



TUI Post-Primary and FET Strike

Frequently Asked Questions



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1. Who is required to engage in strike action?

All TUI members in all grades.

2. Will my employer be advised?

All employers will receive the required notification from TUI Head Office.

3. Will students/learners and parents/guardians be advised?

All employers will receive the required notification and they will be responsible for advising students/learners/parents/guardians of arrangements for the strike day.

4. Are other TUI members, not in post-primary schools or FET centres, on strike?

Yes. All TUI members have been directed to take strike action.

5. Will I lose pay?

Yes. There will be a loss of pay for the day. This will be calculated at the daily rate of pay for a salaried employee. For an hourly paid employee, there will be a loss of pay for the number of hours normally undertaken on that day. There will also be a loss of pension credit for the strike day only.

6. Will the day be considered as a break in service?

No. Not if you are a member of the TUI engaged in legitimate industrial action.

7. Is the strike a repudiation of any national agreement?

No. We are not currently in any national pay agreement. The previous agreement expired on 30th June 2026.

8. I have no timetabled hours on the strike day. Am I still on strike?

Yes. If a member is not expected to be on the premises on the day, for whatever reason (e.g. job share, part-time, no classes timetabled) they are still on strike.

9. I hold a management or leadership role. Do I have an obligation to open the school/centre to receive students/learners?

No. You are on strike and, like all members of the TUI, you are protected under the Industrial Relations Act, 1990. Being on strike requires you not to engage in any aspect of your work. Queries in relation to the opening of the school/centre should be referred to your employer – ETB or BOM.

10. I teach classes in the evening. May I open the school/centre or attend for these classes?

No. The strike lasts 24 hours, from midnight on the 13th of October 2026 to midnight on the 14th of October 2026 and from midnight on 20th October 2026 to midnight on 21st October 2026.

11. I am seconded full-time to another public sector organisation. Am I on strike?

Yes.

Other Work-Related Activities

12. I normally engage in an extra-curricular activity e.g. train a team, attend matches etc after school. Can I do this on the strike day?

No. Alternative activities (e.g. in-service, extra-curricular or co-curricular activities, off-site work-related activity etc.) are covered by the strike and are prohibited on the

day. Even though the pickets will end at the normal school/centre closing time, the strike is in place for 24 hours.

13. I am supposed to be involved in a school/centre trip or event on that day. What should I do?

If the school/centre trip or event begins and ends within the 24 hours of the strike day, the strike action prohibits you from participating.

If the trip or event extends beyond the 24-hour period, either because it commences before and extends into the strike day or because it commences on the strike day and extends into a subsequent day, then it is not prohibited by the strike action and you may participate in the trip or event.

14. If I am on a school/centre trip or event that is not prohibited, will I be deducted pay for the strike day?

Yes, for the strike day only.

15. I have a meeting (e.g. staff meeting, Board of Management meeting, programme/course meeting or planning meeting) on the strike day. Can I attend?

No. A TUI member cannot be involved in any kind of meeting related to their work as an employee of the school/centre on the strike day.

16. I have scheduled meetings with students/learners/parents etc that day. Can I still attend?

No.

17. I am scheduled to attend an online meeting that day. Can I still attend?

No.

18. I am scheduled to attend CPD/Conference on the strike day. Can I attend?

No. A TUI member cannot be involved in any kind of meeting related to their work as an employee of the school/centre on the strike day.

19. My Principal/Management is trying to rearrange a Parent-Teacher Meeting (that was scheduled for the strike day) to another date. Can they do that?

If the Parent-Teacher Meeting was scheduled as part of the Croke Park hours, the hours cannot be banked. A Parent-Teacher meeting can be re-scheduled for a later date if the directive on Croke Park hours has been lifted. However, the rescheduled Parent-Teacher meeting must replace another Croke Park Hours event in the school calendar i.e. the hours that were due to be worked on the Strike Day fall. See FAQs on Croke Park Directive for more information.

