

MOTIONS FOR ADC 2015

MOTIONS ON POLICY

1 Defending Public Service

This ADC declares that it is honourable and patriotic for people to devote their working lives to public service.

We reject the cynical, self-serving narrative which depicts public servants in a negative light. The reality, especially in higher education, is that we public servants work longer hours at less pay than almost all other comparable professionals in the Private, for profit, Sector.

As servants of the public good we are expected to, and are pleased to, accept the obligation to respond to the demands of society as decided upon through the democratic structures of our society. This, we believe, is in stark contrast to the egotism and self-interest of so many of our critics.

This ADC therefore mandates the IFUT Executive and our National Officers to defend the concept of public service at every opportunity available to them.

Proposer: Executive

2 Restoration following Austerity

This ADC notes that every single Public Sector employee without exception suffered pay cuts and income levies which were uniquely targeted at them simply because they work for the public good.

In the Private Sector most employees had to endure pay freezes but only a minority had pay cuts imposed upon them. Although the plight of those who actually lost their jobs or lived in fear of doing so cannot be ignored, nevertheless it is a fact that only in the Public Sector were 100% of employees forced to pay for the greed and recklessness of those who destroyed Ireland's economy.

In preparation for the "Restoration Talks" scheduled to commence shortly IFUT declares that:

- The abolition of the so-called "Pension Levy" (which had absolutely nothing to do with pensions but was, in fact, designed for the sole purpose of penalising Public Sector employees exclusively) must be our first priority.

- All outstanding unpaid awards arising from Labour Court Recommendations and Pay Reviews must be honoured and implemented.
- The agreement with the Government should be of no more than 2 years' duration so that Public Sector employees can negotiate further redress in an appropriate and timely timeframe.

Proposer: Executive

3 Pension Levy

This AGM affirms that the 'Pension Levy' is, and always has been, an unfair imposition on Public Sector workers who were not responsible for an economic collapse caused by unchecked private financial speculation and governmental abdication of responsibility for the regulation of banking. It calls upon IFUT and ICTU to press for the removal of this levy to be given priority as the promised "unwinding" of the emergency legislation that imposed it proceeds.

Proposer: NUIM Branch

4 Protection of Public Service Pensioners

This AGM calls on IFUT and the ICTU of which it forms part to ensure that public sector pensioners are not placed in a position that is in any respect disadvantaged relative to that of public sector employees as the emergency legislation that targeted both current and former public sector workers is "unwound".

Proposer: NUIM Branch

5 Precarious Employment in Higher Education

This ADC notes with extreme concern the alarming growth in the numbers of higher education professional staff who are employed on Fixed-Term and/Part-time Contracts.

We believe that this undermining of the profession is not only financially and psychologically punishing for those directly affected but it is also corrosive of the good standing of the higher education system itself. This arises from, inter alia, the erosion of Academic Freedom, the rapidly diminishing attractiveness of the profession and a weakening of higher education's capacity to provide clear guidance and leadership to the people and society it serves.

We note that there are currently two Expert Working Groups working on this general topic whose reports will be made available in the coming months.

This ADC therefore calls upon the Minister for Education and Skills to make a clear and detailed public pronouncement on this issue before the end of 2015. This should be in

the form of a clear declaration of policy and intent with regard to this issue. Such a statement will allow those who work in higher education to see clearly whether any amelioration can be expected or indeed if there is a genuine appreciation of the extent of the crisis.

Proposer: Executive

6 Rights and Privileges of Workers Who Have Achieved Permanent Status This ADC believes that colleagues who have achieved permanent status through the provision of the Fixed Term Workers Act should be accorded the same rights and privileges as other permanent colleagues with the same duties.

Proposer: NUIG Branch

7 Equality

The ADC notes that in March of this year the European Commission adopted a Recommendation asking Member States to improve pay transparency for women and men in a bid to help close the gender pay gap. The European Commission has estimated that, at the current rate of progress, it would be another 70 years before equal pay is achieved. The gender pay gap in Ireland was 14.4% in 2012. It had risen from 12.6% in 2009.

