INDUSTRIAL & STRIKE ACTION 2026: GUIDANCE FOR SCHOOL STEWARDS STRIKE DAYS - 12TH NOVEMBER

THE CONTEXT

The ASTI Standing Committee has sanctioned a second strike day that will take place on 12th November 2026. The strike has been sanctioned in pursuit of a credible public service pay deal. **All ASTI members will withdraw their labour for a 24-hour period on November 12th 2026 and attend regional rallies.** ASTI members will be joined by other public service workers who are also striking on these days.

NEXT STEPS

School Stewards and School Steward teams are asked to focus on the following over the coming days:

1. MAKE SURE THAT MEMBERS UNDERSTAND THEIR RESPONSIBILITIES ON THE STRIKE DAY:

- **All ASTI members are required to attend the rally closest to them. This includes teachers who are currently on secondment as well as student teachers in membership. Teachers on approved leave (certified sick leave, maternity leave, parents leave etc.) are exempt from attending.**
- Alternative activities e.g. in-service, extracurricular activities etc. are impacted by the strike and are prohibited on the strike days. Derogations have been granted for multi-day school tours and these are listed in **the FAQs**. ASTI members on these school tours are still considered on strike.
- It is not a day off and all ASTI members are expected to attend the rally closest to them. School members will be asked to sign in at the rally and confirm their attendance.
- Exemptions from attending a rally can be sought for genuine reasons only e.g. medical. Even when deemed exempt members are still on strike.
- There will be a loss of pay for each day – this is 1/30th of the monthly salary or for an hourly paid person the pay for the day.
- There will also be a loss of pension credit for the strike days only.

Please encourage teachers in your school who have not yet joined a union to join the ASTI. ASTI members can participate in this industrial action and enjoy the protections of industrial relations legislation. Non-union members cannot.

JOIN ONLINE

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2. TRANSPORT SUPPORT:

- If your school is within the city / town limits where the regional rally is taking place or on a main public transport route, members are advised to use readily available public transport – Irish Rail/ Luas/ Dublin Bus/ Bus Éireann etc.
- If your school is outside the city/town limits where the regional rally is taking place, the ASTI will pay the costs associated with hiring a bus to transport ASTI members to and from the rally. This has been sanctioned by ASTI Standing Committee.

  How will this work?
  - School Stewards/ Teams are asked to make immediate enquiries with bus companies known to the school and to provisionally book busses based on the number of ASTI members in the school. Over the next two working days, School Stewards should confirm the numbers of members utilising the bus and confirm the booking on Tuesday 10th according to confirmed capacity. We are encouraging stewards to link with other schools in their locality to make the most efficient use of buses.
  - The rally will take place between 12pm and 2pm.
  - Each rally has a local organising committee made up of ICTU Affiliates. An ASTI staff member has been assigned to these committees. Each committee will decide the relevant set down/pick up areas for buses and this will be communicated as soon as it is agreed. These locations are currently being decided in consultation with An Garda Síochana.
  - All ASTI members are expected to attend the rally. Members are encouraged to attend the rally closet and most convenient to them. School Steward Teams should confirm attendance of members prior to finalising the bus booking on Tuesday 10th November. Members not attending without an agreed exemption will be considered to be breaking the picket. Sign in arrangements are currently being worked on and will be managed centrally at each rally. All members will be expected to sign in at their respective rally.

- Invoices are to be sent to accounts@asti.ie. All invoices must contain the bank details of the bus company and email for payment remittance to be sent. The ASTI will process the invoice and pay the bus company directly once the invoice has been submitted by the school steward.
- In schools where both ASTI and TUI are represented, ASTI Stewards and TUI Workplace Committee representatives should liaise to discuss and agree arrangements for booking buses to ensure that all Union members attending the relevant rally have access to transport.
- As a general rule, the larger union in the school should take the lead in coordinating these arrangements. However, the priority is to ensure that buses are booked and available where required.

3. GENERAL ADVICE

- Placards have been distributed to all schools through the ASTI Branch network. Members should bring all placards to the rally.
- Co-ordinate with other school stewards in your school if there is more than one union present. If your school is on a shared campus with a primary school, we advise liaising with the School Stewards on a campus wide basis.
- School Stewards and Workplace Committees are also encouraged to liaise with neighbouring schools in their locality to coordinate transport arrangements and make the most efficient use of available buses. This will help ensure that members can travel together to their nearest rally.
- Keep in mind that Irish weather is unpredictable. Members should plan ahead for the forecast on the 12th and always wear comfortable flat shoes!
- As pickets are not being placed on schools, school car parks can be used.

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Why are we being asked to go to a rally instead of pickets?

Rallies are a powerful way to demonstrate collective purpose and strength. While pickets are also very important, we want members to come together and send a clear message to Government that we remain determined. Large attendances on the day will be crucial to sending that message.

We are asking members to prioritise attending a rally.

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

For the purpose of taking Industrial Action, a person will be considered a member provided they have completed and returned an application form online via www.asti.ie or in hard copy to our head office.

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

Staff in the school who are members of other unions are allowed to pass a picket if they are not on strike. This may include school secretaries and caretakers who are not considered public servants. Other Union members who are part of the public service pay campaign must follow the guidance from their own union. Stewards should coordinate as much as possible with other union reps at school level.

There are non-union teachers in my school. How does this affect the strike?

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

All non-union teachers should be advised of the dispute. If they ask ASTI members for guidance as to what to do on the day of the strikes they should be referred to their employer. If eligible for membership of the ASTI, they should be offered an application form for membership or advised to join via the ASTI website www.asti.ie

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I am a Principal/Deputy Principal and ASTI member. Do I have an obligation to open the school to receive students?

No. You are on strike and, like all members of the ASTI, 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 should be referred to your employer – BOM/ETB.

I have no timetabled hours on the strike days. Am I required to attend a rally?

You are required to attend if, in normal circumstances, you would be in attendance at the school on that day. If you would not normally be in attendance at the school on this day, you are encouraged to attend in any case. If this proves difficult due to personal circumstances, please consult with your School Steward.

I am a retired ASTI member/member of the Retired Secondary Teachers' Association (RSTA). Can I attend a rally?

Yes. You can show your support for your colleagues who are on strike by joining a rally. The ASTI would welcome the support of retired members during the strike.

STRIKE BREAKING

Breaking a strike is the most serious offence for a member of the union. It will result in disciplinary charges against the member. Striking members are obliged to report any member passing a picket or going into the work place. Failure to do so is itself a serious offence and is also liable to disciplinary charges. Union rules provide for a member found guilty of conduct injurious to the union to be reprimanded, fined, suspended or expelled from the union.

Reports of strike breaking should be notified to the ASTI General Secretary Linda Kelly via email at gensec@asti.ie