

October 2018

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BALLOT SPECIAL

Following a special salaries committee meeting on 11th October, it was decided the EIS would hold a consultative ballot on the final pay offer from the Scottish Government and COSLA.

Consultative Ballot

The Ballot Process

The ballot opens on Tuesday 30th October and will close on Tuesday 20th November. Members are being urged to **reject the offer**. A copy of the pay offer will accompany the ballot papers, along with the reasoning for recommending it be rejected.

The ballot paper will say:

“Do you wish to accept or reject the terms of the Employers’ Side offer dated 6 September 2018?”

The Salaries Committee recommends that you **REJECT** the offer. In the event of a rejection the EIS will seek further negotiations within the SNCT.

Should these negotiations fail, it is likely an indicative ballot for Industrial Action will be conducted.

The Offer

The proposal from the Scottish Government and COSLA is based on a 3% cost of living increase, coupled with structural changes to the main-grade salary scale for unpromoted teachers only, which would make the top of the maingrade scale a 5% uplift. This offer falls far short of the 10% pay claim put forward from the teachers’ side and seeks to divide our membership, between promoted and unpromoted staff.

A full copy of the offer is enclosed with this bulletin.

Update Membership Details

Voting papers will be issued electronically to members’ home email addresses on 30th October. Members for whom we have no recorded email address will be sent voting papers to their home address.

It is crucially important we have our members most up-to-date contact details, not only for this ballot, but for any future industrial action ballots. Information on how members can update their information can be found on our website here: <https://www.eis.org.uk/Value-Education-Value-Teachers/UpdateDetails>. Additionally, reps can inform membership of new members in the school who may have transferred in or who may be probationers.

Probationers for whom we have personal details and home addresses will be included in the ballot but student members will not be.

Maximising Turnout

The Trade Union Act, 2016, means that unions must achieve a turnout of 50% or more in an industrial action ballot. In order for action to be legal, a further threshold of 40% of support to take industrial action from all eligible members must be met. This means that all non-voters are effectively a “no” vote. Although this is not a statutory ballot, it is critical that we meet these thresholds to show both Scottish Government and COSLA that our members are serious and that strike action is increasingly likely if there is no negotiated settlement.

Action for Reps

Please make members aware of the forthcoming ballot.

Please advise members of the importance of updating membership details and explain how this can be done. Please check your school membership details and inform the Membership Department of any changes.

Please display the enclosed posters prominently in your establishment and encourage all members to reject this offer.

National Demonstration

The national demonstration planned for October 27th becomes even more important, in light of the imminent ballot launch. Buses are booked from across the country and branches and local associations have plans well in hand to ensure a good turn-out. Travel expenses are reclaimable where buses haven't been organised.

Further details are available on the EIS website.

Action for Reps

Please engage in one final push to encourage members to turn out on Saturday for the demo.

