



Re: TUI Dispute Action February 4th 2020

General Information:

Will schools remain open to receive students on February 4th, 2020?

Decisions on this matter are the responsibility of school management (the Board of Management in the case of Voluntary Secondary/Community/Comprehensive/Educate Together schools; the ETB in the case of an ETB school). They must make their decisions having due regard to the health, safety and welfare of staff and students.

When will I know if my school will open or close?

Boards of Management/ ETBs /Employers will make decisions at local level as to whether each school will be open or closed on the day of industrial action. The BoM/ETB/employer will inform you if your school will be open or closed.

I work in a school where there are no TUI members. Will my school be open?

Yes, you should turn up for work as normal.

From an ASTI member's perspective, what is normal trade union practice in these circumstances?

No member of ASTI, including principal teachers, deputy principal teachers and/or other post holders may undertake any duties that are normally done by colleagues who are members of TUI.

Supervision/Substitution

ASTI members should discharge their normal duties in respect of supervision and substitution. No ASTI member can undertake the supervision/substitution duties of an absent TUI colleague on 4th February who will be engaged in industrial action. Redesign of the roster with a view to having ASTI members cover supervision slots normally undertaken by TUI colleagues is not acceptable. If there is any attempt by school management to re-roster in this fashion the School Steward should inform management that while ASTI members are available to undertake their normal, rostered supervision duties they will not undertake duties normally discharged by their TUI colleagues.

Substitution is organised in accordance with Circular letter 42/2014. No ASTI member may substitute for a TUI colleague, in respect of any of that colleague's classes, where that colleague's absence is in consequence of engagement in strike action.

Timetable:

No alternative timetable or temporary arrangements should be worked during the strike day or to accommodate the TUI's strike action. Therefore, in the event of any suggestion or proposal for an alternative timetable, the ASTI School Steward should inform management

that, while ASTI members are available to work to the existing timetable, the imposition of an alternative timetable is unacceptable.

Am I required to be available for work on the day (February 4th 2020) when TUI is engaged in strike action?

Yes, you are required to be available for work in order to be paid for that day. To refuse to do so would mean that you would be deemed to be engaging in unofficial industrial action and would not be covered by the immunities provided in Industrial Relations Act, 1990.

I'm a part-time teacher and have been offered extra hours on the strike days to fill in for members of TUI. Can I accept?

No. ASTI members must not undertake any duties that would normally be undertaken by a TUI colleague who is involved in dispute action.

My school will not be open during the strike day. Will I be paid?

Yes. ASTI members will not be on strike. ASTI members must however inform management (through the appropriate mechanism that will be put in place by management) that they are available for work on the day.

ASTI has already contacted the relevant parties (TUI, Department of Education and Skills and Management Bodies) seeking clarifications and consultation. Arising from this, we will be in a position to issue detailed guidance to members in all our schools in due course on several other matters that arise.

January 2020