

EIS PAY UPDATE

NOVEMBER 2017

Members may be aware of the announcement of proposed local strike action by the NASUWT, in a small number of schools in two LA areas (Glasgow & East Dunbartonshire). This announcement came as a surprise. Despite being members of the SNCT Teachers' Panel the union concerned did not advise the other teacher unions that it was planning industrial action nor indeed did it demur from the proposals discussed around concluding this year's pay negotiations.

The EIS is working with other public sector unions

to build a challenge to Scottish Government pay policy – professional unity will be essential to the potential success of that campaign.

The EIS believes that industrial action may be required around next year's pay claim and this year's AGM made clear that we need to build support for this in order to beat the new Tory Trade Union Act thresholds, particularly the need for 40% of the entire membership to have voted Yes - i.e. people not taking part in the vote will count as a "No!"

The following points are drawn to members' attention:

The 2017/2018 pay negotiations are still ongoing and progress is being made. The negotiations have not broken down and the Teachers' Side of the SNCT is not in dispute. None of the unions represented on the SNCT has proposed any action other than to continue to negotiate. At the moment COSLA is considering the latest proposal made to it by the Teachers' Side.

The EIS believes that the threat of strike action should be part of planned and focussed industrial action strategy, not a publicity stunt.

Our understanding is that local authorities are questioning the legality of the proposed NASUWT strike action, as they do not believe that any ballot has been carried out that might legitimise the announced strike action. Should such a challenge be successful, teachers taking strike action could find themselves in direct conflict with the law and open to potential disciplinary action from the employers.

If and when the EIS asks its members to take action it will be supported by a legal ballot; we would ensure that members and our union were not put at risk. We would not ask members to take action, and lose salary, when it would be totally ineffective in achieving an outcome and could leave them facing disciplinary action.

At this time the EIS is not moving to industrial action on this year's claim but we are building our capacity and preparing for next year's negotiations. In the future we may well need to deliver legal, credible and nationally supported industrial action to further our campaign for fair pay for all teachers.

In the event of the proposed days of strike action actually happening (in the small number of schools targeted) members will receive further specific advice.

For more Information, please contact your LA Secretary:
www.eis.org.uk/Contacts/LocalAssociation.htm