

FELA

Further Education
Lecturers' Association

CITY OF GLASGOW COLLEGE

Support the strike!

Let's rebuild industrial relations together

What will end the strike?

We have **TWO** simple, immediate demands. We will return to work as soon as senior management promise to:

1. **Suspend threats to jobs**
2. **Agree to negotiate with EIS-FELA to implement a 'Fair Work' agreement at the college.**

It is clear that the problems at City of Glasgow College stem from poor industrial relations. Creating a **Fair Work Agenda**, drawn up in partnership between management and EIS-FELA will go a long way to re-setting industrial relations. This concession will cost management nothing and end the strike immediately.

Why should I go on strike again?

The strike is working. But we are, unfortunately, now feeling the effects of the '19 mitigations' planned last academic year: 'semesterisation', end to paid tea breaks, and cuts to learning support. Everyone is feeling stressed. Our working conditions will only get worse if 100 job cuts are made.

Receive 100% strike pay!

You can join the strike even if you have not taken part in any strike action so far!

If you cross the picket line, you are sending a message to management that you agree with Paul Little and think the college is well-run. You will be forced to pick up any extra work management can find for you.

Protect yourself – Join EIS-FELA today and join the strike!

FIGHTING FOR THE FUTURE OF FURTHER EDUCATION

City of Glasgow College is the **ONLY** college in Scotland making compulsory redundancies. This means the cuts are **NOT** being made because of government budget cuts, but because of financial mismanagement by those paid six-figure salaries.

From research and investigations done by EIS-FELA and others, we know that:

- The college spent £540,000 on a commercial project with Saudi Arabia, of which there is no guaranteed return.
- The college has spent hundreds of thousands of pounds on forming international links, including with a fake college in India which did not exist!
- Every time the college has cut staff, the payroll has actually ended up increasing!

If the deficit exceeds £8 million, the SFC will intervene to scrutinise the college's accounts. Is this the real reason senior management are so worried about the deficit?

What is the 'Fair Work' Agreement?

A 'Fair Work' agreement is a requirement of SFC funding. EIS-FELA reps have asked for a Fair Work working group to be established. To date, no statement exists and there has been no engagement with the EIS-FELA branch reps on developing this. A Fair Work agreement would balance 'the rights and responsibilities of employers and workers', and help create a workplace based on **security, fulfilment** and **respect**.

The reason we are in dispute every year is because of the UNFAIR WORK at City of Glasgow College, fostered by senior management and Paul Little.

