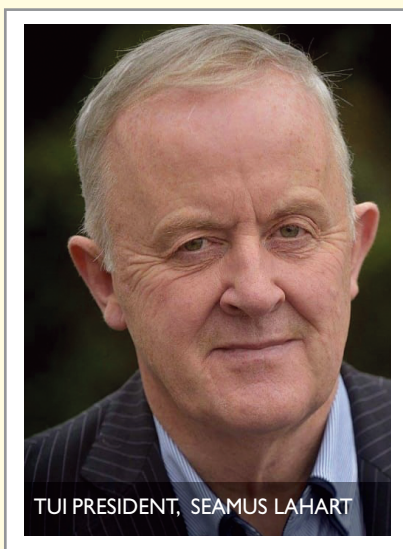
Declarations by Minister McHugh of 'respect' for the profession ring hollow when we see our 'new entrant' colleagues being paid inferior rates.

From the off, the TUI has campaigned to eliminate the differentials and to re-establish both the principle and practice of equal pay for equal work.

Unacceptable discrimination

Steady progress has been made. Our campaign has significantly narrowed the gap. However, there is still a gap that we must close, still an unacceptable discrimination to be eliminated.

While all public servants suffered cuts to pay, teachers were hit harder and more often than any other category of public servant. As a result, the starting salary of a new entrant to teaching in 2012 was almost 30% behind the starting salary of a colleague appointed in 2010.



TUI PRESIDENT, SEAMUS LAHART

This injustice affects all TUI grades

The biggest remaining differences in pay between those employed before and after 1st January 2011 still occur in the early years of employment, with new entrants to second level teaching earning 14% less on initial appointment and 10% less in the first 10 years than they would have earned before the cuts. New entrants in other grades represented by the Union (such as Assistant Lecturer or Youthreach Resource Person) are also adversely affected by the two-tier pay system, even if the pay gap is not as wide as in the case of teachers.

In September 2017, you, the members of TUI, in solidarity with your new entrant colleagues and in order to protect the integrity of our profession, gave the TUI a mandate for industrial action, up to and including strike action, as part of our campaign for pay equality. Armed with this mandate, the Union was able to exert sufficient pressure to secure the removal of two points of scale.

Defend your profession, support colleagues

Two years on, that mandate now needs to be refreshed.

Therefore, by way of a ballot of members, you are now being asked to renew the mandate. The Executive Committee recommends that you vote 'YES'.

It is a moral imperative that all of us, as educators and trade unionists, defend our profession and support our colleagues and friends who ask for no more than justice and equity.

Ensure that you vote

Whatever your grade or career stage, please ensure that you vote 'YES'. Give an unequivocal message that this gross injustice must be eliminated once and for all.

Seamus Lahart



What are you being asked?

At Annual Congress 2019, the TUI reiterated its unwavering commitment to prosecuting the campaign for pay equality to a fair and sustainable conclusion

In the context of TUI's continuing campaign, you are being asked if you are willing to engage in a range of industrial action measures (e.g. work-to-rule, non-cooperation, withdrawal from various initiatives), up to and including strike action, as directed by the Executive Committee?

What is the TUI Executive Committee recommending?

The Executive Committee strongly recommends that you vote 'YES'.

Why is the TUI Executive Committee recommending that you vote 'YES'?

A 'YES' vote is an act of solidarity with your "new entrant" colleagues and a defence of the profession. As educators and trade unionists, we must defend our profession and support our colleagues and friends who ask for no more than equal treatment.

How will this mandate be used?

By returning a strong mandate, you will be strengthening the Union's hand in its campaign and sending a clear message to Government and to other unions. The Union's Executive Committee will be strategic in its exercise of the mandate. In this context, the likelihood of a General Election in the near future may be significant.

When will the ballot take place?

Ballot papers will issue on **Monday, September 16th, 2019**. Completed ballot papers must be returned (in the envelopes provided) to the Union's auditors, Deloitte, by 5pm on **Thursday, October 10th 2019**.

Please post completed papers as early as possible to ensure that they reach the auditors before the deadline

What has been achieved in the campaign to date?

2013 – Adjustments to scale and reversal of cut to allowances

In 2013, under the Haddington Road Agreement, the gap was narrowed when TUI won important adjustments to the new entrant scale and secured a reversal of the (10%) cut in the value of the qualifications allowances for those who entered the profession in the period from 1st January 2011 to 31st January 2012.

