

Stand up for teachers

– **Vote YES to industrial action on NQTs' pay**

– **Vote YES to industrial action on terms and conditions**

Two ballots – one on industrial action over NQTs' pay and one on industrial action over terms and conditions – will begin next week. ASTI Central Executive Council is urging members to vote in favour of industrial action in both ballots.

Ballot papers

Ballot papers for the two school-based ballots will arrive in schools towards the end of September. School stewards/ returning officers are being asked to distribute and collect the two ballot papers between September 28th and October 5th. Members also have the option of returning their ballot papers directly to ASTI Head Office. All ballot papers must be received by ASTI Head Office before 5.30p.m. on Wednesday, October 12th.

Ballot on NQTs' pay

End pay discrimination

Teachers who entered the profession after 2010 are on different pay scales than their colleagues even though they have the same duties and responsibilities. ASTI Annual Convention 2016 adopted a motion stating that the ASTI would conduct a ballot of members on industrial action if the Government failed to restore the common pay scale for all teachers by the end of August. As the common pay scale has not been restored this ballot is going ahead. The ballot paper asks members:

'Given the fact that the common basic pay scale for teachers and allowances have not been restored to the pre-2011 levels, are you in favour of authorising ASTI Standing Committee to direct members to take industrial action, up to and including strike action?'

See page 2 for details of cuts to new teachers' pay.

Ballot on terms and conditions

Assault on terms and conditions must be challenged

In a ballot of members in 2015, the ASTI rejected the Lansdowne Road Agreement. Subsequently, in May 2016, ASTI members voted to withdraw from the Croke Park

NQTs' pay

It's time to put an end to the discriminatory treatment of newly qualified teachers.

Vote Yes

The closing date for receipt of ballot papers in ASTI Head Office is **5.30p.m. on Wednesday, October 12.**

Please make sure you return your ballot papers early. Post can take several days.

Your Vote – Your Future

Ballot on terms and conditions – continued from page 1

hours (following the completion of the Haddington Road Agreement). In July 2016 the ASTI directed members to withdraw from the Croke Park hours. The Department of Education and Skills responded by implementing a range of measures for ASTI members including non-payment of monies due in recognition of supervision and substitution work, the freezing of pay increments, and the removal of access to Contracts of Indefinite Duration after two years for temporary teachers. In May of this year, ASTI Standing Committee stated that if the Department worsened the terms and conditions of ASTI members the union would conduct a ballot on industrial action. This ballot is now going ahead.

See page 3 for details of how ASTI members' terms and conditions have been worsened in 2016.

Terms and conditions

The ballot paper asks members:

'Are you in favour of authorising ASTI Standing Committee to direct members to take industrial action, up to and including withdrawal from the Supervision and Substitution Scheme?'

New teachers' pay was cut in 2011 and again in 2012

For more information on NQTs' pay visit www.asti.ie

End pay discrimination

In Budget 2011, new teachers' pay was cut by 10 per cent. In 2012, most pay allowances above the basic pay scale (e.g. allowance for obtaining a Master's Degree) were abolished for those entering teaching (as well as for new beneficiaries).

While the ASTI made some progress in having these cuts restored, it still remains that new and recently qualified teachers are placed on inferior pay scales.

Because many newly qualified teachers spend the first few years of their career in temporary and/ or part-time teaching positions, they experience the double whammy of a part-time income and an inferior pay scale. Ireland has a far higher proportion of temporary teaching positions at second level compared to the OECD TALIS average.

This is the treatment newly qualified teachers face after they have spent the required four to six years training to be teachers, attaining a Degree and a Professional Master's in Education.

At the time of printing this *Nuacht*, it was announced that an agreement had been reached between the Department of Education and Skills, the INTO and the TUI on new teachers' pay.

The deal involves a phased payment to post January 2012 entrants which (when combined with previous gains for these teachers achieved by the teacher unions) will increase pay by the equivalent of an honours degree allowance. Qualification allowances for new entrants were abolished in February 2012.

This deal, while significant, does not represent equal pay for equal work. The deal retains a two tier pay structure within teaching and does not restore the common basic scale.

The ASTI, which is not party to the Lansdowne Road Agreement, has received no offer on the restoration of new teachers' pay.

