

#Colleges **Need** Lecturers



Forth Valley College



Dear EIS Member

Consultative Ballot on College's 'Full and Final' Offer

The Consultative Ballot on Forth Valley College's 'Full and Final' Offer to settle the Instructor Assessor dispute, closes at noon on the 14th December 2020. The Offer and ballot wording can be found [here](#). The EIS FELA FVC representatives recommend you **Reject** the College's 'Full and Final' Offer to settle the Instructor Assessor dispute for reasons outlined on the ballot.

A branch meeting will be held today, Wednesday 9th December 2020, 4pm, in order to discuss further. You should have an invite to this branch meeting in your email.

The College's offer is open until 18th December. If members vote to reject this offer via ballot then the industrial action will continue until this dispute is resolved via an acceptable offer. A further branch meeting will be held next week before a final answer is given to the College.

The EIS FELA FVC representatives recommend you **Reject**.

Escalation of Industrial Action

The industrial action will escalate on Thursday 10th December, regardless of the ongoing ballot. Action Short of Strike Action begun on 10th November 2020 with Action 1 (Working to rule). Until further notice, members are advised to ensure that they continue to abide by working to rule in the context of action short of a strike. The escalation to Action 2 (refusal to take an accurate register) was cancelled at the request to the FVC Branch.

Action Short of Strike Action will be escalated to Action 3 (a marking boycott) on 10th December 2020. This will be in addition to Action 1 (working to rule). Actions 1 and 3 should thereafter continue until further notice.

We've produced a guide to taking action: [Advice on Action Short of Strike: Marking Boycott \(eis.org.uk\)](#) including an FAQs. Please read this as it explains stage 1 'working to rule' and stage 3 'marking boycott'.

Are the College still planning to deduct wages for this escalation?

Industrial action can involve breaching your contract of employment. The College has been consistent that they will look at deducting wages if members take part in industrial action which breaches their contract of employment. If management do decide to deem, the EIS have sought legal advice on this.

As a result of the College's hard line the national EIS Executive has decided to:

1. Deploy the EIS national hardship fund to support EIS members that are deemed (i.e. have pay deductions)
2. Agree to the EIS FELA Executive Committee request to instigate a voluntary national levy of all FELA members

What else can you do?

- Make sure your out-of-office message reads: 'From Tuesday 10th November, I will be taking action short of strike over the introduction of instructor assessor posts in the college. As I am working to rule (i.e. contract) there may be a delay in the response to some emails.'
- Stay in touch with the Branch and get key updates on the campaign through the [WhatsApp group](#) and the private branch [Facebook group](#)
- Organise a team coffee or lunch catch up during the first week of action
- Stick your posters up behind you on the wall while you're on video calls
- Attend the branch meeting **Today** at 4pm
- For those who are working on an Instructor Assessor contract and are feeling stressed and anxious about this, we will be meeting on Thursday 11th December at 4:30pm to look at potential avenues for addressing this. Please contact Area Officer, Sarah Collins scollins@eis.org.uk if you would like to attend.

The National Dispute & Forth Valley College Dispute

The national dispute is separate to the dispute at Forth Valley College, and the national dispute will not resolve the dispute at Forth Valley College.

The EIS FELA national representatives recommend you **Vote Yes** in National Ballot "to take action to protect my Profession" – this is not to be confused with the current local consultative ballot on FVC's full and final offer where you are urged to **Vote Reject!**

If you have any queries; please contact your Branch Officials or Sarah Collins (SCollins@eisorg.uk)

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