

# MOTIONS FOR ADC 2014

## MOTIONS ON POLICY

### **1 Transatlantic Trade and Investment Partnership TTIP**

This ADC notes that high-level discussions are proceeding between the European Union and the United States of America with a view to concluding a Transatlantic Trade and Investment Partnership. While we support economic co-operation at international level we wish to declare our deep concern that education might, inadvertently or otherwise, be classified as a commodity and be subject to the terms of a Free Trade Agreement.

We therefore call upon the Irish Government (the Minister for Education and Science, the Tánaiste and Minister for Trade and the Minister for Jobs, Enterprise and Employment) to ensure that no clauses are inserted into any TTIP which would have the effect of limiting public access to education at all levels and/or nor inhibit the State from conducting an education policy for the benefit of all of its citizens and other residents.

*Proposer: Executive*

### **2 Equality**

This ADC notes with satisfaction the huge enhancement of IFUT's work in the whole area of Equality including Gender Equality. We congratulate the national Equality Committee for the work done in this regard and commit ourselves to further action on this important agenda.

*Proposer: Executive*

### **3 Gender Equality:**

'That IFUT will continue to pursue issues of gender inequalities within the higher education sector, and that it welcomes and endorses the [recent](#) decision of the World Women's Conference of Education International to include an amendment relating to women and gender issues in higher education and research into their Gender Equality Action Plan (GEAP)'.

*Proposer: Angela Flynn, UCC*

*Seconder: Caitriona Ni Laoire, UCC*

#### **4 Redundancy Payments**

This ADC notes that a Labour Court Recommendation of 24<sup>th</sup> February 2014 overturned the long-standing interpretation held by NUI Galway that 'existing exit mechanisms' covered not only the fact of the redundancy but also the amount of money to be paid on redundancy. NUI Galway had long argued that their existing practice was to pay the statutory redundancy pay only, and that they were therefore not bound by norms agreed in the Public Sector Agreement. This argument was rejected by the Labour Court, who recommended that in future the Education Sector norm of three weeks' pay per year of service in addition to the statutory redundancy amount should apply.

This ADC commends those former employees of NUI Galway who have persevered in bringing claims, in the face of numerous delaying tactics by NUI Galway. It notes that other former employees of NUI Galway are still seeking to assert these rights, in the face of the same delaying tactics. It therefore mandates the General Secretary to write to the HR Department in NUI Galway, seeking that future claims be conceded without delay

*Proposer: NUIG Branch.*

#### **5 Researchers I**

This ADC notes with satisfaction the agreement of Higher Education Unions across the Continent of Europe on a policy with regard to the rights, entitlements and treatment of Researchers. We also note that IFUT had considerable input into the drafting of this policy paper.

We call upon all of those involved in the area of higher education and research to recognise the particular problems besetting early-stage Researchers and to co-operate with unions such as IFUT to assist in the resolution of these difficulties. In particular, we ask that there be a complete end to practices of exploitation such as requesting Researchers and PhD candidates to carry out academic work on an unpaid basis.

*Proposer: Executive*

#### **6 Researchers II**

That IFUT will continue its campaign to promote and normalise the pay and conditions of Researchers across the University Sector.

*Proposer: UCC Branch*

## **7 Defend the Irish University**

This ADC calls upon all IFUT members and all members of the academic community in Ireland and abroad to register their support for the Defend the Irish University Charter for action. (Details of this Charter are available on [www.defendtheuniversity.ie](http://www.defendtheuniversity.ie))

*Proposer: Executive*

## **8 Associate Professors, NUIG**

This ADC notes that a Labour Court Recommendation of 19<sup>th</sup> June 2013 found that NUI Galway had not been justified in withdrawing an adjustment to the salary of Associate Professors and in seeking reimbursement of supposed overpayment of salary amounting to up to €15,000 per employee on that grade. The Labour Court recommended that the salary be restored to its previous level, with effect from the date of the recommendation. This ADC notes that this restoration has not taken place.

NUI Galway argues that the restoration must be approved by the Department of Education. We note that the matter was raised in October 2013 by the IFUT Executive, when they met with the Minister for Education, and that the Minister undertook to investigate the situation. This ADC would like to thank the Executive for raising this issue.

We mandate the General Secretary to make renewed contact with the Minister on this matter and to point out that nearly a year has passed since this recommendation was made. We would like him to underline that the patience of members affected cannot be relied upon indefinitely.

*Proposer: NUIG Branch*

## **9 Initial Teacher Education Report**

This ADC reiterates its commitment to ensure that no changes are forced upon IFUT members working in the area of Initial Teacher Education; we demand full negotiation and agreement with this union acting on their behalf.

*Proposer: Executive*

**10 Incorporation Process Involving CICE, SPD and MDIE**

Conference demands that the HEA/DES fund this incorporation process so that equal status can be achieved between the four institutions involved and that smaller institutions may achieve the 'equality in partnership' promised at the outset of the process.

