



***Forum Unions
Maltin***

Proposals to Political Parties – May 2026

Forum Unions Maltin, the confederation of trade unions is issuing its proposals to Political Parties ahead of the General Election of 30th May 2026. The proposals cover areas involving employment, conditions of work, trade unions, employment legislation and pensions.

1. To continue the national discussions leading to the Implementation of the Right to Disconnect.
2. To reform the Industrial Tribunal to reduce delays and to shift proceedings outside the Law Courts premises.
3. To amend the Employment Law to introduce a registration process for Trade Union Confederations.
4. To carry out a process of consultation to amend the Employment Legislation – EIRA to reflect ongoing developments in employment practices.
5. To widen the representation of social partners in the National Boards to include For.U.M.
6. To establish a rotation mechanism so that For.U.M. can be represented in all EU employment fora.
7. To increase by an additional two, the number of employees released with trade unions who are signatories of the Collective Agreement for the Public Service.
8. To introduce a mechanism to address free riders by directing employee contributions to a research and development fund which is accessible to the recognised negotiating trade unions.
9. To ensure that schemes applicable to NGOs and to Band Clubs such as the reduction in electricity and water tariffs and all other schemes are also applicable to trade unions.
10. To amend the current pensions provisions so that employees who retire before the statutory retiring age and are in receipt of the retirement pension, are also eligible to carry out part-time work.
11. To carry out a process leading to the increase in the capping of pensions on all employees.
12. To initiate a process leading to the recognition of the Planning Profession through a warrant system.

13. To provide the reassurance that increases in pensions will not result in an increase in the number of years employees are required to work before becoming eligible for retirement benefits.
14. To introduce gradual retirement schemes allowing employees aged 60+ to reduce hours without substantial pension penalties.
15. To recognise overtime and allowances as pensionable income for pension calculations.
16. To provide stronger protection of pension purchasing power through inflation-indexed increases.
17. To introduce early retirement options for employees in physically or psychologically demanding roles.
18. To introduce incentives for employers to retain and retrain senior workers rather than forcing early exit.
19. To restructure the Government's travel and subsistence allowances for work-related travel to better reflect the number of hours worked by officers, including overtime, as well as the rising costs of accommodation.
20. To expand remote and hybrid work arrangements where operationally feasible.
21. To modernise the public service overtime structures and compensation systems.
22. To provide mental health support services and confidential counselling for all employees.
23. To reduce bureaucracy through digitalisation to lessen administrative burdens on officers.
24. To pilot a 32-hour work-week without loss of pay leading to the national implementation.
25. To implement measures in consultation with trade unions to strengthen collective bargaining coverage in line with EU targets.
26. To provide improved consultation rights for trade unions on workplace restructuring and AI implementation.
27. To introduce a public funding mechanisms for trade union training and capacity building.
28. To strengthen public funding for trade union research via MCESD.
29. To increase the leave hours provision for trade union executives who are signatories of collective agreements in line with the coverage of the respective agreements.