

# National Bargaining News

November 2018

News from the national negotiators

## Vote now: VOTE YES

As reported in our last newsletter, no further offer has been forthcoming from management on a cost of living pay rise, and a statutory ballot for industrial action will open on 28 November.

This is a postal ballot which will be sent to your home address. In the ballot, you will be asked to vote on industrial action consisting of strike action. The EIS-FELA Executive is recommending that you vote YES in favour of strike action.

The anti trade union laws mean that if you don't vote, it counts as a vote against industrial action and to accept management's paltry pay deal, so please USE YOUR VOTE and encourage all of your colleagues to do likewise.

We are not advocating for strike action because we like being on strike. Strike action is always a last resort, and this is no exception. None of us came into the

sector to take strike action on an annual basis—we came into the sector to teach FE students and to make a difference to the lives of some of the most vulnerable learners in the country.

Management has made it clear time and again that its priority is not the interests of our learners—it's all about the bottom line.

We have tried for TWO YEARS to bring management to the table to talk meaningfully about a cost of living rise. We originally submitted our cost of living pay claim in December 2016, some eight months after we received our last cost of living rise.

We have made progress since national bargaining was reintroduced in 2015—but it has come at a cost. Management had no intention of budging one inch on equal pay for lecturers, on class contact time,

on annual leave, on TQFE or on transfer to permanence until our collective power—in withdrawing our labour through strike action—forced them to the table.

We do not accept that delivering equal pay for lecturers means that some must have a pay freeze—and that is not what anyone signed up to in 2016.

We have not been impatient. We are not greedy, or unreasonable. You voted to reject Management's "final offer" - which equates on average to a rise of less than 1% per year for 2017, 18 and 19. We are seeking to negotiate on a similar basis to the agreement Management reached with the support staff unions and in line with the wider public sector pay policy issued by the government.

We are asking you to take strike action once again, with the simple demand of Management—**NEGOTIATE NOW FOR FAIR PAY!**

## Ballot Opens Wednesday 28 November

- Remember this is a postal ballot sent to your home address
- Come to branch meetings, post on social media, talk to your team— make sure your colleagues use their vote!
- Branch 'Day of Action' on 05.12.18— more information to follow— post pictures and use the hashtag #NegotiateNow

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