The ASTI is currently engaged in talks with the Department in relation to equal pay for new teachers.

A strong YES vote in this ballot will send a message to the Department/ Government that the ASTI is determined to achieve equal pay for equal work for newly qualified teachers and the restoration of the common basic scale.

Assault on members' terms and conditions must be challenged

Arising from the Lansdowne Road Ballot, the subsequent Croke Park Hours ballot and the ASTI Directive on the Croke Park Hours, the Department of Education and Skills issued Circular 0045/2016 which sets out the measures being applied to ASTI members and others who are deemed to be in repudiation of the Lansdowne Road Agreement.

These measures comprise an assault on the terms and conditions of ASTI members that cannot go unchallenged.

The measures include:

- An incremental freeze from July 11, 2016 until June 30, 2018.
- Withdrawal of the alleviation of the FEMPI Act 2013 pay reductions for teachers earning in excess of €65,000 per annum from September 1, 2016.
- No payment of the S&S moiety of €796 to the pay scale on September 1, 2016.
- CIDs are no longer available after two years (ASTI members will now require in excess of four years to become eligible for a CID).
- CID top up hours are no longer available after one year (ASTI members who are part-time CID holders will require in excess of four years before top up hours become subject to a CID).
- Withdrawal of protection from compulsory redundancy (no access to the redeployment scheme).
- Loss of improved redundancy payment terms where a teacher is made redundant.

For more information about the Lansdowne Road Agreement and the Department's response to the ASTI's rejection of the Agreement see www.asti.ie.

Junior Cycle dispute

The ASTI Junior Cycle dispute continues. The ASTI directive remains in place. In addition, ASTI Central Executive Council has decided that a lunchtime protest outside schools will take place during the first school term – date to be confirmed. The union has a mandate to escalate industrial action up to strike action.

The ASTI Junior Cycle Directive directs members

- Not to attend Framework for Junior Cycle CPD
- Not to attend Framework for Junior Cycle meetings
- Not to engage in any aspect of school-based assessment
- Not to engage in development or delivery of short courses

For more information on the ASTI Junior Cycle dispute visit www.asti.ie.

Terms and conditions

It is now the case that ASTI members are carrying out supervision and substitution work for no payment, while their TUI and INTO colleagues are receiving a payment (the first half of this payment was made in September 2016, the second half is due in September 2017).

Vote Yes

Under the Haddington Road Agreement ASTI members delivered supervision and substitution work for no pay on the understanding that payment in recognition of these duties would resume in September 2016.

Information for members

The ASTI Croke Park Hours Directive directs members “not to fulfil the 33 Croke Park hours as set out in CL 0025/ 2011 and as amended in CL 0043”.

A list of the ASTI’s current directives to members is available on the ASTI website www.asti.ie (Latest News).

Who gets to vote?

All members, except retired/ honorary life/ emeritus members, are entitled to vote in the ballot on NQTs’ pay and in the ballot on terms and conditions. Retired/ honorary life/ emeritus members do not vote in ballots on industrial action.

Branches have been asked to convene information meetings on the ballots where possible. Ask your school steward for details.

Briefings for ASTI school stewards on the ballot on NQT pay, the ballot on members’ terms and conditions, and on the Junior Cycle dispute are currently taking place across the country as part of the ASTI’s annual training programme for school stewards. For information visit www.asti.ie

In addition, teachers of English, science and business studies have been invited to attend briefing meetings on the Junior Cycle dispute in locations nationwide beginning on September 20th. For information visit www.asti.ie

Full instructions on the conduct of the ballots are being distributed with ballot material and are available on the ASTI website www.asti.ie

Got a question?

A list of FAQs on the ballots is available on the ASTI website, visit www.asti.ie

Example of FAQ

Q. I recently changed school and I am not on the ballot register in my new school. How can I get my ballot papers?

A: Ballot papers for each member have been sent to the school associated with that member on the cut-off date for the printing/ posting of ballot material. This means your ballot papers are with your previous school/ school steward. You can contact your previous school steward and arrange to collect your ballot papers. You must collect these in person as you must sign the ballot register in your previous school so as to acknowledge receipt of ballot papers.

Stand up for teaching

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Please ensure your ballot papers are returned by
5.30pm on Wednesday, October 12