



The Educational
Institute of Scotland

Ref: SRUC/DB/IA21
13 September 2021

Prof Powell
SRUC Principal

By email only

Dear Prof Powell,

**NOTICE OF INDUSTRIAL ACTION IN PURSUIT OF TRADE DISPUTE WITH
SRUC – PAY & GRADING DISPUTE**

I refer to my letter of 23 June 2021 providing the result of the statutory ballot for industrial action (of strike action and action short of strike action) as required by Sections 231 & 231A of the Trade Union and Labour Relations (Consolidation) Act 1992 in pursuit of the trade dispute with SRUC on 'Pay and Grading'. The ballot result gave the EIS a mandate for industrial action of strike action and industrial action short of strike action.

This dispute relates to the SRUC failing to meet the 2020 pay claim as submitted by the EIS (as part of the joint trade unions' claim) and a failure by the SRUC to fully implement the 2019 Pay & Grading Agreement.

I hereby give notice that affected EIS members employed by SRUC will be asked to undertake a programme of continuous industrial action short of a strike in pursuit of the dispute. It is anticipated that action of this nature will commence from 30th September 2021 and continue until 22nd December 2021 or end earlier if a resolution is found. If no resolution is obtained or likely, then an additional statutory ballot will be carried out.

I also hereby give notice that affected EIS members employed by SRUC will be asked to undertake a programme of discontinuous strike action in pursuit of the dispute. It is anticipated that action of this nature will commence from 30th September 2021 and continue as set out in the dates below until 22nd December 2021 or end earlier if a resolution is found. If no resolution is obtained or likely, then an additional statutory ballot will be carried out.

The industrial action short of a strike will take the following forms:

1. Not undertaking any goodwill activities beyond existing duties, such as overtime or lunchtime activities.
2. A resulting boycott - Not to share any assessment or exam results with the SRUC.

The affected EIS members employed by SRUC will be asked to undertake a programme of discontinuous strike action on the following dates in 2021:

- Thursday 30th September
- Wednesday 6th October
- Tuesday 12th October
- Monday 25th October
- Thursday 4th November
- Wednesday 10th November
- Tuesday 16th November
- Monday 22nd November
- Thursday 2nd December
- Wednesday 8th December
- Tuesday 14th December

Please note that the affected members (and categories) are the EIS members employed by SRUC as:

SRUC Aberdeen Campus, Craibstone Estate, Aberdeen AB21 9YA
Academic inc. Lecturing Staff: 28
Academic related staff: 2

SRUC Ayr Riverside Campus, University Avenue, Ayr KA8 0SX
Academic inc. Lecturing Staff: 8
Academic related staff: 0

SRUC Barony Campus, Parkgate Dumfries DG1 3NE
Academic inc. Lecturing Staff: 31
Academic related staff: 0

SRUC Edinburgh Campus, Kings Buildings, West Mains Road, Edinburgh EH9 3JG
Academic inc. Lecturing Staff: 23
Academic related staff: 0

SRUC Elmwood Campus, Carslogie Road, Cupar, Fife KY15 4JB
Academic inc. Lecturing Staff: 20
Academic related staff: 0

SRUC Oatridge Campus, Ecclesmachan, Broxburn, West Lothian EH52 6NH
Academic inc. Lecturing Staff: 51
Academic related staff: 3

The above affected members will be called upon to take part in the industrial action. At the time this notice is given, the total number of relevant members is 166. This information is drawn from our Membership database held centrally at this office. This

database draws on information provided by our members and local representatives. Whilst significant effort is made to keep the database up-to-date, it is subject to possible defects in that we may not have up-to-date information from our members on their job titles and/or workplaces.

This communication is given for the purposes of Section 234A of the Trade Union and Labour Relations (Consolidation) Act 1992.

Yours sincerely,

A handwritten signature in black ink that reads "Larry Flanagan". The signature is written in a cursive style with a large, prominent 'L' at the beginning.

Larry Flanagan

General Secretary

C.C. Gavin Macgregor ("Chief of Staff")