2016 – Incorporation of Honours Primary Degree Allowance into scale

In September 2016, TUI (with the INTO) negotiated a significant advance when the value of the Honours Primary Degree Allowance (€4,918) was incorporated into the 'new entrant' scale.

2018 – Removal of points 4 and 8 from new entrant scales

In 2018, as a result of the pressure applied by the TUI and the other teacher unions, agreement was secured that the 4th and 8th points of the public service new entrant scales, including the teachers' scale, would be removed. For new entrant teachers, this again narrowed the gap and, significantly, brought the scale back (from 27) to 25 points. In a national ballot in October 2018, TUI members voted to accept the proposal "in the context of the Union's ongoing campaign for pay equality".

What remains to be achieved in the campaign?

The following measures are required to end pay discrimination:

- Elimination of the remaining differences in the early points of scale (Teacher, Assistant Lecturer, Youthreach Resource Person, BTEI Adult Educator, Adult Guidance Counsellor/Co-ordinator, Adult Literacy Organiser and Community Education Facilitator).
- Payment of the H.Dip./PME allowance to those who started teaching on or after 1st February 2012 (Teacher)
- Commencement on point 3 of scale in recognition of the six-year (primary degree and PME) unpaid training period (Teacher)

Make your voice heard – ensure that you vote

How are teachers affected by pay discrimination?

There is still a gap, still an unacceptable discrimination against new and recent entrants, as the following table illustrates.

Effects of pay discrimination on teachers

	Within first 10 years	Over 25 years	Over 40 years
February 2012 entrant	Would earn 10% (or €51,291) less than pre-2011 entrant	Would earn 6% (or €94,694) less than pre-2011 entrant	Would earn 4% (or €110,432) less than pre-2011 entrant

How are other grades within TUI affected by pay discrimination?

While the deepest ongoing losses are being suffered by teachers, members in other new entrant grades represented by TUI are also awaiting full pay equality.

For members in further and adult education settings on hourly pay, the rate for an hour's work is calculated by reference to the teacher grade. The lower, discriminatory scale for new entrant teachers is reflected in lower hourly rates for you. Pay equality for teachers would mean a higher hourly rate for you.

New and recent entrants to the Assistant Lecturer grade continue to be paid less in the early career stage than were their colleagues who commenced prior to 2011. The same is true of other new entrant grades such as Youthreach Resource Person, BTEI Adult Educator, Adult Guidance Counsellor/Co-ordinator, Adult Literacy Organiser and Community Education Facilitator. The differential is less than in the case of teachers but there is a gap and therefore, there is still pay inequality.

Effects of pay discrimination on other TUI grades

	Assistant Lecturer	Adult Guidance Counsellor, Adult Literacy Organiser, Community Education Facilitator	Youthreach Resource Person, BTEI Adult Educator
	Within first 10 years	Within first 10 years	Within first 10 years
January 2011 entrant	Would earn 3% less than pre-2011 entrant	Would earn 3% less than pre-2011 entrant	Would earn 4% less than pre-2011 entrant

Ballot papers must be returned to Deloitte (auditors) by 5pm, Thursday 10th October

**Vote 'YES' in solidarity with your colleagues.
End the injustice of pay discrimination.**



AONTAS MÚINTEOIRÍ ÉIREANN
Teachers' Union of Ireland

Ballot on Pay Equality

The government has failed to date to eliminate the pay discrimination against new and recent entrants to our profession. Therefore, TUI's campaign for pay equality continues.

In order to put an end to pay discrimination, are you willing to engage in a range of industrial action measures (e.g. work-to-rule, non-cooperation, withdrawal from various initiatives), up to and including strike action, as directed by the Executive Committee?

Place "X" in the appropriate box

YES

NO

**SAMPLE
BALLOT PAPER**

DIRECTIONS TO VOTERS

1. Vote by placing "X" in the appropriate box.
2. Place the completed ballot paper in the envelope marked Páipéar Vótála/Voting Paper.
3. Place this envelope in the second, larger white envelope, seal and sign across the flap.
4. **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.**
5. 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 Thursday, 10th October 2019.**
6. **Failure to comply with these instructions will render your vote void.**

**This is a key issue for every TUI member,
regardless of grade or career stage.**

Defend the Profession – Make sure you vote