Member States including Ireland have to report to the European Commission by the end of this year on the actions they have taken on foot of this recommendation.

The ADC therefore calls on the Minister for Education and Skills to make a clear and detailed public statement on this issue before the closing date of end of year.

Proposer: Executive

8 Equality Act

This ADC joins Union brothers and sisters in the INTO in regarding the exemption of Section 37.1 of the Equality Act as unnecessary and inappropriate. We call on our representatives to remove this provision from the legislation.

Proposer: NUIG Branch

9 Age Discrimination

This ADC commits IFUT to assess and tackle age discrimination, with particular regard to promotions, in the Colleges in which it has representation rights.

Proposer: IFUT Executive

10 Referendum on Equal Marriage

This ADC supports the aspirations of all its members who wish to marry irrespective of their gender, and calls on IFUT to support the upcoming referendum on equal marriage.

Proposer: NUIG Branch

11 Fundamental Research

The OECD has defined fundamental research as 'that undertaken primarily to acquire new knowledge of the underlying foundations of phenomena without regard for a particular application' (OECD, 2002, p. 30) and the history of this type of research has repeatedly shown the contributions made by it to the solution of human problems, the development of society and economic growth.

This conference holds with the widely held view within the academic community that any successful applied research culture stands on the foundation of strong and vibrant fundamental research and calls on the government and its agencies to promote fundamental research in Ireland by means of dedicated funding, attractive career paths for researchers and the active construction of supporting infrastructure and cultures in the institutes of higher education.

Proposer: Executive

MOTIONS TO AMEND RULES

Delete the Current Rule No. 17 and Rule No. 18 and replace with the following:

Rule 17

CONFERENCES AND MOTIONS

REQUIREMENT	(a)	There shall be an Annual Delegate Conference of the Federation on a date fixed by the President in consultation with the Executive.
INFORMATION	(b)	
	Notice of Conference	(i) Notice of an Annual or Special Delegate Conference ('the meeting') shall be sent to all members not less than forty-two days before the meeting, together with a preliminary agenda and an invitation to submit motions for debate at the Annual or Special Delegate Conference concerned.
	Motions on Policy	(ii) Motions on policy shall be received by the General Secretary not less than twenty-eight days before the date of the meeting. Motions may be submitted by individual members. Motions may also be submitted by the Executive or Council or by the committee of a Branch or of a Division and shall be signed by the President or Chairperson thereof as appropriate. (iii) The Executive, acting as the Standing Orders Committee, shall consider all such motions on policy received and determine whether or not they are in order – i.e. in conformity with the Law and the Rules.
	Notice of Motions on Policy	(iv) Notice of all motions on policy deemed to be in order shall be circulated to members not less than fourteen days before the meeting.
	Advance Amendments	(v) Proposed amendments to motions may be submitted to the General Secretary at any time prior to the start of the debate on the motion to which they refer. They may be submitted by individual members or by the Executive or Council or by the committee of a Branch or of a Division. All such proposed amendments shall be in writing and, in the case of amendments proposed by individual members, they shall be signed by any two such persons.
	Amendments on Day	(vi) Proposed amendments to a motion may be suggested by any participant during the course of the debate on a motion. It shall be for the Chair of the meeting to decide

whether to accept such a proposed amendment for debate subject to any provisions of the Standing Orders Report.