20. My school/centre has an open night or information evening on the day of the strike. Can I attend?

No. The strike is for the full 24 hours of the strike day. TUI members must not undertake any work-related activity during that period. This includes open nights, information evenings, enrolment events or any other school/centre activity, whether it takes place during or outside normal school/centre hours.

21. Can I use facilities (e.g. gym, canteen etc.) in the school/centre on the strike day?

No. You are on strike and cannot attend the school/centre or use any of its facilities on that day.

22. Do Board of Management or ETB meetings go ahead on strike days?

That is a matter for the Board of Management or ETB. However, TUI members who are Staff Representatives on BOMs/ETBs should seek a deferral of any board meeting.

If it goes ahead, no TUI can attend, including the Principal/Secretary to the BOM.

Picketing

23. What is the purpose of a picket?

The purpose of the picket is to:

- indicate to members of the TUI that there is an official strike and that they should not go to work
- advise other employees that there is an official dispute in the workplace
- alert the general public to the fact that there is an official dispute and, more importantly, the reason for it.

24. When should the picket begin and end?

Picketing should commence 30 minutes before the normal opening time of the school/centre or workplace and should remain in place until the normal school/centre/workplace closing time. However, it is important to note that the strike itself lasts for 24 hours, from midnight on 13th October to midnight on 14th October 2026 and from midnight on 20th October 2026 to midnight on 21st October 2026.

25. Do I have to picket?

Yes. Exemptions from picket duty can be sought for genuine reasons only (e.g. medical). Even if exempt from picket duty, you are still on strike. You should consult with your Workplace Committee/Branch Officers in relation to this.

26. I have no timetabled hours on the strike day. Am I required to attend for picket duty?

You are required to attend for picket duty if, in normal circumstances, you would be in attendance at the school/centre on that day. If you would not normally be in attendance at the school/centre on this day, you are encouraged to attend for picket duty in any case. If this proves difficult due to particular personal circumstances, please consult with your Branch Officers/Workplace Committee.

27. How long will I be on picket duty?

This will be decided locally by the Workplace Representatives and, as required, the Branch Officers and will take into consideration variables such as the number of members in the workplace, the number of sites/entrances, the length of the school/centre day etc.

28. Can I enter the workplace at all during the day?

No. For the duration of the strike members must remain completely off the premises of the employer. Tea breaks or bathroom breaks must be taken elsewhere. If travelling to the workplace by car, you should park away from the school/centre parking facilities.

29. How many people should be on a picket at any given time?

Mass picketing is illegal. Logically, the size of a picket depends on the number of members in the particular workplace. The main entrance to the workplace should be covered and, if possible, other entrances.

Consideration should be given to increasing the numbers on the picket lines at specific strategic times of the day, e.g. morning, lunchtime and evening rush hour etc.

30. Where can the picket be placed?

Picketing should be at, not on/in, the place of work. Members on picket duty must not impede anyone's entrance to or exit from the workplace. Do not impede anyone accessing the building, e.g. students/learners, members of other unions (who are not on strike and are entitled to attend for their normal work), delivery services, emergency services etc.

31. How will I know when to picket?

Picket duty will be organised by your Workplace Committee/Branch Officers. There should be a picket at all times during school/centre opening times. A roster will be organised locally by the Workplace Committee/Branch Officers.

32. Can I picket at an alternative school/centre?

No. You can only picket at your own workplace. An elected Branch Officer may join any picket line within their own branch and a member of the Executive Committee or union official may join any picket line.

33. There are only a few TUI members in my school/centre. Can I picket at another TUI workplace?

As a TUI member, you are entitled to picket your own workplace. If TUI members comprise only a very small proportion of the employees in your workplace or you work in a small school/centre or site with relatively few TUI members, consideration may be afforded to such members supporting the picket in another TUI workplace. In this instance, you are supporting the picket and you are not technically on picket duty. If you envisage supporting the picket in another TUI workplace you must notify TUI Head Office (tui@tui.ie), identifying your workplace, advising of the particular circumstances and providing the necessary contact details.

34. Who can join a picket?

TUI members in the workplace can join a picket. In addition, an elected Branch Officer may join any picket line within their own branch and a member of the Executive Committee may join any picket line. TUI Head Office personnel may visit any TUI picket line.

