

# Employers plan to cut electricians pay In the Electrical Contracting Industry



**EMERGENCY**

## Calling all Electricians **NATIONAL STRIKE** February 2014



**Act now to defend Pay and  
Conditions in your industry**

# ELECTRICIANS & APPRENTICES - CALL TO ACTION

## Background

On Thursday the 9th May the Supreme Court struck down all Registration Employment Agreements established under Part 3 of the Industrial Relations Act 1946, including the Electrical Contracting Agreement which was registered with the Labour Court by declaring it invalid having regard to the provisions of Article 15.2.1 of the Constitution of Ireland.

This was brought about by a small group of electrical employers who broke away from one of the employer bodies who is party to the current agreement. They have achieved this after many attempts to have the law courts fault the terms of the agreement. They finally managed, after spending huge amounts of money, to find a loophole in the law that eventually achieved their first objective. Their obvious ongoing goal will be to drive down wages and conditions of workers in order to enhance their profit and exercise control over individual workers.

## ***What does the Supreme Court decision mean in practice and how will it affect the workers covered by this agreement?***

It means the current **National Agreement** between the AECE & ECA (employer bodies) and the TEEU on behalf of all Electricians and Apprentices governing Pay, Terms and Conditions of Employment remains in place. While no longer registered it stands as it did for the 65 years before it was first registered in 1990. Your Pay and Conditions cannot be altered without the agreement of the Union on a collective basis on behalf of all workers in the industry.

## What's the crisis?

The TEEU met with the ECA on Thursday 16<sup>th</sup> January 2014 at the request of the ECA who sought to slash the pay of Electricians and Apprentices immediately, by altering the pay terms of the National Agreement by reducing pay by **10%**.

**The TEEU steadfastly refused to countenance the 10% pay cut.** We did this because during the last 9 years the cost of living has continued to rise, our members have been faced with serious austerity measures including substantial indirect taxation, negative equity in their homes, loss of medical insurance and a continuing threat to have their pay reduced even further by the electrical employers. This, in circumstances where the TEEU has made no threats, but the electrical employers continue to squabble between themselves putting at risks the livelihood of our electrician members.

- The last pay increase applied to electricians by the employers was in 2007, based on a comparator with electricians employed in other parts of the Irish economy during the period between September 2005 and September 2006 and implemented on the 1st April 2007, that rate being **€21.49**.
- In 2010 the Labour Court recommended a **4.9%** increase to all electricians which all electrical employers steadfastly refused to implement.
- Under the pay terms of our National Agreement the pay increase due to all contracting electricians from the **1st April 2014 is €24.78**.

## Employers free for all!

The employers have informed us that following our rejection of the 10% reduction that they would henceforth proceed to tender for work on a competitive basis by engaging directly with the electricians in each of the ECA companies, on what they could afford to pay to secure the said contract. The AECE have also repudiated the Agreement and accordingly, will be affected by the dispute. This behavior by the Employers, as you can well imagine will lead to a race to the bottom within a very short space of time.

## TEEU Fight back

The TEEU Executive Council decided to consult our members in a Strike Ballot with a view to putting the employers on notice, right across the industry that unless they pay the current agreed terms of the agreement the union will strike nationally or strategically against individual employers once the notice is served and has expired. It is envisaged that such a strike, should it become necessary, will commence before the end of February 2014.

## Every Vote Counts

For further information or to check your membership status to ensure that you are included in the Strike Ballot, contact your Local Regional Office (details on back page of this circular). Encourage your colleagues to do the same.

The pay rates illustrated in the January 2014 Fusion Magazine are inclusive of the 4.9% recommended by the Labour Court in July 2009.

**Log on to [www.TEEU.ie](http://www.TEEU.ie) or telephone the Strike Hotline on 01-8719903 for additional info & updates.**

