

# National Bargaining News

15th June 2021

News from EIS/FELA National Reps15

## INSTRUCTOR DISPUTE UPDATE

Your National Exec met on Friday 4th June and discussed the fact that the Employers' Association have to date failed to agree a National Circular on the agreement which was struck in late April 2021.

The agreement of such a circular, which is in effect an implementation note to colleges on how to implement the national agreement, is vital for the effective application of the agreement. Our Joint Secretary has been actively seeking agreement on this circular; however Colleges Scotland appear to be digging in on an unreasonable interpretation of the agreement.

The Executive last week took the decision to set a deadline of 17th June 2021 for the completion of this circular. Further, we will write to Colleges Scotland informing them that should they fail to agree a circular by that date EIS/FELA will have no alternative but to enter into dispute over a failure to implement the National Agreement on Instructors.

Your Executive has had to take this decision with a heavy heart. We do not wish to enter into yet another dispute, but if Colleges Scotland cannot agree a circular by mid June based upon an agreement struck in April, then it would appear that they are acting in bad faith and yet again failing to "Honour the deal".

You, as members, voted overwhelmingly in the ballot to accept this deal. In good faith we called off our action as a result of an agreement which should put a halt to the replacement of lecturers by instructors; however if the employers fail to agree this circular, we will find ourselves in dispute yet again. Please look out for updates via email and social media.

#CollegesNeedLecturers

## RETURN TO CAMPUS - 21/22

As session 2020/21 grinds to a close many of you will be worrying about what session 21/22 holds.

Your National Exec has agreed to set up a lunchtime Return to campus Q&A session; details regarding this session will be issued in a separate email.

As always with the virus, the situation remains unpredictable, but on current trends it looks like many, possibly the majority, of FELA members will be continuing to work from home in the coming session.

Our contracts remain in force (governing class contact hours and so on) and the important work by members, branches and safety reps that has gone into making campuses safe must continue. But more is needed.

Lecturer contracts were not designed specifically for working from home conditions. So management's duty of care means additional safeguards are needed. The following suggestions are being put forward by EIS-FELA at national level, but similar proposals should be put to local managements as soon as possible.

**To mitigate hazards of mental, physical, musculoskeletal damage, eye strain and stress for remote/online activity, the following measures should be put in place:**

- Online class sizes should be no larger than the numbers that applied when the physical classroom set a maximum number for that class.

- Class contact time for online classes should be interpreted more flexibly than on-screen time, because class contact can

involve other forms (such as responding to emails, social media messages and so on).

- There should be no reduction in timetabled student class contact time per unit.

-The time given for individual online classes should not be less than that which applied when these classes were delivered on-campus.

## GTCS UPDATE

### Getting Registration Ready...

September 2021 will see the national roll-out of GTCS registration for college lecturers across Scotland. This brings to fruition a long-held EIS-FELA ambition and one which we fought for as part of the May and November NJNC Agreements.

Lecturers holding a TQFE or recognised Primary or Secondary teaching qualification will be the first to register after the summer, with others following in the spring of 2022.

Eligible lecturers will receive an email from GTCS, inviting them to register. You do not need to do anything until then. To register, you will need to send an updated PVG and a copy of your teaching qualification.