35. Do I need to record that I was on picket duty?

Yes. A picket duty roster should be retained in each workplace.

36. I am a retired TUI member/member of the Retired Members' Association (RMA). Can I join the picket?

No. Picketing must be by members who are employees of the school/centre in question and union officials/elected representatives (see above). You may, however, show your support for your colleagues who are on strike by visiting and/or supporting

them, but you may not join the picket line. TUI would welcome the support of retired members during the strike.

37. Will there be placards?

Yes. Placards will be available and you will be advised on the local collection points by your Area Representative and/or Branch Officers.

38. I work in Third Level. Can I join any of the pickets at a post-primary school or FET centre?

No. Picketing must be by members who are employees of the school/centre in question, branch officers and union officials/elected representatives (see above). You may, however, show your support for your colleagues who are on strike by visiting them, but you may not join the picket line.

39. Will there be any Branch meetings held before the strike to finalise arrangements?

All Branches are requested to hold meetings before the strike day. Please check with your Branch Secretary for more details.

Other Unions/Non-Unionised

40. There are members of another unions in my workplace. How does this affect the strike?

In line with protocols/standards issued by the Irish Congress of Trade Unions, workers in the school/centre who are members of other unions are allowed to pass a picket if they are not on strike. If they ask TUI members for guidance as to what to do on the day of the strike, they should be referred to their own union or their employer.

41. Will other Unions be advised of the strike?

The ICTU and other Unions in your workplace will receive the required notification.

42. There are non-unionised workers in my school/centre. How does this affect the strike?

Workers in the workplace who are not in a union may pass a picket. The Industrial Relations Act, 1990, allows for members of a union who have been balloted to engage in strike action. Members of the TUI have been balloted for this industrial action and therefore they can engage in strike action without fear of disciplinary action by the employer.

Anyone who is not in the TUI may be deemed to be in breach of their contract if they do not present for work on the strike day and their employer may take disciplinary action against them or deem the day to have been a break in service.

Non-unionised employees should be advised of the dispute. If they ask TUI members for guidance as to what to do on the day of the strike they should be referred to their employer. If eligible for membership of the TUI, they should be offered an application form for membership or advised to join via the TUI website www.tui.ie

43. My colleague now wants to join TUI. At what point will they be considered a member?

For the purposes of taking the Industrial Action, a person will be considered a member providing they have completed and returned an application form either:

- Online via this link - <https://members.tui.ie/account/registration>

- To a Branch Officer
- To a member of the Workplace Committee

44. My colleagues have just joined the Union. Are they on strike?

Yes.

45. What happens if a TUI member does not take strike action?

Breaking a strike is a most serious offence for a member of a union. It will, most likely, result in unworthy conduct charges against the member.

Members on picket duty are obliged to report any member passing a picket or entering the workplace. Failure to do so is itself a serious offence and is also liable to lead to unworthy conduct charges.

A strike breaker should be reported to the Branch Officers without delay.

Note any member passing the picket line, record the time and note the name of any witnesses. Also note any member known to be in the workplace who might have gone in unbeknown to the picket.

46. I have more questions. Who should I contact?

You should contact your Workplace Committee/Branch Officers/Area Representative in the first instance.

The contact details for all Area Representatives are available in the TUI Diary and Handbook.

TEACHERS' UNION OF IRELAND
MONTAS MÚINTEOIRÍ ÉIREANN

Your participation makes a difference

Industrial action is a collective step taken when negotiations have not delivered a fair outcome. Member participation is essential to maximise our strength and achieve progress.

Greater strength
High participation shows the unity and determination of our membership.

A louder voice
It sends a clear message to employers and Government that our issues cannot be ignored.

Protecting your profession
It helps to safeguard our terms and conditions and supports a fairer, more sustainable education system.

Better outcomes
Collective action increases our leverage in negotiations and brings us closer to achieving meaningful change for all members.

United Today - A Stronger Tomorrow

Join TUI today - <https://members.tui.ie/account/registration>