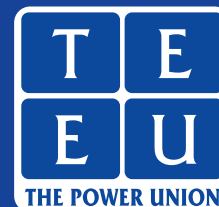
## OUTLINE OF PAY: AS IT OUGHT TO BE & AS IT IS BEING APPLIED BY EMPLOYERS

<p><b>Pay increase due from the 1<sup>st</sup> April 2014*</b> Rate of Pay applicable under the agreed terms of the National Employment Agreement but being withheld by the Employers acting in a united manner.</p>	↑	<p><b>€24.78</b> per hour</p>
<p><b>Pay increase due from the 1<sup>st</sup> April 2013*</b> Rate of Pay applicable under the agreed terms of the Registered National Employment Agreement but being withheld by the Employers acting in a united manner.</p>	↑	<p><b>€24.66</b> per hour</p>
<p><b>Pay increase due from the 1<sup>st</sup> April 2012*</b> Rate of Pay applicable under the agreed terms of the Registered National Employment Agreement but being withheld by the Employers acting in a united manner.</p>	↑	<p><b>€24.55</b> per hour</p>
<p><b>Pay increase due from the 1<sup>st</sup> April 2011*</b> Rate of Pay applicable under the agreed terms of the Registered National Employment Agreement but being withheld by the Employers acting in a united manner.</p>	↑	<p><b>€24.55</b> per hour</p>
<p><b>Pay increase due from the 1<sup>st</sup> April 2010*</b> Rate of Pay applicable under the agreed terms of the Registered National Employment Agreement but being withheld by the Employers acting in a united manner.</p>	↑	<p><b>€24.40</b> per hour</p>
<p><b>Labour Court Rec. 19586 (Pay increase due from the 1<sup>st</sup> January 2010)</b> Rate of Pay applicable under the agreed terms of the Registered National Employment Agreement but being withheld by the Employers acting in a united manner.</p>	↑	<p><b>€22.56</b> per hour</p>
<p><b>Labour Court Rec. 19586 (pay increase due from 1<sup>st</sup> September 2009)</b> Rate of pay recommend by the Labour Court In July 2009 at the end of the week long dispute by 10,500 Electricians and also withheld by Employers.</p>	↑	<p><b>€22. 03</b> per hour</p>
<p>Current NEA Rate that Employers' are obliged to pay as parties to the Agreement Last increased in 2007 based on the 2006 rate in 16 analogue companies.</p>	↑	<p><b>€21.49</b> per hour</p>
<p><b>ECA</b> (The ECA is currently a signatory to the NEA) Current Claim for reduction in pay by the Electrical Contractors Association ECA (Part of the CIF and mainly operate on the large construction sites).</p>	↓	<p><b>€19.34</b> per hour</p>
<p><b>AECI</b> (The AECI is currently a signatory to the NEA) Current Claim for reduction in pay by the Association of Electrical Contractors Ireland AECI (medium/small contractors sometimes sub-contractors to ECA).</p>	↓	<p><b>€17. 22</b> per hour</p>
<p><b>NECI</b> Current policy on rates of pay by National Electrical Contractors Ireland NECI. NECI is a breakaway from AECI and is not a signatory to the NEA.</p>	↓	<p><b>€15.00</b> per hour</p>
<p><b>NECTA</b> Current policy on rates of pay by National Electrical Contractors Trade Association NECTA is not a signatory to the NEA.</p>	↓	<p><b>€15.00</b> per hour</p>
<p><b>Employment Agencies</b> Current rates being applied by some Employment Agencies but this is now illegal since the introduction of the (Temporary Agency Work) Act 2012.</p>	↓	<p><b>€10.00</b> per hour</p>
<p><b>National Minimum Rate</b></p>	↓	<p><b>€8.65</b> per hour</p>

\* These rates have been calculated by the TEEU only and are subject to verification at the ENJIC



# Technical, Engineering and Electrical Union



## TEEU HEAD OFFICE

**Tel:** 01 874 7047 **Fax:** 01 874 7048  
**Website:** [www.TEEU.ie](http://www.TEEU.ie)

**6 Gardiner Row, Dublin 1**

**Email:** [info@teeu.ie](mailto:info@teeu.ie) or  
[membership@teeu.ie](mailto:membership@teeu.ie) (membership issues)

*For advice or assistance simply contact any of the following, quoting your membership number:*

## TEEU REGION 1 – Dublin / North East

**Tel:** 01 874 7047 **Fax:** 01 874 7048

**6 Gardiner Row, Dublin 1**

**Email:** [region1@teeu.ie](mailto:region1@teeu.ie)

## TEEU REGION 2 – Dublin / South East

**Tel:** 01 874 7047 **Fax:** 01 874 7048

**6 Gardiner Row, Dublin 1**

**Email:** [region2@teeu.ie](mailto:region2@teeu.ie)

## TEEU REGION 3 – South / East

**Tel:** 051 857 030 **Fax:** 051 857 036

**83 Lower Yellow Road, Waterford**

**Email:** [waterford@teeu.ie](mailto:waterford@teeu.ie)

## TEEU REGION 4 – South / West

**Tel:** 021 431 9033 **Fax:** 021 431 9038

**The Old Firehouse, 23 Sullivan's Quay, Cork**

**Email:** [cork@teeu.ie](mailto:cork@teeu.ie)

## TEEU REGION 5 – Mid. West

**Tel:** 061 319 669 **Fax:** 061 412 434

**15 Anne Street, Limerick**

**Email:** [limerick@teeu.ie](mailto:limerick@teeu.ie)

## TEEU REGION 6 – North / West

**Tel:** 091 533 606 **Fax:** 091 533 607

**Forster Court, Galway**

**Email:** [galway@teeu.ie](mailto:galway@teeu.ie)

## TEEU National Construction Office

**Tel:** 01 874 7047 **Fax:** 01 874 7048

**6 Gardiner Row, Dublin 1**

**Email:** [construction@teeu.ie](mailto:construction@teeu.ie)

## TEEU National Power & Rail Office

**Tel:** 01 874 7047 **Fax:** 01 874 7048

**6 Gardiner Row, Dublin 1**

**Email:** [power\\_rail@teeu.ie](mailto:power_rail@teeu.ie)

**Or any of our 25 Branches Nationwide, located in:**

Athlone	Carlow	Cork	Drogheda	Dublin	Dundalk
Galway	Kildare	Kilkenny	Kerry	Limerick	Northwest
Portlaoise	Tipperary	Waterford	Wexford	Wicklow	ESB

For Branch information, see our website [www.TEEU.ie](http://www.TEEU.ie) and select 'Contact TEEU'

**JOIN ONLINE: [www.teeu.ie](http://www.teeu.ie)**

**Lo-Call No. 1890 488 338**