*Proposer: CICE Branch*

**11 Incorporation Process Involving CICE, SPD and MDIE**

Conference is concerned at the speed with which the incorporation process involving CICE, SPD, MDI and DCU is progressing and demands the following: That management bodies

- a. Engage with IFUT to agree positions relating to the items on agenda presented to each management body by local IFUT branches at the outset of this process.
- b. Engage in the collective bargaining process to support the proposals put forward by IFUT.

*Proposer: CICE Branch*

**12 Incorporation Process involving CICE, SPD, MDIE**

Conference is concerned at the speed with which the incorporation process involving CICE, SPD, MDI and DCU is progressing. Conference is equally concerned at the lack of real consultation with IFUT members in the process. Conference affirms the right of IFUT members in CICE, SPD and MDI to withdraw cooperation from this process as they deem appropriate and instructs the Executive to support Branches in their actions.

*Proposer: CICE Branch*

**13 Proposed Merger with DCU/Negotiating any Changes in Terms and Conditions of Employment for IFUT Members in SPD, CICE, MDIE**

This ADC demands agreed structures for negotiating any changes in terms and conditions of employment for IFUT Members in SPD, CICE and MDIE in light of a proposed merger with DCU.

*Proposer: CICE and SPD Branches*

**14 Proposed Merger with DCU/Effectiveness of the Collaborative Action taken by the IFUT Branches in CICE, MDIE and St Pat's**

This ADC notes the effectiveness of the collaborative action taken by the branches in CICE, MDI and St. Pat's to provide time and opportunity for meaningful collective bargaining to take place between IFUT and the management of the three institutions. Conference endorses and mandates the continuation of a collaborative process between the three branches until a resolution is reached to their mutual satisfaction.

*Proposer: CICE Branch*

**15 Competitive Retention**

This ADC states that the practice of "Competitive Retention" is one which has the potential to undermine the integrity of promotion systems in all of our universities. Therefore, we call upon all Branches to investigate what procedures are in place in their Colleges with regard to "Competitive Retention" and to ensure that these procedures are not used to undermine the entitlements of IFUT members and academics generally to fair promotion procedures.

*Proposer: Executive*

**16 Appointment to All Senior Positions in Third-Level Institutions**

That appointments to all senior positions in third-level institutions should be conducted with transparency and probity. These positions should be advertised publicly. Further, selection of candidates, interview procedures and appointments made should conform to best practice at all times.

*Proposer: Marie Clarke, UCD*

*Seconder: Maureen Killeavy, UCD*

**17 Maternity Leave**

This ADC demands that substitute cover for maternity leave is made statutory for the Irish University Sector.

*Proposer: SPD Branch*

## **18 Substitute Cover for Sick Leave**

This ADC demands that substitute cover for sick leave is made statutory for the Irish University Sector.

*Proposer: SPD Branch*

## **19 Parental Leave**

This ADC demands that parental leave is made statutory for the Irish University Sector

*Proposer: SPD Branch*

## **20 Pension Levy**

'That IFUT will lobby ICTU to press for the setting of a date for the removal of the pension levy'.

*Proposer: UCC Branch*

## **21 Privatisation & Casualisation**

'That IFUT will continue to campaign and fight against the increasing privatisation of the university sector and the associated increasing casualisation of academic and research work'.

*Proposer: UCC Branch*

## **22 Contracts of Indefinite Duration**

'That IFUT will continue its campaign for the protection of precarious members and those on CIDs'.

*Proposer: UCC Branch*

### **23 Temporary Staff, NUIG**

This ADC is concerned by the way that HR departments handle the contracts of temporary staff members, to the detriment of their careers and ability to make long term plans. It recognizes the efforts that branches have made in recruiting and supporting members in this situation and urges them to continue to support those members whose position is the most vulnerable.

*Proposer: NUIG Branch*

### **24 Higher Education rights in Palestine**

Palestinian academics and students have the right to participate in and benefit from higher education on an equal footing with all other citizens and people in their area.

This ADC therefore commits the Executive to work with other international unions, such as the Canadian Association of University Teachers, to provide practical support for trade unions representing Palestinian academics in vindicating that right.

*Proposer: Executive*

### **25 Opposition to the Involvement of the Federation in any form of Academic Boycott**

That in line with the first object of IFUT, namely the advancement of higher education and research, this Annual Delegate Conference affirms its rooted opposition to the involvement of the Federation in any form of academic boycott.

*Proposer: Tony O'Farrell, NUIM*

*Seconder: Stephen Buckley, NUIM*

## MOTIONS TO AMEND RULES

**Insert after Rule 12 (f) to become Rule 12 (g)**

**CO-OPTIONS:** The Executive may co-opt up to four members of the Federation to be members of the Executive. Co-opted members shall serve from the date of their co-option to the end of the following Annual Delegate Conference and shall have full voting rights. No member may be co-opted to the Executive for more than four consecutive years. No more than two members so co-opted may be members of the same Branch.

*Proposers: Joe Brady and John Dunnion, UCD*