Objects and Motions	(vii)	All motions and all proposed amendments to motions shall refer to matters which come within the scope of the objects of the Federation as laid down in Rule 2 Section (a).
Accounts	(viii)	A financial statement, approved by the auditors, shall be circulated to the members prior to the Annual Delegate Conference.
	(ix)	Nominations for the positions of the three Trustees to be elected at the Annual Delegate Conference shall also be requested in the notice of an ADC and any such nominations must be notified to the General Secretary seven days in advance of the Annual Delegate Conference.
SPECIAL	(c)	(i) A Special Delegate Conference may be called at any time by Council. (ii) A Special Delegate Conference may also be requisitioned by one-tenth of the membership of IFUT. Such a meeting shall be called within thirty days of receipt by the General Secretary of such a requisition. At such a meeting, only such business shall be discussed as the Council shall decide, in addition to the business for which the meeting was requisitioned.
VOTES	(d)	Any motion on policy shall be passed by a simple majority of the delegates present and voting at an Annual or Special Delegate Conference.
QUORUM	(e)	The quorum for an Annual or Special Delegate Conference shall be one-third of the delegates notified to Head Office in advance of the meeting.
MOTIONS & CCL+EXECUTIVE	(f)	Motions passed at the Annual Delegate Conference, which request action by the Council or the Executive, shall be placed on the agenda of the Council meeting, or the Executive meeting as appropriate, immediately following that Conference. It shall be the duty of the officers of the Federation to report back on such motions to the next Annual Delegate Conference of the Federation.
DELEGATES	(g)	Delegates to the Annual or Special Delegate Conference shall be appointed by the Branches in accordance with their rules and Rule 6 (c) above, using the criterion of twice the number of delegates they are entitled to send to Council. The names and addresses of delegates shall be notified to the General Secretary not less than twenty-eight days

before the Conference concerned. The General Secretary and Executive members shall be ex officio delegates.

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| OBSERVERS | (h) | Members of the Federation, other than delegates, may attend and speak, but may not vote at Annual or Special Delegate Conferences. |
| STANDING ORDERS | (i) | In relation to Annual or Special Delegate Conferences, the Executive shall prepare a Standing Orders Report dealing with the times of sessions, motions and amendments which are in order, delegates' credentials, duration of speeches, and procedure generally. This shall be presented as the first item of business at an Annual or Special Delegate Conference, as the case may be, for acceptance, rejection or amendment. |
| CONSULTATIVE | (j) | Consultative Delegate Conferences may also be convened according to provisions and for purposes specially laid down for them, subject to the Rules of the Federation. |

Rule 18

CHANGES TO RULES AND SCHEDULE

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| RULES | (a) | No change to the rules shall be made, other than Rule 2, except at an Annual or Special Delegate Conference ('the meeting') and after due notice has been given of a motion to amend under the procedures set out below. |
| | (b) | A motion to change the rules, appropriate to the meeting concerned, shall be passed by a two-thirds majority of those delegates present and voting. |
| MOTIONS TO CHANGE THE RULES | (c) | Motions to change the rules shall be received by the General Secretary not less than twelve weeks before the date of the meeting. Motions to change the rules may be submitted by individual members. Such motions may also be submitted by the Executive or Council or by the committee of a Branch or of a Division and shall be signed by the President or Chairperson thereof as appropriate. |
| | (d) | The Executive, acting as the Standing Orders Committee, shall consider all such motions to change the rules which have been received and determine whether or not they are in order – that is, in conformity with the Law and would not, if approved, lead to inconsistency with other sections of the rules. |

- (e) Motions to change the rules and that are in order shall be communicated to members no later than eight weeks before the date of the meeting.
- (f) If a motion to change the rules is deemed to be out of order, this shall be communicated to the proposers no later than eight weeks before the date of the meeting. The reasons for deeming a motion to change the rules out of order shall form part of the Standing Orders Report at the meeting.

AMENDMENTS

- (g) Amendments to proposed rule changes, which have been deemed to be in order, may be submitted to the General Secretary no later than twenty-eight days before the meeting.
- (h) Save for minor textual changes, no amendments may be proposed to motions to change the rules later than twenty-eight days before the meeting. The Chair of the meeting shall have absolute discretion in determining if a proposed amendment is of a minor textual nature.

SCHEDULE

The provisions of the Schedule may be amended, varied or repealed by the Council, provided that a motion so amending, varying or repealing any of the provisions of the Schedule has been passed by a two-thirds majority of those members of the Council present and voting. Notice of such a motion must be given to the Branches at least twenty-one days before the meeting of the Council when the motion is to be moved.

REGISTRAR

Any changes to the rules or the Schedule pertaining thereto shall be notified to the Registrar of Friendly Societies forthwith.

Proposer: IFUT Council