

# Ballot for Industrial Action

## Information for Fórsa PMSS Grades, TU Dublin

Dear member,

On the **8th of September 2025**, all Fórsa PMSS grades employed in TU Dublin will be asked to ballot for industrial action.

### Why is there a ballot for industrial action?

The reason for balloting all PMSS grades relates to the recent decision by Governing Body not to consult with your union regarding the decision to outsource the advertising of three senior interim posts to an agency, until after the posts had already been outsourced for advertising.

Additionally, their failure to inform internal Fórsa members of these posts, preventing members from submitting an application. Fórsa wrote to management requesting a pause in this process to allow members a window of opportunity to submit an application. This reasonable request by Fórsa was dismissed by your employer and the external recruitment process continued.

These actions are a blatant disregard for Fórsa members and have suppressed potential opportunities for progression for members within TU Dublin. Fórsa wrote to the WRC requesting an urgent conciliation meeting to resolve this matter.

However, your employer delayed responding to confirm their availability to attend and engage in meaningful discussions with your union, all the while continuing their external recruitment process for these posts.

As a consequence of the above actions, and the deliberate disregard to members, Fórsa then wrote to the President of TU Dublin advising that Fórsa will be balloting members for industrial action.

It is imperative that you, as a member, display your solidarity with your colleagues through the balloting process, show your employer enough is enough and that you will no longer tolerate this behaviour.

### Who will be asked to vote?

All PMSS members in TU Dublin.

#### Next steps:

1. An online information meeting will be held for members on **Tuesday 2nd September 2025**.
2. On site visits will take place with the Fórsa Official for Higher Education on **Wednesday 3rd** and **Thursday 4th of September** to facilitate members who may be seeking further information.
3. An electronic ballot will be conducted, therefore all members should ensure that Fórsa have your up-to-date contact details.

Details of the above will be sent by separate email from your branch reps.

#### What can you do?

- Participate in any workplace information meetings arranged by your Branch Reps.
- Ensure that you cast your vote as early as possible once the electronic ballot opens on **Monday 8th September**.
- Encourage your colleagues to engage in this process and use their vote to demand meaningful consultation and transparency on recruitment from your employer in TU Dublin with your union.