

Know Your RIGHTS

Are you on a Fixed Term Contract? Hourly Paid? On a Casual Contract?

KNOW YOUR RIGHTS

Many lecturers, researchers, tutors, teaching assistants and fellows in our universities are hired on fixed term contracts, sometimes for many years.

The Irish Federation of University Teachers secured agreement with university employers for lecturing staff so that they may claim a CID (Contract of Indefinite Duration) after 2 years. This is known as the Cush Agreement.

There is also legislation protecting all staff on fixed term contracts, the Protection of Employees (Fixed Term Work) Act 2003, which was designed to protect workers from exploitation. This enables workers to claim a CID after 4 years on successive fixed term contracts.

By utilising both the Cush Agreement and this legislation, IFUT pursues cases on behalf of our members each year which results in many of our members securing a CID.

IFUT has also secured redundancy pay for workers who leave the employment at the end of a fixed term contract.

For casual and hourly paid staff IFUT also offers advice and representation where those staff believe they are being treated less favourably than their full time colleagues. The Protection of Employees (Part Time Work) Act 2001 prohibits discrimination against workers on part time contracts, which may include hourly paid and casual workers.

In IFUT we understand that there is a difference between having rights and vindicating those rights. It is through their union that workers in Irish Universities secure decent terms and conditions of employment and tackle unfair practices.

Many workers leave their employment unaware of their rights, including their possible entitlement to a CID or enhanced redundancy pay for IFUT members, the requirement of the employer to try to seek alternative work, or the time limits to take cases for unfair dismissals.

WHAT CAN YOU DO?

Join IFUT Today
www.IFUT.ie

You are not alone. IFUT is made up of colleagues who work alongside you and understand your employment concerns. As a member of IFUT you are part of our collective voice and are stronger than you would be alone.

IFUT represents a wide variety of staff involved in teaching, research and teaching support, as well as certain grades of senior administrators and professionally qualified library staff, both individually and collectively. You can join if you are full time, part time or on temporary contracts.

APPLICANT INFORMATION

First Name: **Surname:**
Mobile: **E-mail:**
Date of Birth: **Gender:** Male Female Prefer not to state
Current Job Title: **Name of Institution:**
Employment Status: *(Tick all boxes that apply)*
 Full-Time Part-Time Permanent Temporary
Do you currently have the following with your employer? *(Tick all boxes that apply)*
 Industrial Relations Issue Personal Issue *(e.g. CID)* Other
If you have answered yes to any of the above, please provide details:

DECLARATION

I wish to apply for membership of the Irish Federation of University Teachers (IFUT). I declare that there are no extant issues which pre-date my application. IFUT policy dictates that we cannot offer representation to new members until at least three monthly contributions have been received after your application has been approved. I understand that IFUT reserves the right to refuse to offer advice and representation on issues which originate prior to my application for membership.

BY SUBMITTING THIS FORM, I AM AGREEING TO THE ABOVE DECLARATION

Are you/or were you previously a member of another Trade Union? Yes No
If you have answered 'yes' please complete the following:

Name of Trade Union: **Date Membership Ceased:**

IFUT Data Protection Notice: IFUT will only process personal data of members in accordance with the legitimate business of the Union. IFUT will not otherwise forward personal data of a member to a third party. IFUT will process, manage and store personal data in a professional and secure manner complying with data protection guidelines.

IFUT Newsletter: We use your e-mail to send you regular IFUT newsletters. If you wish to discontinue your subscription or to change your format preference, you can do so through the subscription area present on every copy of the newsletter.

AUTHORISATION FOR DEDUCTION OF SUBSCRIPTIONS

First Name: **Surname:**

Home Address:

Personnel/Staff Number:

I authorise _____ *(Institute of Employment)* to deduct from my salary the appropriate amount of Union contributions and to hand over such monies to the Irish Federation of University Teachers. The amount may be varied according to the rules of the Union from time to time. This authority is to be valid for this and subsequent periods of employment. I accept that I must give one month's notice in writing to my Union of any intention to withdraw from this scheme.

BY SUBMITTING THIS FORM, I AM AGREEING TO A DEDUCTION FROM MY SALARY

Signature:

Date: